

# **Semi-annual Indigenous People Plan Monitoring Report**

---

**Project No. 42466-017**  
**June 2020**

## **Skills for Employment Investment Program (SEIP)\_Tranche 3**

### **Prepared by**

Skills Development Coordination and Monitoring Unit (SDCMU)  
Skills for Employment Investment Program (SEIP)  
Finance Division, Ministry of Finance

This Semi-annual Indigenous People Plan Monitoring Report is a document of the borrower. The views expressed herein do not necessarily represent those of ADB's Board of Directors, Management, or staff, and may be preliminary in nature.

In preparing any country program or strategy, financing any project, or by making any designation of or reference to a particular territory or geographic area in this document, the Asian Development Bank does not intend to make any judgments as to the legal or other status of any territory or area.

## Table of Contents

1. ABBREVIATIONS.....	4
2. EXECUTIVE SUMMARY .....	5
3. PROJECT PURPOSE AND COMPONENTS.....	5
3.1 Scope and Objectives .....	6
3.2 Project outputs .....	7
3.3 Implementation Arrangements .....	7
4. UPDATES OF SMALL ETHNIC COMMUNITY PEOPLE'S PLAN.....	8
5. CONCLUSION .....	8
ANNEXES .....	10
6.1. Annex 1:The Compliance Status with the Loan Agreement BAN-LOAN 3839 .....	10
6.2. Annex-2: Monitoring Report of Small Ethnic Community Peoples Plan.....	16

## 1. ABBREVIATIONS

ADB	– Asian Development Bank
BACI	– Bangladesh Association of Construction Industry
BB-SME	– Bangladesh Bank Small and Medium Enterprise Department
BITAC	– Bangladesh Industrial and Technical Assistance Center
BMET	– Bureau of Manpower, Employment and Training
EPD	– Executive Project Director
FAM	– Facility Administration Manual
FAPAD	– Foreign Aided Project Audit Directorate
GAP	– Gender Action Plan
ISC	– Industry Skills Council
IT	– Information Technology
M&E	– Monitoring and Evaluation
MOF	– Ministry of Finance
NGO	– Non-Government Organization
NHRDF	– National Human Resources Development Fund
NSDC	– National Skills Development Council
NSDC-S	– National Skills Development Council Secretariat
NSDP	– National Skills Development Policy
PKSF	– Palli Karma-Sahayak Foundation
PSC	– Project Steering Committee
SDCMU	– Skills Development Coordination and Monitoring Unit
SDIC	– Skills Development Implementation Committee
SEC	– Small Ethnic Community
SECPP	– Small Ethnic Community Peoples Plan
SEIP	– Skills for Employment Investment Program
SME	– Small and Medium Enterprise
SPS	– Safeguard Policy Statement
TMS	– Trainee management System
TTC	– Technical Training Center
TVET	– Technical and Vocational Education and Training

## **2. EXECUTIVE SUMMARY**

This report presents the status and progress review of the Small Ethnic Community Peoples Plan (SECPP) of the project Skills for Employment Investment Program (SEIP) in Bangladesh under tranche 3. The report period is from January to June 2020.

Tranche 3 is a 191 million dollar segment of SEIP project funded by Government of Bangladesh and ADB Loan 3839 -BAN(COL), aims to increase employment in priority sectors and skills for the workforce (i) delivering market responsive inclusive skills training (output 1) and (ii) strengthening quality assurance system, institutions, and skills development monitoring and management. The Finance Division of the Ministry of Finance (MOF) is the executing agency, and the Skills Development Coordination and Monitoring Unit (SDCMU), within MOF, is the implementing agency. To deliver the trainings (output 1), SDCMU partnered with agencies in the public and private sector (implementing partner agencies or IPAs). SDCMU engaged the IPAs to undertake the enrolment, training, and job placement activities. The IPAs undertake these activities either through (i) their own training centers or (ii) partner training centers (PTCs). Small Ethnic Community Peoples Plan (SECPP) is an integral part of the project implementation and semiannual report on SECPP which is an obligation from the borrower's end.

The report focuses on the progress of SECPP targets in relation to four project outputs such as: Delivery of Market Response Inclusive Skills Training; Strengthening of Quality Assurance System; Strengthening of Institutions and Improvement of Management and Governance for Skills.

Review shows that the project has been progressing slowly alike any other sector due to pandemic situation. The situation has posed some challenges in achieving the outputs during reporting period and onwards. In case of T3 progress, the reporting period was the initial period and different indicators and outputs remain unattainable. Other than pandemic situation, no major challenges emerged during the reporting period from the perspective of social safe guard. Details of the safeguard compliance and SECPP implementation matrix are added as annex of this report.

## **3. PROJECT PURPOSE AND COMPONENTS**

The Skills for Employment Investment Program (SEIP) will support the Government of Bangladesh's reforms in skills development articulated in the National Skills Development Policy (NSDP). It will catalyze the private sector to provide market responsive skills development and strengthen public training institutions to ensure skills development is responsive to identified industry skills needs and emerging labor market trends. Large-scale private sector involvement and public-private partnership is critical in reducing existing skills gap and enabling Bangladesh to move from the current "low-skill, low-wage equilibrium" to a higher skill, higher wage equilibrium. The investment program will assist the government to scale up skilling of new entrants and upskilling of existing workers to increase their productivity and income levels, which in turn will contribute to accelerating economic growth in priority sectors. The investment program builds on the government's ongoing efforts to strengthen the skills development ecosystem by establishing a unified funding mechanism and enhancing overall coordination of the fragmented skills development system.

The SEIP is supported through a multitranche financing facility (MFF), which was approved by the Asian Development Bank (ADB) in May 2014. The SEIP has adopted the MFF modality to assist the government's strategic road map that intends to transform its skills development system both quantitatively and qualitatively. The MFF consists of three tranches that are implemented in phases, with two tranches overlapping for 2–3 years; the MFF availability period is until 18 May 2024. Tranche 1 was approved in June 2014 and its completion date is December 2019. Tranche 2 was approved in November 2016 and its completion date is December 2021. Tranche 3 is will be implemented from November 2019 until November 2023.

## **Impact and Outcome**

The impact will be increased income and productivity of the working population aged 15 and over, aligned with NSDP. The outcome will be increased employment in priority sectors and skills for males and females.

The outcome for Tranche 1 will be increased inclusive access to skills training in priority sectors. The outcome for Tranche 2 will be increased inclusive access to basic, mid-level, and managerial skills training in priority sectors. The outcome for Tranche 3 will be increased inclusive access to basic, mid-level, and advanced skills training in priority sectors.

## **3.1 Scope and Objectives**

The Skills for Employment Investment Program (SEIP) provides support to the Government of Bangladesh in pursuing reforms in the area of skills development, anchored in the National Skills Development Policy (NSDP), 2011. The overall objective of the project is to expand the capacity of skill develop identified public and private training providers both qualitatively and quantitatively by establishing and operationalizing a responsive skill eco system and delivery mechanism through a combination of well-defined set of funding triggers and targeted capacity support. The outcome for Tranche 1 will be increased inclusive access to skills training in priority sectors.

Specific objectives of SEIP are to:

- i. improve job focused skills along with up-skilling of the existing workforce to enhance productivity and growth of industry sectors
- ii. impart skills training linked to gainful employment or self-employment through different partners;
- iii. develop a network of training providers that are endorsed by industry for providing excellence of training to meet the skills needs of employers;
- iv. Establish and implement a strategy to address the special needs of groups specified in the NSDP and ensure their participation in SEIP programs.
- v. implement a vocational trainer development program for trainers and assessors and a management leadership program for training provider management reflecting NSDP requirements;
- vi. Support the training providers for capacity development to ensure quality training delivery mechanism.
- vii. Support key government ministries to strengthen institutional arrangements to enable the TVET system to meet policy objectives within a coherent skills development framework;

### **3.2 Project outputs**

The SEIP will be delivered over three overlapping interrelated tranches and will include four outputs: (i) market responsive inclusive skills training delivered; (ii) quality assurance system strengthened; (iii) institutions strengthened; and (iv) monitoring and management for skills development enhanced.

The SEIP aims to expand the capacity of the public and private sectors to provide market responsive skills training, while enhancing job placement and/or self-employment rate from the current level of less than 40%. The SEIP will focus on four stages of the training cycle: (i) targeted enrollment is achieved, (ii) completion of quality training is improved, (iii) trainees are placed in jobs within 3 months after completing training, and (iv) trainees stay in the jobs for at least 3 months. This requires a robust monitoring and evaluation (M&E) system that tracks the trainees and training providers through the four stages. The emphasis on labor market relevant skills provision through close collaboration between public and private sector stakeholders is expected to improve industry performance by meeting skills needs across industrial sectors, while ensuring quality skills training opportunities throughout Bangladesh.

### **3.3 Implementation Arrangements**

The Finance Division of the Ministry of Finance is the sponsoring ministry as well as the executing agency of the project. Five other ministries are also be responsible for implementation of the project: (i) Ministry of Education (Directorate of Technical Education); (ii) Ministry of Expatriates' Welfare and Overseas Employment (Bureau of Manpower, Employment & Training); (iii) Ministry of Industries (Bangladesh Industrial Technical Assistance Centre) (iv) Ministry of Youth and Sports (Directorate of Youth) and (v) Ministry of Road Transport and Bridges (BRTC and BRTA). In addition, the Bangladesh Bank SME (BBSME), Palli Karma Sahayak Foundation (PKSF), EDCs, BIGM, TTTI, ISC and 12 Industry Associations of 9 priority sectors are involved in project implementation.

High level policy, inter-agency coordination and program oversight for the project is provided by an inter-ministerial Project Steering Committee (PSC), chaired by the Secretary of Finance Division, Ministry of Finance (MOF). The PSC oversees all aspects of project implementation; reviews project progress, approve annual work plan and budgets, as well as make policy decisions related to inter-ministerial policy and implementation matters.

The Project Implementation Unit (PIU), headed by a National Project Director (NPD), is established and functioning to coordinate policy issues and monitor implementing activities of the project. Finance Secretary himself is assigned with the responsibility of the NPD/PIU of the SEIP, in addition to his current duty.

Project management and coordination functions for the project are provided by the Skills Development Coordination and Monitoring Unit (SDCMU). SDCMU is also responsible for providing secretarial support to the PSC and ensuring overall coordination for implementation of the project. The SDCMU is headed by an Executive Project Director (EPD), supported by 4 Deputy and 10 Assistant Executive Project Directors.

The Skills Development Implementation Committee (SDIC), headed by the SDCMU Executive Project Director (EPD) and represented by the chief project coordinators of the industry associations as members, has been established to provide project implementation support. The committee meets regularly to take stock on project progress and solve problems arising during project implementation.

A small ethnic community people plan (SECPP) is in place to ensure the benefits of training activities for SECs under Tranche 3.

#### **4. UPDATES OF SMALL ETHNIC COMMUNITY PEOPLE'S PLAN**

No adverse impact is envisaged on the SECs of Bangladesh associated to this project implementation during this reporting period. Rather SEIP follow an inclusive approach to uphold the notion of equity. SEIP is classified as Category B for indigenous peoples' safeguards according to ADB's SPS (2009). Like Tranches 1 and 2, Tranche 3 activities will not have any adverse impact on SEC people; rather they will generate positive benefits on their economic opportunities. Tranche 3 project has a target of providing skills training to approximately 320,000 people throughout the country, among which 30,000 are from socially disadvantaged group, and a total of 5,000 peoples from SECs are targeted for skills training. This is much higher than the national proportion of SEC, which comprises 1.5% of total population of Bangladesh.

By following the requirement of SECPP, SEIP has an enrollment strategy to enroll small ethnic community trainees in the training institutions located in Rangamati, Khagrachari, Bandarban, Rajshahi, Rangpur, Dinajpur, Naogaon, Sylhet, Habiganj, Tangail, Panchagar, Barisal and Sirajganj. Moreover, SEC trainees are entitled to get admission to any of the institutions under SEIP and received training as well as special stipend. SDCMU has a plan to update enrollment strategy.

Due to COVID-19 pandemic situation, initial work of Tranche 3 such as field assessment of the training organizations and finalizing business plans were slowed down. Therefore, it was impossible to start any training activities up to 30 June 2020, under Tranche 3. Consequently, special stipend activity was also remain unattainable. But all prevailing SEC and poor women trainees were given tk 5000 each as special allowance for supporting them in the COVID-19 pandemic situation under T2.

Appropriate enrollment strategy will be included in the business plans to ensure the participation of SEC trainees. Lessons learnt from T1 and the trend of T2 implementation will be reviewed. This review findings will be utilized in the implementation process of T3. A social marketing firm will be recruited to conduct appropriate awareness program. Finalizing business plans are in progress. SECPP implementation matrix is added as Annex 2.

#### **5. CONCLUSION**

SEIP project aims at developing an employable workforce equipped with market relevant skills and knowledge, it pays special attention to the people living below poverty line, the disadvantaged, and people from remote areas, including ethnic minorities. In specific, the project fosters more equitable access to skill development including those from SECs.

The project is doing preparatory tasks to implement SECPP of T3. It is expected that T3 efforts will have substantial impact on members of the small ethnic community to uplift their social and financial status by being skilled and getting employed.



It is mentionable that, SDCMU is putting high importance towards Institutional development and strengthening quality assurance of the program, SECPP and Gender Action Plan. Stronger efforts will be invested to cover up the pandemic time loss and to ensure achieving the targets links to SECPP. There is a strong commitment to establish effective Governance Redress Mechanism in SDCMU and all the training centers.

## ANNEXES

### 6.1. Annex 1: The Compliance Status with the Loan Agreement BAN-LOAN 3839

**SEIP Tranche 3: Compliance Status as on 30 June 2020 is presented in the table below**

Product	Schedule	Para No.	Description	Remarks/Issues	Type
Loan 3839	5	1	<p>Environment</p> <p>The Borrower shall ensure, and cause each of the Project Implementing Agencies to ensure, that the preparation, design, construction, implementation, operation and decommissioning of the Project and all project facilities comply with (a) all applicable laws and regulations of the Borrower relating to environment, health and safety; (b) the Environmental Safeguards; and (c) all measures and requirements set forth in the IEEs, the EMPs, and any corrective or preventative actions set forth in a Safeguards Monitoring Report.</p>	The government is fully aware of these requirements and this is taken care of.	Safeguards
Loan 3839	5	2	<p>Small Ethnic Community Peoples Plan</p> <p>The Borrower shall ensure, and cause each of the Project Implementing Agencies to ensure, that the preparation, design, construction, implementation and operation of the Project and all Project facilities comply with (a) all applicable laws and regulations of the Borrower relating to small ethnic community peoples; (b) the Small Ethnic Community Peoples Safeguards; and (c) all measures and requirements set forth in the SECPP, and any corrective or preventative actions set forth in a Safeguards Monitoring Report.</p>	<p>SDCMU submitted SECPP monitoring report up to December 2019 as part of Social Safeguard Monitoring Report for T1 and T2</p> <p>Monitoring Report of SECPP up to June 2020 is annexed with this report.</p>	Safeguards

Loan 3839	5	3	<p>Involuntary Resettlement</p> <p>The Borrower shall ensure, and cause each of the Project Implementing Agencies to ensure, that the Project does not have any involuntary resettlement impacts within the meaning of the Safeguard Policy Statement. In the event that the Project does have any such impact, the Borrower shall take all steps required to ensure that the Project complies with the applicable laws and regulations of the Borrower, the Safeguard Policy Statement, the RF and any corrective or preventative actions set forth in a Safeguard Monitoring Report.</p>	Being complied.	Safeguards
Loan 3839	5	4	<p>Human and Financial Resources to Implement Safeguards Requirements</p> <p>The Borrower shall make available, or cause each of the Project Executing Agencies to make available, necessary budgetary and human resources to fully implement the EMPs and the SECPP.</p>	Being complied.	Safeguards
Loan 3839	5	5	<p>Safeguards – Related Provisions in Bidding Documents and Works Contracts</p> <p>The Borrower shall ensure, and cause each of the Project Implementing Agencies to ensure, that all bidding documents and contracts for Works contain provisions that require contractors to:</p> <ul style="list-style-type: none"> <li>(a) comply with the measures and requirements relevant to the contractor set forth in any safeguards documents (to the extent they concern impacts on affected people during construction), and any corrective or preventative actions set out in a Safeguards Monitoring Report;</li> <li>(b) make available a budget for all environmental and social measures;</li> <li>(c) provide the Borrower with a written notice of any unanticipated environmental, resettlement or small ethnic community peoples risks or impacts that arise during</li> </ul>	The government is fully aware of these requirements and being complied.	Safeguards

			<p>construction, implementation or operation of the Project that were not considered in the IEEs, the EMPs and SECPP;</p> <p>(d) adequately record the condition of roads, agricultural land and other infrastructure prior to starting to transport materials and construction; and</p> <p>(e) fully reinstate pathways, other local infrastructure, and agricultural land to at least their pre-project condition upon the completion of construction.</p>		
Loan 3839	5	6	<p>Safeguards Monitoring and Reporting</p> <p>The Borrower shall do the following, or shall cause each of the Project Implementing Agencies to do the following:</p> <p>(a) submit semiannual Safeguards Monitoring Reports to ADB and disclose relevant information from such reports to affected persons promptly upon submission;</p> <p>(b) if any unanticipated environmental and/or social risks and impacts arise during construction, implementation or operation of the Project, promptly inform ADB of the occurrence of such risks or impacts, with detailed description of the event and proposed corrective action plan; and</p> <p>(c) report any actual or potential breach of compliance with the measures and requirements set forth in the EMPs and the SECPP promptly after becoming aware of the breach.</p>	<p>SDCMU submitted Safeguards monitoring report up to December 2019 for T1 and T2.</p> <p>Semiannual Social Safeguards Monitoring Report will be submitted to ADB regularly.</p>	Safeguards
Loan 3839	5	7			
Loan 3839	5	8	<p>Labor, Health and Anti Human Trafficking</p> <p>The Borrower shall ensure, and cause each of the Project Implementing Agencies to ensure, that the contractors comply with all applicable labor, health, and safety laws and regulations of the Borrower and, in particular, (a) do not employ child labor for construction and maintenance activities, and (b) provide appropriate facilities (latrines, etc.) for workers at construction sites. The Borrower shall require contractors not to differentiate wages between men and women for work of equal value. The Borrower and the Project</p>	Being complied.	Social

			Executing Agency shall ensure that specific clauses shall be included in bidding documents to ensure adherence to these provisions, and that compliance shall be strictly monitored during Project implementation.		
Loan 3839	5	9	The Borrower shall ensure, and cause each of the Project Implementing Agencies to ensure, that the contractors shall disseminate information on the risk of transmission of sexually-transmitted diseases, including HIV/AIDS, in health and safety programs to all construction workers employed under the Project. Specific provisions to this effect shall be included in bidding documents and civil works contracts, and compliance shall be monitored by the Project Executing Agency and reported to ADB.	Being complied.	Social
Loan 3839	5	10	The Borrower shall ensure, and cause each of the Project Implementing Agencies to ensure, that awareness campaign on anti-human trafficking shall be conducted and that information and print material on anti-human trafficking shall be developed and distributed to all construction workers and the communities in the Project areas throughout the Project implementation period. Compliance shall be monitored by the Project Executing Agency and reported to ADB.	Being complied.	Social
Loan 3839	5	11	Governance and Anticorruption  The Borrower and each Project Implementing Agency shall (a) comply with ADB's Anticorruption Policy (1998, as amended to date) and acknowledge that ADB reserves the right to investigate directly, or through its agents, any alleged corrupt, fraudulent, collusive or coercive practice relating to the Project; and (b) cooperate with any such investigation and extend all necessary assistance for satisfactory completion of such investigation.	Being complied.	Others

Loan 3839	5	12	The Borrower and each Project Implementing Agency shall ensure that the anticorruption provisions acceptable to ADB are included in all bidding documents and contracts, including provisions specifying the right of ADB to audit and examine the records and accounts of the executing agencies and all contractors, suppliers, consultants, and other service providers as they relate to the Project.	Being complied.	Others
Loan 3839	5	13	The Borrower shall cause each Project Implementing Agency to prepare and implement a robust code of conduct, acceptable to ADB, for their staff involved in the Project, ensuring, among others, that the staff members working with the project do not have any conflict of interest with any activities under the Project. The Borrower shall take necessary steps to further ensure that all applicable anticorruption laws of the Borrower which apply to public officers are vigorously enforced.	Being complied.	Others
Loan 3839	5	14	Gender and Development  The Borrower shall ensure that (a) the GAP is implemented in accordance with its terms; (b) the bidding documents and contracts include relevant provisions for contractors to comply with the measures set forth in the GAP; (c) adequate resources are allocated for implementation of the GAP; and (d) progress on implementation of the GAP, including progress toward achieving key gender outcome and output targets, are regularly monitored and reported to ADB.	Being complied.  Gender specialist is available in SDCMU and GAP implementation matrix is being updated. Quarterly GAP implementation matrix is being prepared and submitted as part of quarterly progress reports; submitted up to December 2019.	Others
Loan 3839	5	15	Operation and Maintenance  The Borrower shall ensure that each Project Implementing Agency shall at all times have sufficient resource provision for its operation and maintenance cost for assets owned by it.	Being complied.  Budget for the SDCMU is adequately provided.	Social

Loan 3839	5	16	<p>Annual Performance Review</p> <p>ADB and the Borrower shall, as necessary, reallocate grants among the training providers participating in the training activities under the Project at the end of each year based on an annual performance review.</p>	Being complied.	Others

## 6.2. Annex-2: Monitoring Report of Small Ethnic Community Peoples Plan

Progress based on specific tasks and performance targets of SEIP under Tranche 2 status as on 30 June 2020

Project Component	Tasks	Targets/Indicators	Responsibility	Remarks/Status
Output 1: Market-responsive inclusive skills training delivered	1. Develop and/or update an enrollment strategy to enroll trainees from SEC in the training institutions located in Rangamati, Khagrachari, Bandarban, Rajshahi, Rangpur, Dinajpur, Naogaon, Sylhet, Habiganj, Tangail, Panchagar, Barisal, and Sirajganj	1. Enrollment strategy updated and/or developed by December 2020, and about 5,000 trainees trained by 2023	SDCMU Gender Specialist and M&E Specialist	Due to COVID 19 pandemic, the project implementation was in static situation for a while. SDCMU has been working on preparing some of the drafts of business plans. Consideration of updating enrollment strategy was an integral part of the draft. The task is in the developing process. Enrollment strategy will be updated and included in all the relevant business plans by December 2020. Target of providing training to 5000 SECP trainees will be achieved in due course of project implementation.
	2. Formulate a strategy for job placement support services to the ethnic trainees who complete the training	2. Strategy for job placement support services updated and/or developed by December 2020, and		Updating strategy for job placement support services was in the process. Target of job



Project Component	Tasks	Targets/Indicators	Responsibility	Remarks/Status
	3. Develop or update the criteria in line with implementation guidelines of the gender action plan for disbursement of special stipends to the ethnic trainees enrolled in the training institutions located in Rangamati, Khagrachuri, Bandarban, Rajshahi, Rangpur, Dinajpur, Naogaon, Sylhet, Habiganj, Tangail, Panchagar, Barisal, and Sirajganj	60% of 5,000 trainees placed in jobs by 2023  3. Stipend disbursement criteria developed and/or updated, and 5,000 trainees received special stipends		placement will be achieved in due course of project implementation.  Stipend disbursement criteria developed. Target of providing special stipend to 5,000 trainees will be achieved in due course of project implementation.
Output 2: Quality assurance system strengthened	Identify the trainers (ethnic) and assess capacity development needs of trainers employed in the training institutions situated in Rangamati, Khagrachuri, Bandarban, Rajshahi, Rangpur, Dinajpur, Naogaon, Sylhet, Habiganj, Tangail, Panchagar, Barisal, and Sirajganj for training of trainer on skills and pedagogy	At least 20 trainers identified on training of trainer skills and pedagogy by 2020	SDCMU Gender Specialist and M&E Specialist	Target will be achieved in due course of project implementation.
Output 3: Institutions strengthened	The program will support strengthening institutions that will improve provisions of funding for the SEC community	National Human Resource Development Fund financing covers SEC	SDCMU	SDCMU will pursue the matter with NHRDF. But, it is beyond the project scope.
Output 4: Monitoring and management for skills development enhanced	1. Track enrollment, assessment, certification of SEC trainees, and monitor training outcomes	1. Enrollment, assessment, certification, and job placement of trainees tracked and monitored	SDCMU Gender Specialist and M&E Specialist	TMS is established and working. Tracking and monitoring is a continuous task. It

Project Component	Tasks	Targets/Indicators	Responsibility	Remarks/Status
	2. Carry out in-depth analysis of the training, job placement, and disbursement of stipend status based on monitoring reports and Trainee Management System to further strategize and achieve the targets	2. In-depth analysis of the training, placement, and disbursement of stipends continuously carried out		will be carried out regularly.  In-depth analysis of the training, job placement, and disbursement of stipends is a continuous task. It will be carried out regularly.