

Voluntary Service Overseas (VSO)



**Internship Report on the Project Titled-“International Citizen Service –
Enterprise”**

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Letter of Transmittal

April 26, 2015

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Subject: Submission of internship report

Dear Sir,

I would like to take this prospect to thank you for the assistance and support you have provided me during the course of this report. Without your help, this report would have been impossible to complete. With profound appreciation, I also like to acknowledge the help provided by Mr. Mahbubur Rahman, Project Manager, for providing me supreme supervision during my internship in the organization.

To prepare the report I collected what I consider to be most appropriate information to make my report as analytical and trustworthy as possible. I have concentrated my best effort to achieve the objectives of the report and hope that my endeavor will serve the purpose. The practical knowledge and experience gathered during report preparation will immeasurably help in my future professional life. I request you to excuse me for any mistake that may occur in the report despite of my best effort.

I would really appreciate it you enlighten me with your thoughts and views regarding the report. Also, if you wish to enquire about an aspect of my report, I would gladly answer your queries. Thank you again in advance for your assistance.

Yours sincerely,

MD. Safeyn Sadaat Mridul

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Acknowledgement

I would like to articulate my gratefulness to those who helped me both directly and indirectly in the preparation of this report. I make an apology to the people whose names that have not mentioned, their contribution is highly appreciated. At first, I would like to thank my course instructor Arifur Rahman Khan, Lecturer of BRAC Business School of BRAC University for guiding me and for giving me the chance to instigate this internship report. More specifically, I would like to thank him for helping me to prepare this report.

I would like to thank BRAC University for giving me the opportunity to complete my internship program from a reputed International organization like VSO Bangladesh on ICSE project. Especially, I would like thank my program manager Mahbubur Rahman, project officer Ziaul Haque and my whole ICSE team. Beside this I would like to thank all the members of VSO team for helping me to complete my report and making me part of their team.

Executive Summary

In order to offer a student with job exposure and an occasion of the conversion of theoretical knowledge into real life understanding, an internship is a must. A better theory and practice can be gained through this curriculum. This report is a combination of three months internship program with ICSE project organized by VSO. I acknowledged different management functions and day to day supervision, planning on my way to complete internship. The objective of this report is to acquire the knowledge about the ICSE project in the North-West region. To prepare this report both primary and secondary data have been used. Apart from this I have used my team resources, what we have done during placement. The first section of this report consists of an introductory part which has been developed for the proper execution of the entire report. Chapter one narrates the company profile including VSO, their focus, vision and values. Chapter two has explained the project, why this project in North-west region etc. The following chapters are about my roles and responsibilities, findings and recommendation. Finally I observed that ICSE project ensures the better services to the people of Bangladesh and it will contribute a lot on the development of economy of Bangladesh.

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List of Abbreviations

| Short Form | Abbreviations |
|------------|--|
| VSO | Voluntary Service Overseas |
| ICS | International Citizen Service |
| ICSE | International Citizen Service Enterprise |
| DFID | Department For International Development |
| PNGO | Partner Non-Governmental Organization |
| PJKUS | Payrabondh Jono Kollan Unnyon Shangstha |
| CAD | Community Action Day |

Chapter 1. Introduction to the Report

1.1 Background of the Report

VSO Bangladesh is an UK based international development organization which is funded by DFID of UK government. I worked in a project of VSO as an intern for 12 weeks. The project name was International citizen services- Enterprise development project. The project was under the women and youth development program. Under this project we worked in two villages of north-west Bangladesh, Rangpur, where our goal was to develop two small enterprises in the two villages. To conduct this project 7 UK volunteers and 5 national volunteers were working together. The total period of the project is one year, divided into three cycles. There I play my role as a national volunteer in the cycle 2 where I worked in different sub teams for entrepreneur reselection, production worker selection and training, mentor networking and community integration. In this report I want to describe about the project and my learning.

1.2 Origin of the Report

This report is a requirement of the internship program for my BBA program. My supervisor Mr. Arifur Rahman Khan assigned me the topic. I have strained my level best to sort it as an admirable one. I used all the latest data and information. I have been helping this organization as an intern under International Citizen Service project for three months. I got pleasure to place latest data. My job responsibility is to reselect an entrepreneur, production worker selection and training and community integration. So, I am getting the opportunity to be very close to the village community people as well as the UK volunteers. My supervisor MR. Mahbubul Alam, Project Manager of the project, guides me time to time to make this report fruitful.

1.3 Methodology

To make the report more significant and satisfactory, two wellsprings of information and data were utilized broadly. Both essential and optional information sources were utilized to set up this report. There are a few records gathered from different assets of the organization. The greater part of them can be dealt with as the optional data. Moreover, I likewise go to a few outlets study. That has been utilized as a medium of gathering information for setting up this report. I took primary data from my supervisor and secondary data from the VSO website and ICS website.

1.4 Limitation of the Report

To finish this report I try my best to make it as curative as possible. But still there were some limitation. There were some resources of my organization where I had no access. Secondly, I was little bit sick during finishing this report. Finally, there are some time constrain, I was succeed to finish this report.

Chapter 2. Introduction to the Organization

2.1. About VSO

VSO is the world's prominent international development organization that uses volunteers to contest poverty and diminish inequality.

Vso's vision is simple: a world without poverty. The approach is unique: sending skilled volunteers from sectors such as health, education and business to work with partners who have requested our help. VSO enables a two-way exchange that benefits the volunteer and the community they serve far beyond the life of the placement.

At a glance

- 40,000+ people have volunteered with us
- 27 countries currently have VSO programmes
- 660 local partners work with us worldwide
- 174,000 people trained by volunteers last year

Vision and values

VSO's vision is a world without poverty.

Mission

VSO brings people together to fight poverty.

Values

- By thinking globally, we can change the world
- Progress is only possible by working together
- Knowledge is our most powerful tool
- People are the best agents of change

2.2 History

Voluntary Service Overseas (VSO) began in 1958 when Alec and Mora Dickson recruited and sent 16 British volunteers overseas in response to a letter from the Bishop of Portsmouth asking for people to teach English in Borneo.

Much has changed since then. VSO has engaged over 43,000 volunteers to work on international development programmes in more than 120 countries. VSO have gone from being a UK charity to an international one, with recruitment bases in seven countries.

In 2013/2014 alone, our volunteers trained over 174,000 people, and delivered services that had an impact on the lives of 2 million.

Today, VSO is a truly global organization. VSO recruit skilled volunteers from all over the world, and from all sectors of society, including business leaders, parliamentarians and young people. Currently, over 30% of our people come from within the country of their placement. They also send increasing numbers of people from one developing country to another.

VSO are always looking for new ways to turn human energy and ingenuity into lasting change. They still send professionals to share their skills with their local counterparts, but they've embraced a range of methods that allow us to provide whatever kind of help is needed most, including promoting international understanding and action, knowledge sharing and youth exchanges.

2.3 Bangladesh

VSO Bangladesh works in communities, sharing skills and experience with local people and organizations that can use them to help address poverty. Their volunteers work directly with people's organizations in a sustainable people-to-people approach, with the villagers themselves shaping and providing a focus for their work. Together, they seek to support disadvantaged groups to unite as active citizens with the capacity, confidence and platforms to participate in development.

VSO Bangladesh focuses on groups who are most excluded from the social and economic growth in Bangladesh and who are the least resilient to economic and environmental shocks. They include:

- Extremely poor or marginalized women, including widows, female agricultural day labourers, landless women, abandoned women, and impoverished mothers and women of reproductive age
- Adolescents and youth, focusing on those in poor rural communities facing un/underemployment
- Excluded groups, including indigenous communities, Dalits, people living with HIV and AIDS and people with disabilities

VSO Bangladesh works across different programme areas which are fully integrated in our planning. They develop alliances with other organizations, the government and communities to complement and add value to one another's work, for a comprehensive approach to tackling poverty in Bangladesh. They aim to reach at least 698,216 people directly by 2015. As the results are subsequently scaled up with our partners across the districts, the total reach will be at least 2.5 million impoverished and marginalized people. Their thematic areas are:

2.3.1 Good governance

Good progress has been made in democratic governance in Bangladesh, yet much remains to be done to translate this into real improvement in areas such as living standards and social inequality. With support of our NGO partners and international volunteers, we build strong and effective people's organizations through our citizen committees and youth clubs, which represent and comprise of disadvantaged members of our target communities. Citizen committees are linked closely to local governance bodies, such as the Union Parishads to increase accountability, transparency in budgeting and decision-making, and effectiveness at fulfilling their mandate of service delivery and community development. Youth clubs focus on model villages to support the design, implementation and replication of initiatives, targeting specific drivers of local poverty which can be tackled through improved local governance.

2.3.2 Sustainable livelihoods

Thirty-six million Bangladeshis are chronically hungry; by 2050 this will have grown by 100 million more. Bangladesh is also extremely vulnerable to climate change and declining freshwater resources. Here technical skill in agriculture, animal husbandry and fisheries is low and marginalized farmers are poorly connected to marketing chains.

Their approach includes identifying and replicating community-designed innovations, such as diversification of agriculture and using water more efficiently, while taking into account local skills, resources, practices and challenges. They also bring in relevant ideas and practices from both the developing and developed countries through our international volunteers. This is done by capacity building among local producers, both to establish market linkages, and to improve and diversify their livelihoods practices.

2.3.3 Inclusive health rights

Although Bangladesh has made promising progress in raising its overall health status and living standards, critical primary health problems persist. The country suffers from widespread childhood malnutrition, and has one of the highest rates of maternal mortality in the world. There is also a high incidence of preventable diseases, due to the lack of access to and information about sanitation, hygiene, nutrition and sexual health.

VSO work to improve quality of and access to rural primary healthcare services. Through the expertise of our healthcare volunteers, we will build technical capacity among targeted groups of community health workers, especially in maternal health and community clinics. They also build capacity among the youth clubs as peer educators in the areas of sexual and reproductive health, HIV and AIDS, nutrition, and hygiene and sanitation. They will support the activation of government health services, to increase local awareness of and access to the services available.

As a cross-cutting theme, gender equality and climate change are an integral part of the VSO Bangladesh programme.

Chapter 3. Introduction to the Project

3.1. ICS

ICS is a UK government-funded development programme that brings together 18 to 25-year-olds from all backgrounds to fight poverty in overseas and UK communities. To volunteer overseas with ICS you don't need cash, skills or qualifications – just the ambition to make a difference. ICS is funded by DFID which leads the UK's work to end extreme poverty. ICS is led by VSO in partnership with respected development organizations.

3.2. ICS Entrepreneur

ICS Entrepreneur is a UK government funded programme that tackles poverty in some of the world's poorest communities by supporting entrepreneurs and small businesses in developing countries. It's led by VSO in partnership with Balloon Ventures, Challenges Worldwide and Raleigh.

Unemployment is a key challenge facing young people around the world and tackling that challenge can boost economic growth in some of the places that need it most. To do this ICS Entrepreneur teams young volunteers from the UK with local volunteers from developing countries, putting their skills and creativity into practice supporting emerging businesses.

What's the difference between ICS and ICS Entrepreneur?

In many ways an ICS Entrepreneur placement is the same as an ICS placement. UK volunteers work side by side with local volunteers and spend 10-12 weeks with partner organizations in some of the world's poorest communities. ICS Entrepreneur is focused on livelihoods, with volunteers supporting communities by working with local entrepreneurs to grow their businesses.

In Bangladesh, the volunteers are working around VSO Bangladesh's 'Model Village' approach. The idea behind the model village approach is to tackle key social and economic challenges and establish one community as a role model for surrounding villages. This includes tackling things such as health and hygiene, livelihoods and youth leadership. This particular project will focus on livelihoods, through enterprise development initiatives and will engage community youth clubs to help sustain activities.

UK volunteers and national volunteers will work alongside community youth club members and support them to develop their facilitation and networking skills throughout the placement, so that when volunteers depart, youth club members can continue to support the young women and their enterprises. VSO Bangladesh therefore sees youth volunteers as playing a key role in the Model Village programme.

The ICS programme contributes to model village clusters in two separate regions of Bangladesh: **Chittagong Hill Tracts (CHT) and North West**. Volunteer teams will be based in each of these regions. Each team will then be divided up between the two communities in the region. The whole cohort of volunteers (two teams) will have its in-country training together, meet up half-way through the programme for the mid-phase review, and again for the debrief before you leave Bangladesh which will offer an invaluable opportunity to share experiences, challenges and successes and to learn from each other.

ICSE project is going to be implemented in two different locations in Bangladesh. CHT region is located southeast and Rangpur is North-west. There are basic difference between the region in relation to culture, local languages and livelihood.

3.2.1 Chittagong Hill Tracts:

3.2.1.1 Demographics:

Khagrachari is a district in south-eastern Bangladesh. It is a part of the Chittagong Division and the Chittagong Hill Tracts. Its local name is "Chengmi". Khagrachari is also known as Phalang Htaung or the Mong Circle (of the rest of the three hill districts Rangamati is the Chakma Circle and Bandarban is the Bohmong Circle). Khagrachari town is the home town of the Mong Chief (currently King, or Raja, Saching Prue Chowdhury who is the head of the Arakanese descendants living in the circle. It also is the administrative headquarters of Khagrachari district.

3.2.1.2 Culture & languages:

Khagrachari is one of hill districts of Chittagong Hill Tracts region and it is a unique region for its rich culture and ethnic diversity. Chakma, Marma and Tripura are the three main indigenous groups here, and they are the majority indigenous groups in the CHT. They all have individual cultural characteristics and practice their own languages (mainly Chakma), literature, proverbs, traditions and customs, superstitions, dances and songs.

3.2.1.3 Local industry

The way of life is very simple here. Shifting cultivation is one of main components of indigenous culture in CHT. The communities use 3 different names for it- Jum (Chakma), Yea (Marma) and Huk (Tripura). This type of cultivation is intrinsically linked with indigenous culture. Weaving is a colorful part of the indigenous community. They have their own tradition to make all types of cloths including dress, blankets, towels, shawls and stoles. The process of weaving is very hard and they have no modern technical equipment and everything must be handmade. The people collect the equipment from forest, and then prepare it themselves

3.2.2 North West – Rangpur:

3.2.2.1 Culture & languages:

Most of the population is Muslim and uphold the main culture of Bangladeshi. They use the local Bengali language and the more educated people understand English as well.

3.2.2.2 Demographics

The targeted communities are far from the district headquarters but it is near to Upzila town (a sub district). **Pairaband** where the volunteer team will be based is the birthplace of Begum Rokeya Sakhawat Hossain (1880–1932), an eminent educationist and a pioneer of women's liberation. The majority of the populations are Muslim, but it's also made up of minority groups including Hindus, Buddhists, Christians and tribes such as Sawthal.

3.2.2.3 Local industry

The way of life is very simple here. Most of people are engaged in agricultural farming where they produce paddy, vegetable, fish, livestock's, potatoes etc. There are very less number of people associated occupations like govt. job or private company jobs. There is no significant industry established yet. Some people have taken self-initiative to run handicrafts production and businesses. Women are likely to be unemployed here.

3.2.2.4 Problem facing community:

Target community people are poor or marginalized young women from these villages who are socially excluded e.g. young widows; single mothers religious minorities; and women headed families which earning less than 2 dollar a day. People are facing permanent unemployment and seasonal unemployment especially women.

3.2.3 North West Region: Rangpur

Villages: Khurdamuradpur, Sadarpur

Partner: PJKUS is an NGO based in Rangpur. PJKUS has been working to promote the socio-economic status of poor and marginalized people, and the social and cultural advancement of indigenous people living in the Rangpur District. PJKUS is VSO's one of the core partner under NW region and working since 2010

VSO has placed international volunteer management advisers, youth mobilizing advisers; livelihood advisers; market development advisers to build the capacity of staff and help the organisation to deliver its services.

Volunteers will work with PJKUS's small team to build the organisational capacity and help them to better mobilise and manage their resources to ensure services for poor people and support the development of local volunteerism e.g. youth club for lasting change of the lives of the poor people.

Project Focus: This placement will focus on developing and strengthening enterprises the handicrafts sector, as these types of enterprises can be developed with minimal start-up capital, it enables women to work flexible work hours and in the comfort of their own homes (which is considered a safer environment and a more socially acceptable form of economic engagement for rural young women in the society). It also gives the women more freedom to manage their own businesses.

The handicrafts sector is steadily growing in Bangladesh and the government has shown keen interest to make the sector more economically viable, and there is talk of the government introducing a handicraft policy that aims to provide financial support, increase production, upgrade market strategy and engage rural women.

ICSE volunteers will identify and facilitate linkages with local micro finance institutions that are available in the area and are providing tailored finance support to meet the needs of women entrepreneurs. Volunteers will help prepare these enterprises to become investment/loan ready.

Volunteers will help strengthen young women's business and marketing skills, and help young women to diversify their product range, and adopt new designs in order to remain distinctive in the marketplace.

Types of activities include (but are not guaranteed or limited too) supporting the development of business plans; testing new business ideas; conducting market assessments and building a network of business mentors for the women.

In each regional team we were given a lot of opportunity to shape our own projects. We would need to be motivated and pro-active to make the most of this; it is a really amazing opportunity to gain experience of working with a community to make changes. One of the most crucial parts is the mobilization and motivation of local youth club volunteers, as we could take your work forward. Thinking about the sustainability of your projects is very important. VSO Bangladesh is extremely passionate about the role that youth can play in development and in changing things for the future.

Chapter 4. My roles and works in the project:

4.1 Entrepreneur Reselection

4.1.1 Background

One of the goals of the first cycle of the VSO ICSE project in NW Bangladesh was to select two entrepreneurs from two local youth clubs in Payrabondh. The first cycle selected two candidates: Romana from Chowdhury Youth Club and Anarul from Bazlur Rahman Youth Club. Following their selection, the two entrepreneurs were invited to a learning visit in Sylhet with VSO ICSE volunteers.

4.1.2 Issue

During the learning visit in Sylhet, Anarul was alleged to have smoked marijuana in his accommodation. It is believed that he lost consciousness and the volunteers were unable to gain access to his room. Out of concern for Anarul's safety, the police were called. The following morning, Anarul left the learning visit without informing anyone and returned to village. Subsequently, a number of unsubstantiated rumours have been circulating in the village regarding the conduct of VSO ICSE volunteers and the other entrepreneur. As a result of Anarul's behaviour, Bazlur Rahman Youth Club has cancelled his membership and his conduct has raised serious questions about his suitability as an entrepreneur on the VSO ICSE project.

4.1.3 Investigation

Three volunteers were delegated the task of investigating these claims, deciding on an appropriate course of action, and selecting a new entrepreneur if necessary; this was supervised by the Team Leaders and Project Officer. The team began by meeting with Anarul at the PJKUS office where he had an opportunity to express his views on the situation in Sylhet. Anarul confessed to having consumed marijuana on the learning visit, although he claimed he had been pressured by VSO ICSE national volunteers. He also admitted to leaving the learning visit without informing anyone but denied spreading rumours about the VSO ICSE volunteers. He stated that he was willing to accept the conclusions of the volunteers' investigation and any subsequent action.

The volunteers then invited representatives from both Youth Clubs to present their views on the situation. The Youth Clubs submitted written statements to the effect that Anarul's membership had been revoked following the consumption of illegal drugs and his subsequent behaviour in Sylhet and Pairabondh.

Following a discussion with the whole VSO ICSE NW team, it was decided that Anarul's behaviour was not compatible with the values and ethos of VSO ICSE and that he was not suitable to be one of the project's entrepreneurs. Anarul was invited back to the PJKUS office, where he was presented with the Youth Clubs' statements and was verbally informed that he could no longer continue as a VSO ICSE entrepreneur.

4.1.4 Re-Selection

The volunteers decided to select a new entrepreneur by initially referring back to the entrepreneur interview assessment results from the first cycle. They selected the three candidates from Bazlur Rahman Youth Club with the highest interview scores: Golap with a score of 45, Tajul Islam with a score of 34, and Mosaddeka with a score of 31. All three of them were invited for an interview, which the volunteers had compiled to assess the candidates' attitudes and ethics. The interview included questions on the candidates' other commitments, whether they were still interested in being an entrepreneur and several scenario-based questions on how they would handle situations they may face as an entrepreneur. The interview panel consisted of three volunteers – Daniel, Sifat and Mridul – with a Team Leader or Project Officer supervising.

The volunteers conducted successful interviews with both Golap and Mosaddeka. Golap came across as calm and confident during the interview and he provided some good answers to the scenario questions; he achieved an average interview score of 35.66 out of 45. Mosaddeka also interviewed well, scoring an average of 27 out of 45. However, it became clear both prior to and during the interview that Mosaddeka did not have the support of her family, who were concerned about Mosaddeka's safety and future if she continued with the VSO ICSE programme, as a result of the rumours about VSO ICSE. Unfortunately, despite being informed of his interview in good time, with several reminders, Tazul Islam failed to

arrive at the allocated time. When subsequently contacted by a volunteer, he behaved in a very unprofessional manner and he said that he no longer wanted to be an entrepreneur.

The volunteers discussed the interview results with the rest of the team, the Team Leaders and the Project Officer. The team concluded that Golap would be the most suitable candidate for the entrepreneur position. He achieved the highest scores on both interviews and he had presented himself well in all interactions with the volunteers. Moreover, Golap has been involved with various volunteering activities with VSO and PJKUS for the last four years. He has very good leadership skills as he is the president of Bazlur Rahman Youth Club. The volunteers are confident in his ability to run and potentially expand the business through marketing and networking in the future.

4.1.5 Code of Conduct

Both entrepreneurs were then invited back to the PJKUS office to sign the Entrepreneur Code of Conduct, in both English and Bengali so it could be easily understood by all parties. The Code of Conduct ensures the entrepreneurs understand the behaviour and attitude expected of them by VSO ICSE and holds them to account (Daniel & Mridul, 2015). (See Appendix)

4.2 Mentor Networking

4.2.1 Objectives

- Engaging mentors
- Connecting mentors with entrepreneurs

Mentors play a key role in supporting project entrepreneurs, both during and post project conclusions.

In cycle 1 a successful networking event was held where entrepreneurs and team members were able to meet with the mentors in an informal setting to share ideas and build business networks.

Cycle 2 repeated this event with a Meet and Greet lunch. Two of the mentors at the Meet and Greet had been recruitment in cycle 1 and had already met Romana at a cycle 1 networking tea party. They had not yet met Gulap however. The other five mentors were newly introduced to the project in cycle 2.

| Objectives achieved | Objectives not achieved |
|--|---|
| <p>Not all mentors were available; however the 7 attendees were all actively engaged and had a lot to contribute.</p> <p>Attendee mentors were given copies of the project's newsletters which included a brief introduction to the project and biographies of the project's two entrepreneurs.</p> <p>Shahin in particular had a lot to share about with Romana's husband, Sariful, and highlighted the importance of a supportive husband for a female entrepreneur.</p> | <p>Three mentors, Poly, Anisur and Rumi were unable to attend. There may be need to create opportunity for our entrepreneurs to meet these three mentors on another occasion.</p> |

4.2.2 Challenges

Our female entrepreneur, Romana, was initially reluctant to attend the Meet and Greet. It turns out that Romana's family still hold some concerns about Romana's engagement in project activities. This has highlighted the importance of further engagement with and winning over Romana's family.

4.2.3 Venue

Northern Training and Resource Centre; Sarkarbari, RK Road, Rangpur (nearest Janata Clinic); 01716672151

4.2.4 Date/Time

Saturday 21st March 2015 11:00 till 3:00

4.2.5 Attendees

Meet and Greet attendees, total 17 people

- 7 mentors

- 2 Entrepreneurs
- 5 ICSE members
- 1 TLs
- 1PO
- 1 PJKUS

A total of 21 people were invited to attend the Meet and Greet. Due to a number of reasons 3 mentors and 1 team leader had to pull out at the last minute.

4.3 Production Worker Selection and Training

4.3.1 Basic Training

14th march, 2015 to 16th March 2015, we conducted three days of “Basic Training” in the Begum Rokeya Complex. The training covered basic production process including sewing, cutting and shaping. In three days we facilitated basic training for thirty production worker candidates, fifteen from Chowdhury Youth Club (CYC), Khordomuradpur, and fifteen from Bazlur Rahman Youth Club (BRYC), Sadarpur. There were 26 female and 4 male candidates in total. The candidates were nominated by their youth clubs as members interested in becoming production workers.

During the basic training days, our trainer, Koli Apa also helped us to assess and highlight the best candidates. +An interview session as conducted for each candidate by ICS members and our entrepreneurs and we asked some basic question to gauge their interest, capabilities & confidence about this business.

We selected fourteen female workers from the 30 candidates. Although the project target was only to select 12 workers, two additional workers were selected in anticipation of drop outs.

4.3.2 Intensive Training

4.3.2.1 Venue

Once the 14 workers were selected from basic training we needed to provide a more comprehensive and thorough training. For long term training venues we decided on

BRYC, and Rayhan (CYC president's) house. The agreed price to rent the room in Rayhan's house was 2000 BTK (1000 BTK for rent + 1000 BTK to cover electricity costs). BRYC came free of charge with 1000 BTK to cover electricity

4.3.2.2 Trainers

We selected 3 trainers for the intensive training, all 3 of whom are highly experienced in their field of expertise: Romana's business has Koli Apa delivering jute bag training while Gulap's business has Mala Apa leading on lampshade training and Shahin Apa leading on cushion training. Mala and Shahin are both present in each other's training for mutual support.

We agreed to pay both Mala Apa and Shahin Apa 18,000 BTK for 20 half days of training, with Koli Apa being paid 23,000 for 20 half days training including use of her assistant.

Production workers will be paid 225 BTK per day (120 BTK per half day). The legal minimum is 4500 per month for a full time worker in training, to work out a daily wage we divided that into 20 working days, and then halved for half days. Please note legal minimum salary is raised to 5300 BTK when a worker is not in training.

The training started on the final week of us being in community and will run for 6 weeks till approximately 14/05/14

4.3.2.3 Training Materials

The purchase committee needs to be called whenever drawing from the Start Up Grant. The Project Officer, Ziaul Haque, is responsible for calling the purchase committee together. We organized a purchase committee meeting to arrange the purchase of all non-perishable materials to come out of cycle 2's start up grant, all these materials can be used in the production house's created by cycle 3. It is important to be aware that the fans, floor mats, ceiling mats and electric wiring were all budgeted for from this budget and do not belong to BRYC/Rayhan's family (there is a spreadsheet that can be found reflecting these purchases in the team laptop in folder 'production worker training') and will be moved with all the other production materials to new production house when created.

4.3.2.4 Project Impact Questionnaires

To measure the impact our project and this training has had on the lives of our production workers and entrepreneurs, we distributed a questionnaire to them within the first few days of training regarding finance, nutrition, health and self-confidence. We also created a similar

questionnaire including all questions from the first with extra questions concerning employability, thoughts on the project and lifestyle change. This second questionnaire is to be conducted at the end of cycle 3 as we think this would be a great way to measure the positive change (if any) that we have had on the primary beneficiaries of this project. The results of the first and the template for the second questionnaire can be found in the team laptop in a folder named 'Monitoring & Evaluation'.

The training we have arranged will continue till just before cycle 3 arrive in the field. We, our trainers, entrepreneurs and our production workers all feel that further training will be necessary in cycle 3. Shahin Apa and Mala Apa suggested that their trainees would benefit from a further 3 month training specifically on tailoring and sewing as this will allow the workers to make a larger variation of products for Golap Bhai's interior design business. While 3 months may be excessive, we strongly recommend that cycle 3 start thinking of arranging some form of additional training as soon as they get into the field.

We feel that although we have used a great selection process to pick the best possible workers, and provided them with high quality training from well experienced professionals, ultimately 20 half days training will more than likely not be completely sufficient to bring all workers to a satisfactory professional level.

4.4. Community Action days

4.4.1. CAD 1: Youth Club Decoration

The aim of this CAD was to improve the décor of both Chowdhury and Bazlur Rahman Youth Clubs (YC) and to integrate all the YC members with the VSO volunteers and improve the working environment for both the YCs and VSO

There was a meeting between both YCs and VSO volunteers to discuss the plan of action, material selection and the potential time frame to complete the project. Due to the nature of the CAD and working with paint, we allocated 3 half days for the CAD to allow time for the paint to dry.

To complete the CAD we needed 4 VSO volunteers and 4 YC members. We also needed a variety of materials: paint, brushes, rollers, sealer and sand paper. A structured schedule was created to ensure all YC reps and VSO Volunteers were aware of exactly what roles they were allocated. This was useful to have a clear schedule; however, we noticed some members had trouble committing to the time we had allocated to the project. We also had to schedule time prior to this to buy materials from Rangpur, taking a day away that could have been spent working on the project.

On the first day, we split into two groups half of us working in Chowdhury YC and the others in Bazlur Rahman YC. There were two UK and two national volunteers in each, plus the YC members who showed up in the morning. The first activity consisted of clearing out the YC rooms, making space to paint. We then had to sand some of the walls ready for the first coat of white paint. We then painted the first coat of white paint to seal the walls ready for the coloured paint.

On the second day, once the paint had dried from the first day, we split into two groups again. In Chowdhury the coat of light blue paint was applied. The YC members also took it upon themselves to paint the outside of the YC in yellow. In Bazlur Rahman, the walls needed another coat of white paint before we could apply the blue.

On day three, the walls in Bazlur Rahman were not dry so the painting of the blue colour could not be carried out. Due to time management we could not afford to spend any longer on the CAD so Bazlur Rahman YC has now taken the job of finishing off painting their YC when the walls are completely dry.

In terms of the budget and the buying of materials we estimated a total cost of BDT28000. The total spent came to BDT29312. We had to approximation how much of each of the materials we would need for the painting of both YCs. We sought advice from a local paint supplier in Rangpur to calculate the amount of paint we would need. We went over budget as the YC requested we source paint for the decoration of the exterior walls; we were able to allow a couple of extra tins of paint for completion, stretching the budget a little over our estimate.

Overall we found this CAD successful in terms of integrating the YC members with the volunteers; however, some of the YC members lacked motivation to help when we had organized time with them. We found some members a lot more willing than others, and as a

team successfully worked together in the decoration. Due to the walls not being dry in Bazlur Rahman, this CAD was not completed in the time we had allocated. Chowdhury was completed and is now a more pleasant working environment for the YC members and volunteers.

4.4.2 CAD 2: Education is the Path to Success

This CAD took place on 03 March 2015 and was conducted in the Begum Rokeya complex in Pairabond, Rangpur. Beneficiaries were primary and preprimary school children from five BRAC schools in the local area and their guardians.

According to UNDP, the mean number of years of education in Bangladesh is 4.6 years for girls and 5.6 for boys. To some extent, this can be seen as a reflection of the success of a government initiative to spread universal free primary education, 5 years of early education. This initiative is supported by third sector services, such as the NGO BRAC which provides free primary school education to poor children living in remote areas not serviced by state schools. The government has also made a particular effort to encourage education for girls.

Government primary school teacher Samsi Ara Begum has been teaching since 1988. She notes that at the beginning of her career girls primary school attendance lagged behind that of boys. This situation has been turned on its head by government initiatives targeting girls, such as cash incentives, food for education programmes etc. However, as the number of girls in her classroom starts to surpass that of boys, she is concerned that boys are getting left behind. As well as successful girl focused interventions, Samsi Ara identifies the economic role boys play in the family as a key factor. Girls traditionally have domestic and non-income generating roles in the family. Young boys, on the other hand, may leave school in order to work in tea stall or manufacturing factories. Child labour remains an issue in Bangladesh despite it being illegal.

Unsurprisingly therefore, getting children to continue onto secondary school remains a challenge. A BRAC Education Programme manager overseeing primary schools in the local area notes that of the 28 children who recently graduated from her schools, half dropped out from high school within the first three years. BRAC launched an investigation to identify the

reasons. It discovered that of the 14 children, all under the age of 14, seven boys dropped out in order to work in Rangpur jute mills or Dhaka garment factories, and seven girls were pulled out of school to get married.

The youth club members of the two Rangpur district communities VSO ICSE is working with also identified education as a prominent issue in their communities. They identified poverty, early child marriage, and a disregard towards education by parents as the core reasons for children to drop out of school.

Immediate outcomes

- Reach children and their guardians from poor families
- Spread the message of the importance of education
- Encourage children and their guardians to think about career alternatives made possible through education
- Develop the capacity of youth club members to be active citizens

Anticipated long term outcomes

- More children, including girls, continue on to secondary school education

In order to get our message across about the importance of young children staying in education, we decided, with the help of the youth clubs, to do a CAD with the local BRAC school children. The BRAC school children come from poorer backgrounds. We decided to invite all the local BRAC schools in the local area and to give children permission to bring one guardian to the CAD event which was to be held at the Begum Rokeya complex.

We planned to do activities which we thought would engage the mixed audience we had of young BRAC school children and their guardians. The youth club played an active role in helping us think of the activities we wanted to do for the CAD. The activities we planned to do were getting motivational speakers to give speeches about the importance of education and continued education. This was important to motivate the beneficiaries and make them aware that by staying in school; they can become successful and be better placed to provide for their families.

We also decided that we would do a drama on the theme of the CAD which was ‘Education is the path to success.’ This was a fun and engaging way to get our message across about the benefits of continued education and the disadvantages of early marriage. It was a great activity to keep the children attentive and to inform the parents through a drama which they could relate to in day to day life.

Our final planned activity was to do a poster drawing session to allow the kids to reflect on the motivational speeches and drama that they would have seen. Teachers and guardians would be present to help the children and give them ideas based on the theme of education. The children would be encouraged to draw what they want to be when they grow up. The plan was then to get teachers to collect the posters that the groups of children drew and hang them on the wall of their BRAC schools so it could be a constant reminder for the children about the CAD day and its message that ‘Education is the path to success.’

We were scheduled to start our event at 9am on 03/03/2015, however, due to uncontrollable circumstances; we were not able to start our CAD until approximately 9:45am. This was due to some students and guardians, guest speakers, the sound system man and the lighting man arriving late. Without these components, especially the sound system, we were not able to start because the Begum Rokeya venue didn’t have electricity.

Once special guests had arrived and everything was in order, the event started with a short introduction about our CAD before we let the special guests give their speeches. Special guests included a teacher from Begum Rokeya high school and PJKUS director Jangir Chowdhury. We had originally invited the principal of the local college and Romana, one of our selected entrepreneurs, to be our motivational speakers but they didn’t turn up to the event.

VSO UK volunteers then performed their drama based around the theme of our CAD ‘Education is the path to success.’ The drama was performed by the UK volunteers to the delight of the young audience and the drama ended with a message in Bangla which read, ‘Education is the key to development.’

Following the drama, BRAC teachers and their classes were paired up with one national and one UK volunteer each. The school children and their guardians were led to spaces around the venue where they could conduct the drawing activities. Each child was handed a colour pencil pack and children were split into groups of 5 to work on one poster.

After the poster drawing session was complete, teachers were handed the posters and everyone took their seats back in the auditorium. We then started the gift giving ceremony. Children from each school came up to the stage in single file to collect their gifts from ICS volunteers. The gifts included a pen, pencil, word book, note books, rubber, sharpener and pencil case. After every child received their gifts and took their seats, youth club members began to hand out snack bags to children, guardians and guests. We then concluded the session with children coming on stage to sing and perform, we took photos and we said a few words to conclude before the CAD session was complete.

- We completed all of the activities that we had planned in order to spread our message on the importance of staying in education for young BRAC children.

- The turn out from guardians exceeded our expectations. It was the first time the complex had ever been at full capacity and we had to bring in chairs from other areas of the complex to facilitate everyone. Guardians were present for the whole event, including the drawing activities. This meant that our message on the importance for children to stay in education was being heard by key influencers of these children's lives.

- All of the invited BRAC schools turned up. We informed the schools well in advance about our plans and we followed up numerous times after. We also went to the BRAC office to explain the plans of our CAD to the local BRAC programme coordinator who then gave us and the BRAC schools the permission to take part in this event on a school day.

- The ticketing system was successful and it allowed us to control the amount of people permitted to take part in the event. This meant that our resources were not strained and we were able to provide gifts and cater for all BRAC school children.

Total number of confirmed attendees: 331

Break down of 331 attendees:

86 Girls

78 Boys

Total: 164

112 Women

55 Men

Total: 167

Though we have successfully organized our 2nd CAD through the exceptional effort of our team, we faced some challenges and problems. Planning took a long time. As a result we only left three days to carry out tasks required. We were pushed for time and this was exasperated by restrictions on movement because of hartals and strikes. We overcame this through the help of our Project officer and PNGO executive director.

We did much promotion work in our five target BRAC schools but left distribution of invitation cards and badges to the day before the event. We found that one of the schools was closed on that day so we sent the cards and badges to the teacher's home in the evening. There was not enough time for the teacher to distribute invitations and badges to all students and guardians which made it more complicated to identify official attendees from gate crashers.

Similarly, we invited the special guests and speakers the day before the event. Not all of our special guests turned up. Finally, there were little bit of shortages of snacks for the guardians and the program helpers were not always well co-ordinated.

Though we faced these difficulties, youth club members and ICSE volunteers were able to conclude the day feeling that we had accomplished something. We were touched by the thanks of BRAC school staff and parents and the happy faces of the children.

4.4.3 CAD 3: Livestock Training & Vaccination Campaign

The aim of this CAD was to train some villagers and youth club members about livestock and also raise awareness among people about vaccination through a campaign. This was by having two days in which the first day there will be a training session by a livestock specialist and the following day there was a vaccination campaign where the community people got free vaccinations. This will be facilitated jointly by the Youth Clubs and ICS-E volunteers.

Microphone on rickshaw taken through local area and flyers. Also word of mouth from YC for the livestock training.

Livestock training took place in a seminar room at the Begum Rokeya Complex on the 25th March between the hours of 10am and 4pm. The vaccination campaign took outside the Begum Rokeya complex on the 26th March between the hours of 7am and 9am

A structured schedule was created by VSO volunteers and a roles list was created by the YC presidents so that all involved were aware exactly what role they were responsible to support on the day.

Livestock training: This day was a success with 38 YC members receiving a day's training on livestock management by the government livestock officer and his assistant

Vaccination Campaign: This was also a success with over 100 animals being vaccinated against foot & mouth disease despite it starting an hour later than planned.

5. Findings and Analysis

5.1 Community Integration

VSO ICSE project is a wonderful opportunity to work in a cross cultural environment. Community integration is a vital part of this project. Through community living we learn how to cope up with a diversified circumstances and also able to promote our project activities among the community. In this study I shall discuss some of the important elements of community integration.

5.1.1 Host Home

ICSE volunteers are living in the community at the selected host home during the project. The objective of living in the host home is to introduce with the local community life. In our project area there are two villages- Sadarpur and Khordomuradpur. In these two villages there are four host homes. BY living in host home the volunteers get a family in the village which helps them to settle in the community. Host families ensure the food and house for the volunteers. When the volunteers live in the host home the volunteers can learn some new things and also the host family members can also be informed about new things as well as the project works. Our British team leader Vix and international volunteers Paula and Melisa learn how to wear Saree from the host family neighbours. Moreover, some of the volunteers wash cloths in the bucket for the first time in life. This experience enriched the volunteers to grow as an international citizen.

5.1.2 Village life

Besides the host home village life is another vibrant part of community integration. The volunteers are interacting with the local community people in day to day life. After the long day in the PNGO office the volunteers- Josh, Darren, Asif, Daniel, Farhan and Mridul go to the local hotel and take some Garam (hot) Puri And misty (Sweets). These items become the favourite snacks of afternoon to some of the UK volunteers. During taking the snacks at the hotel the volunteers play chess and also make chats with other people of the community in the hotel. The people in the hotel are also interested to us and our project as well. During our project work, we also travel between the villages through easy bike. When we ride on the easy bike we also try to make a good gossiping with other passengers and we make sure that

they do not feel disturbed. Furthermore, the volunteers also play games and sports with the local boys and girls which also help to build a good relation with the young people of the community. In the meanwhile, the nice country sites also attract the eyes of the volunteers.

5.1.3 CAD and ACD

Mithila Akter, an eight years old girl from BRAC School was so happy to get notebooks, pen, pencils, pencil box and more stationary materials. Like her Imran(9), Salma(9), Shakil(6) were also cheerful. That is a picture from our second community action day where the main theme was 'Education is the path to success'. Through the community action days and active citizen days our team got more space to involve with the community. In our whole cycle we did 3 CAD and 2 ACD. The entire CAD was really interesting and helpful for the community. By organizing the CAD the volunteers along with the youth club members find out the social problems and issues and try to resolve the problems. Moreover, we can also stimulate our project works through the community.

The objective of the ACD is to make active citizens in the community. In our two ACD we try to build more capacity among the local youth club. In the meanwhile we also celebrate the national and international days in the community. In our first ACD, we observed the international mother language which was organized by the help of local youth community. During our second ACD we celebrated the independence day of Bangladesh where also arranged a discussion segment where we discussed about the history of independence and the role of youth in the current situation in Bangladesh and globally. Thus, we contribute to create more active citizen in the society.

5.1.4 Challenges

Working in a diversified circumstance is always a challenging issue. We also faced some challenges during our project activity in the community. However, we overcame the challenges by tremendous effort of every single person in the team. The first challenge was to creating awareness about the project in the community. Most of the community people thought that we are there for just observing the community. Some people also thought that the international volunteers are the expert and the national are just the translator of them. But through the wonderful community integration programs and activities we became successful to make the community people conscious about our project as well as ourselves. Secondly,

the youth club members had also problems with the capacity. We also overcome this issue by involving them more in our planning and decision making of community integration activities. In the meanwhile, the youth club member totally organized the third CAD and second ACD and the ICSE volunteers just monitored all the activities. That's how we solve the issues.

Overall the eight week living in the community is an unforgettable journey in the lifetime. To conclude I may say that living with the community and helping them is the best way of volunteering for underdeveloped people.(See Appendix)

5.2 Project Impact

Khordomuradpur and Shodorpur villages

- Only 28% of women are currently involved in income generation;
- 18% of the villagers have awareness of health issues;
- 98% of the villagers suffer from poor sanitary conditions;
- 98% are facing water borne diseases;
- The main source of income is manual day labor.

The project means to connect with women and youth through occupation creation and is securing two created works associations sans readiness. The endeavor is right away in its second trimester and workmanship get ready has now started. 14 women are being arranged in the era of jute packs, cushions and lampshades, the three things considered bound to be profitable by the wander's business diagram.

The endeavor is working in two neighboring towns. Here the typical family unit compensation is underneath the official national the most reduced pay allowed by law. Exactly when family unit pay is reached out to oblige the typical 5 people each family unit, the each capita pay comes to not as much as 50% of the general widespread dejection line of \$1 consistently. 86% of pay time in the two towns takes the sort of day working, a lot of

which will be incorporate nursing the spot that is known for the minimal number of property-owners. In the middle of the tempest season day work is in insufficiency and various are forced to move to the urban zones to find work. Unlike day working, the meticulous work zone can continue offering paid work to the gathering all through the seasons.

The projected two villages are arranged in an exceptionally traditionalist bit of Bangladesh. Here, child marriage is not striking and young women in the gathering have been alluded to marry as energetic as 12. Tremendous quantities of these youth women end up leaving their preparation in order to reduce up family commitments from the encouragement of their natal homes. This can be a frightening information as the young women don't have the sureness and energy to have the ability to state themselves in their new environment.

This endeavor tries to empower women and youth in these two towns by offering them the opportunity to increment more cash related flexibility through the progression of its two female welcoming associations. On top of the prominent monetary prizes of work, employment has distinctive preferences in that it can be a spot to learn new capacities, manufacture sureness, too be an opportunity to develop one's casual association and gather social capital.

While female work levels are low in this some bit of Bangladesh, the careful work range has for the most part been a commendable division for women to take an interest in. The chance to pick home based creation also allows women the versatility to have the ability to juggle neighborhood commitments with occupation. Also, the women won't simply expand employable capacities through undertaking gave setting i up, trust some of them will moreover get an as of late found feeling of sureness as first time suppliers.

Seeing the headway of our 14 era workers has brought me and diverse people from the gathering monstrous livelihood satisfaction. What has in like manner been animating, has been to see the sponsorship the women are issuing each other in their learning excursions. At

whatever point I visit the readiness destinations I see the women helping each other to set the sewing machines or to pro a particularly dubious new fitness.

The female era workers are being arranged by three board level people from RangpurDisctrict's Women's Chamber of Commerce. These women are productive neighborhood business visionaries in their own benefit and they have had the ability to grant their experiences as initiating female business pioneers with the wander's women (Williamson, 2015).(See Appendix)

5.3 Personal Development Session (PDS)

A person who is thirsty for a long time and some random people covers the thirst with purified water I think this is how voluntary works goes toward a change. Likewise, VSO ICSE project involves some self motivated volunteers from different background and from different part of the globe willing to work for a particular change for unprivileged people thus through this project the volunteer gained knowledge and experiences. I am glad to be a part of this project where VSO focused on the volunteer's personal development and thus within the project they have provided some session only for the volunteers to help them in their personal development and I felt very happy to be one of them.

The project of ICSE is about finding out two entrepreneurs and finding suitable production workers thus they can start producing products to eradicate unemployed problem from the society. Moreover it was a process where I found out lots of opportunities to develop myself.

There were 4 sessions and 3 supervisions by the team leaders, one in the starting of the project, one in Mid Phase Review and final one on Debrief. The four sessions were conducted by Vix Anderton, UK team leader which were:

- Public Speaking
- CV Writing
- Career Future

- Networking

5.3.1 Public Speaking:

This session was very impressive as we all volunteers were testing our confidence towards our public speaking where I was gathering my confidence to prepare myself for the test. We had a session with two particular parts the first one was to introduction of oneself in front of other volunteers and other part was is to cite poems in outside to test our voice peach and tone. This session was very much practical and helped me a lot to build up my confidence while speaking in front of public as a result I was able to cite a poem in front of lots of people in CAD 3. At last now I am able to talk in front of lots of people and I believe I have that confidence now.

5.3.2 CV Writing:

My resume and CV was already prepared but I had some lack of strategies and structural problem in my CV but after this session I found those gaps and filled it up as well as I found to know about prioritizing things in CV and also found that CV should not be more than 2 pages. So far I have updated our CV according to that and were astonished by seeing the difference of my previous one while this one looks both professional and detailed. In addition, the process helped me to understand how I can manage my CV according to the industry.

5.3.3 Career future:

So far we were here as a VSO volunteer and all of us were having a bit questions about our future career goals but through this session I found out how to find out my suitable job. Where I just have to have a 5 min of peace and find how I see myself in the 5 or 10 years of future but the main fact is that whatever I see me in future it is not fixed as my need and environment changes time to time so my career option may also change. To be exact there is several dream jobs instead of one I just have to find one after one depending on my choice and preference in the current time. Furthermore, now I can choose a field of work that I prefer and now I know there is no fixed career as I can choose different career option.

5.3.4 Networking:

In future we might have to switch jobs according to our preference or we might need help for settling our job career so for that we need perfect networking which is where our information can be properly disseminated. In this session I found some social networks where I can found a career networking where most famous one was linked in. thus I also have to be up to date with my CV and furthermore I also can help out others or refer them to some jobs to make our networking strong. Likewise I open a linked in account and found it useful to find out different types of jobs and it helped me to connect with some important contacts.

5.3.5 Supervision sessions:

This session occurs three times in a cycle which is mentioned above. The session is about what the volunteers want to achieve throughout the project. Moreover, in first supervision session i stated I want to achieve the quality of creativity works, leadership, increase interpersonal skills, communication and networking, adaptability in different atmosphere and team building. As a result after the first session I was given different kinds of work which involves different kinds of requirement that I want to achieve throughout the project then to the second session I was to find out where I was in the project. Furthermore I found I achieved about 70 percent of quality that I wanted to achieve and in final session I will find throughout the project where I am and how can I fill that gap if there is.

Chapter 6. Recommendation and Conclusion

Recommendation

We recommend more training whether that is intensive training, on-the-job training, or a mix of the two. On-the-job training is a great option as it allows workers and the business to start making money whilst they fine tune their skills. This will be an easier choice to make once the intensive training has been completed and reviewed.

We want to identify learning opportunities. We identified that the main reason behind the problems were time bound and communication issues. We took long time to finish the planning and had less time to carry out necessary tasks. Communicating our plans and coordinating team members was also not up to the mark.

So for the future, we need to finish the planning earlier and leave more time for “doing”. This is especially important in Bangladesh where hartals and strikes frequently disrupt plans. For future reference, it is best to finish all required tasks at least one day before of the program, leaving a day’s contingency space for dealing with unforeseen challenges. Finally we could have allocated more time for detailed briefing of team members on their roles.

Conclusion

VSO ICS Enterprise project was a colossal event for me to develop myself for my prospect profession. I have learnt part things from this undertaking. Working in diverse environment with UK volunteers and nearby group was a stunning background. Working as chunk of such a team is not continuously relaxed and can take some time to get used to, mainly when the team as a total needs to make big resolutions that will affect all of us. Different individuals from different background may have very different perspective on this issues our team has faced during the programme and getting everyone to agree on a course of actions can be a slow and challenging process. However, our team has also be a great source of support and has been there to help me get through the tough times and celebrate the goods. In the course of my 12 week internship placement gave windows of chance, met new individuals, and watched distinctive societies. It was an awesome delight to work being developed part in my nation with VSO. It's a rare open door and I am happy that I took a section in it.

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Appendix

VSO ICS ENTREPRENEUR CODE OF CONDUCT

As an entrepreneur selected by VSO ICSE, I agree to abide by the following code of conduct at all times.

1. No consumption of drugs and alcohol.
2. Abide by the rules and regulations of VSOB and its partner organization, PJKUS.
3. No discrimination on any grounds including race, gender or social status.
4. Treat employees with respect at all times and ensure Bangladesh Labor Code is observed.
5. No form of harassment, sexual or otherwise, will be tolerated.
6. Full commitment and co-operation to the VSO ICSE project.
7. Ensure transparency and accountability for all actions.
8. Proper utilization and efficient use of resources is necessary with minimal wastage.
9. No form of corruption or violence will be tolerated.
10. In the event of an unsuccessful venture, it will be the youth clubs' responsibility to make a decision on how to proceed with the business. The youth club may choose to take over the responsibilities of the business.
11. In the event of a violation of the code of conduct, the entrepreneur and the youth club will take the necessary decisions and actions to resolve the issue.

ENTREPRENEUR

NAME:

SIGNATURE:

DATE:

WITNESSED BY

NAME:

POSITION:

SIGNATURE:

DATE:

ICSE Entrepreneur Selection-2015,

Pairaband, Mithapukur, Rangpur, Bangladesh

Candidate Name:

Score:

Assessor Name:

1. Why do you think you will be suited for the position? Tell some specific attributes that you have which will be beneficial for you as an entrepreneur.

Score: 1 2 3 4 5

2. Do you currently have any commitments which may affect your role as an entrepreneur?

Score: 1 2 3 4 5

3. VSO will help you with initial startup resources. However, you may have to invest your own savings or take a loan. You will be responsible for your investments. Do you agree with the term?

YES\NO

4. Scenario: You have to select one of two applicants with the same skills, score and education. One difference between the two candidates is that one of them is male and the other is female. Who would you choose and why?

Score: 1 2 3 4 5

5. Consider a scenario where you took a business decision in a hurry as you were busy with other arrangements. This decision turned out to be a poor one and has badly affected your production. What can you learn from this mistake and what will you do to prevent a similar situation in the future?

Score: 1 2 3 4 5

6. One of your production members has harassed another member. A conflict has occurred amongst the workers. What is your action against the harassment issue? And how will you educate the rest of the members about VSO's code of conduct?

Score: 1 2 3 4 5

7. What action would you take if you or one of your production members breaks the code of conduct or VSO rules?

Score: 1 2 3 4 5

8. Your production is moving at a very slow rate. How will you motivate your production members improve productivity?

Score: 1 2 3 4 5

9. Suppose you are selected as an entrepreneur. Consider the scenario where VSO volunteers are making suggestions to you with the intention to help your business. However, the suggestion doesn't match with what you are planning to do. How will you handle the situation?

Score: 1 2 3 4 5

10. Suppose, you are offered better price for your product without paying the govt. taxes and at the same time a strike is going on. Will you sell your product? Why or why not?

| |
|---------------------------------|
| Score: 1 2 3 4 5 |
|---------------------------------|

Marking Criteria:

- 1- Very weak response or demonstration of skill.
- 2- Weak response or demonstration of skill.
- 3- Average response or demonstration of skill.
- 4- Strong response or demonstration of skill.
- 5- Very strong response or demonstration of skill.

Final Comments:



Community integration in Pairaband



Three volunteers with the host parents



CAD and ACD

Questionnaire to measure impact of project on beneficiaries

*******Please be as honest as possible when answering this questionnaire, to provide us with quality data. Don't be afraid to answer negatively, we will be asking these questions again in 3 months to gauge how much impact the project has had on you and your lifestyle.*******

| | |
|-----------------------------|--|
| Name | |
| Production house | |
| Date of interview | |
| Name of interviewers | |

Finance

1) What is your average household income?

2) How much financial decision making power do you have?

| | | | | |
|------|--|--|--|---|
| None | I have some input in financial decision making | I collaborate in financial decision making | I have a lot of input in financial decision making | I have complete control over how my income is spent |
| | | | | |

3) How much disposable income do you have?

4) How many months are there where money is tight?

5) How much savings do you have?

6) How confident are you in meeting you and your family's future needs?

| | | | | |
|---------------|---------------|------------------|----------------|----------------------|
| Not confident | Some concerns | Fairly confident | Very confident | Completely confident |
| | | | | |

Nutrition and health

- 7) How many meals do you have a day?
- 8) How many times a week do you have meat?
- 9) Do you have unrestricted access to a doctor/dentist when needed? If you have restrictions, what are they?

Self-confidence

- 10) How much decision making power do you have over your own future?

| | | | | |
|------|--|---|---|---|
| None | I have some control over my own future | I collaborate with others on deciding my own future | I have a lot control over my own future | I have complete control over own future |
| | | | | |

- 11) How many new friends have you made in the past three months?

- 12) Is there anything you want to change in your life? And what?

- 13) How supportive is your family of you working?

| | | | | |
|----------------|-----------------------------|---|------------------------------|-----------------------|
| Not supportive | Family has lots of concerns | Family has some concerns but supportive | Family are fairly supportive | Completely supportive |
| | | | | |

- 14) If your family has concerns, what are they?