

**BYLC** Bangladesh  
Youth Leadership  
Center

**ACTS OF LEADERSHIP:  
IMPACT REPORT 2022**



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# **Welcome messages**

# Message from Chairperson



I wish to commend BYLC for its commitment and contribution over the last 14 years towards supporting the youth of Bangladesh by shaping their personal and professional development so that they can provide the leadership necessary for the country's continued progress. BYLC has strived to enable youth to have a high impact in the public, private, and civil spheres by igniting in them a sense of purpose, equipping them with leadership skills, supporting their career development, and connecting them to jobs and entrepreneurial opportunities.

BYLC started its journey with the noble intention of peace-building by promoting universal values and instilling a strong sense of mutual respect, tolerance, and understanding

among youth from diverse backgrounds. Students who have graduated from BYLC's programs become more confident, more courageous, and more competent to shoulder the responsibilities of the present and the future.

BYLC's programs have been proven to have a profound impact, not only in developing the skills of young people to act as leaders but also in creating the motivation and attitude to do so. Hence, our graduates are determined to make a difference and promote fairness, equity, and justice.

BYLC has also developed an incubation and accelerator model, helping young founders succeed in pursuing their dreams. Building business leaders who promote ethical businesses, green jobs, and decent work, is vital in a fast-changing world challenged by global warming, economic unrest, and healthcare issues.

It has been my proud privilege to be associated with BYLC for many years and to provide the organization with strategic guidance. This document is a testimony of BYLC's achievements and the story of change in BYLC's students, who are now its graduates.

Let me end by congratulating the leadership and management of BYLC for their stellar contribution to society and the nation. I wish them the best to thrive and progress in an increasingly uncertain future as BYLC travels further along its glorious journey.

A handwritten signature in black ink, which appears to read 'Akhter Matin Chaudhury'. The signature is written in a cursive style and is positioned above a horizontal line.

Akhter Matin Chaudhury FCA,  
Chairperson  
Bangladesh Youth Leadership Center (BYLC)

# Message from President



On January 5, 2009, I arrived at the office of the Registrar of Joint Stock Companies and Firms in Motijheel, Dhaka, at 10 am. I would spend the next six hours going from table to table, trying to persuade officers to help me get our certificate printed and signed. I felt a deep sense of urgency as I was already pursuing the registration for several months and I was running out of whatever little savings I had to cover my basic expenses. But I was adamant that I would get the registration done in the right way, without cutting corners. I came out of that office with our certificate at 4:45 pm that day. The practical thing would have been to save time and be efficient. But at that moment, being right was more important for me than being practical.

BYLC was founded with the simple idea that if we can teach young people to differentiate between right and wrong, develop self and contextual awareness, and instill in them values of inclusive and collaborative leadership, we can transform Bangladesh. A lot has changed in Bangladesh over the past 14 years. A lot has changed in our organization, too. One thing, however, has remained constant over these years—our unwavering commitment to holding ourselves accountable to doing what’s right.

Like any organization, we’ve had our fair share of successes and failures over these years. But 2023 marks a watershed moment for BYLC. Drawing on lessons learned from our experiences, we will be launching our next five-year strategy, and spearheading this will be our first Executive Director Tahsinah Ahmed, who brings to BYLC a proven track record of institution-building and organizational leadership. The board and management of BYLC have been working closely with her over the past six months to prepare a roadmap for BYLC’s future and I am excited about the possibilities that lie ahead.

Let me also take this opportunity to thank all our partners, board members, colleagues, alumni, and students. Our work would not have been possible without your conviction in our mission. With the looming climate crisis and widening gaps between the haves and have-nots, Bangladesh and the world today need a new generation of leaders, committed to putting collective interest ahead of personal interest and to improving the human condition. I am filled with hope and optimism as I look to the next phase of BYLC and the impact our work can have on changing lives.

A handwritten signature in black ink, reading "Ejaj Ahmad".

Ejaj Ahmad  
Founder and President  
Bangladesh Youth Leadership Center (BYLC)

# Message from Executive Director



The story of BYLC began with the dream of two young patriots, Ejaj Ahmad and Shammi Quddus, aspiring to see Bangladesh soar into prosperity, led by skilled youth, coming together with integrity and pride, as one entity, one nation. In their pursuit to understand the impediments to development, they realized that education and skills are not enough for a person to take the initiative for problem-solving, that it is imperative for people to realize their roles and responsibilities, and feel the urge to take action for positive change. They established BYLC to shape good leaders—leaders who are self-aware and conscious about the context they live in, who have a strong moral compass, are empathetic and just, who strive to excel, who act promptly and

selflessly, and who are able to inspire collective ownership and constructive actions.

However, inspiring unity is extremely difficult in a society where discrimination exists throughout the pathway of life. BYLC grew providing a platform where youth could realize such differences, strengthen tolerance, and gain the courage to challenge injustice towards humankind and nature. The issues of values, social cohesion, peacebuilding, and safeguarding therefore became fundamental to BYLC's work. Recognizing the importance of economic stability, BYLC started to provide 21st-century skills and employability, and entrepreneurial skills, to enhance the ability of youth to avail decent work and create socially responsive jobs.

BYLC remains steadfast in its conviction that the world today, more than ever, needs skilled and good leaders rather than only skilled leaders. BYLC also continues to promote that the demonstration of leadership without a title is the demonstration of true stewardship.

This report is a humble attempt to share some of BYLC's stories of change to demonstrate the possibility of what sometimes appears impossible. The acts of leadership of two young people brought about a movement that inspired many to practice democratic citizenship. We dedicate this report to our founders, Ejaj Ahmad and Shammi Quddus, and all the young hearts who followed their path to becoming good leaders and good human beings.

It is a privilege for me to be part of BYLC's story. I thank this document's author and also all those who have contributed to developing it.

*Tahsinah Ahmed*

Tahsinah Ahmed  
Executive Director  
Bangladesh Youth Leadership Center (BYLC)

# Executive summary

This impact report, 'Acts of Leadership', provides insight into how BYLC is working to equip young people in Bangladesh with leadership skills and expertise to become better leaders for tomorrow and generate positive change in their respective communities and societies. BYLC's approach to youth leadership is highlighted by the demonstration of effective intervention, stellar networking, team building, problem-solving, and community service conducted by the beneficiaries. This approach complements BYLC's vision as an organization to create a prosperous, just, inclusive society, and a sustainable world driven by courageous, compassionate, and competent leaders. The impact generated by the work of the graduates of BYLC can be seen in various sectors. This report highlights some of the impact stories of the graduates, which testify to the organization's mission to enable youth to have a high impact in public, private, and civil sectors and demonstrate proactive actions for positive socio-economic and environmental change.

This report provides an overview of the beneficiaries reached by BYLC from 2009 to October 2022. A total of 52,260 youth received BYLC's training from 2009 to 2022, among which 6,587 received leadership training in the form of various programs such as the Building Bridges through Leadership Training (BBLT), Building Bridges through Leadership Training Junior (BBLTJ), Art and Practice of Leadership (APL), Leadership for Kids (LFK), Youth Leadership Summit (YLS) and Youth Leadership Bootcamp (YLB). In addition, this document provides a brief overview of BYLC's journey as an organization so far by highlighting the important milestones over the years.

The summary findings from two previous evaluation reports have been incorporated into this report. These findings offer a quick look at how the training programs of BYLC fared over the years and highlight the areas of improvement for the organization to build on and improve the quality of the training BYLC provides.

The most exciting part of this report is the findings of an internal study conducted by the Research, Monitoring, and Evaluation (RME) team of BYLC in December 2022. The mixed-method research aimed to determine whether BYLC's leadership graduates think they could develop and build on different community capitals due to participating in BYLC's training.

The study showed impressive results. Almost 90% of the respondents agreed that their cultural capital increased with the help of BYLC's training which enabled them to become compassionate and tolerant. 82% of the respondents acknowledged the impact of BYLC's leadership training on their improved capacity to build bridges with others. 82% of the total respondents agreed that they confidently play critical roles in social, professional, and civic groups after completing the leadership training provided by BYLC. Regarding political capital, almost 83% of the respondents agreed that their ability to influence others with their opinions and make others join their good cause increased after graduating from BYLC's training programs. The survey findings are accompanied by 'impact stories' of BYLC's graduates from the leadership and other programs. These stories allow us to dive deep into understanding how BYLC's training allowed the young beneficiaries to work for and bring positive changes in their respective communities, societies, and workplaces.

# Our Mission

Create a prosperous, just, inclusive society, and a sustainable world driven by courageous, compassionate, and competent leaders

# Our Vision

Enable youth to have a high impact in public, private, and civil sectors and demonstrate proactive actions for positive socio-economic and environmental change

# Our Values



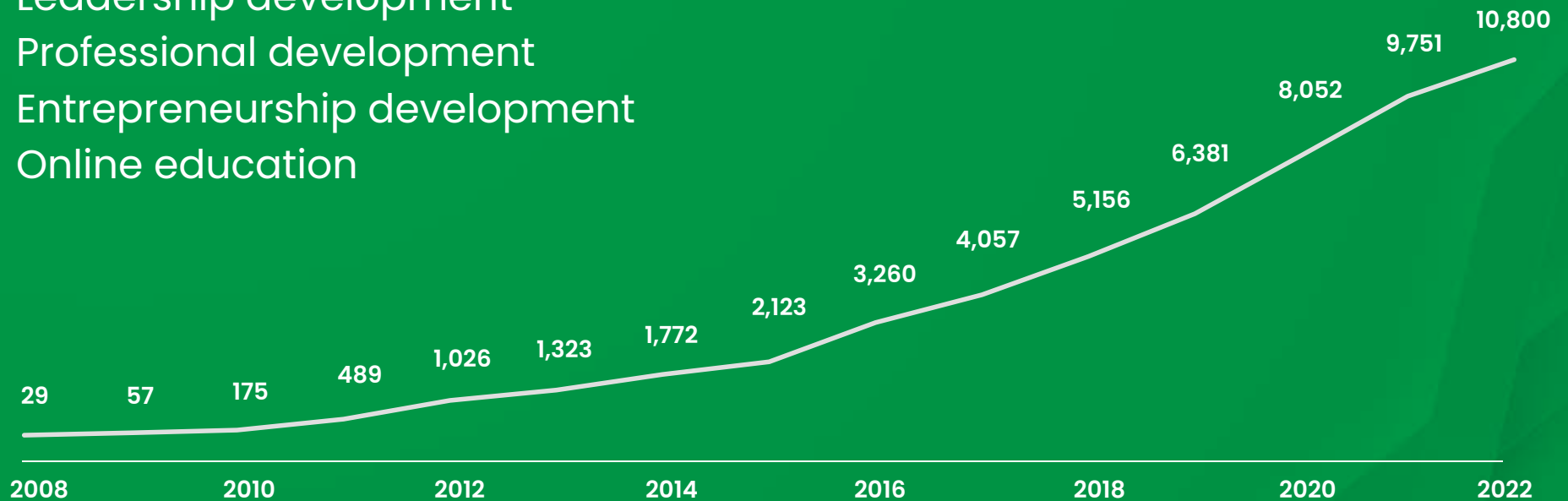




# **BYLC in numbers**

# BYLC's programs and reach from 2009 to October 2022

Leadership development  
 Professional development  
 Entrepreneurship development  
 Online education



**52,260**

youth trained between 2009 and 2022

**41,460**

youth completed online courses on leadership and professional development between 2017 and 2022

**10,800**

youth trained through instructor-led leadership and professional development training programs between 2009 and 2022

**6,587**

youth received leadership training between 2009 and 2022

**1,826**

youth placed in full-time and part-time jobs between 2016 and 2022

**24**

youth-led ventures funded and mentored between 2016 and 2022

Thematic areas	Name of programs	Number of programs	Number of beneficiaries
Leadership development	Building Bridges through Leadership Training	38	1,497
	Building Bridges through Leadership Training Junior	32	1,271
	Art and Practice of Leadership	29	1,187
	Youth Leadership Summit	7	2,162
	Youth Leadership Bootcamp	4	408
	Leadership for Kids	4	62
Professional development	Office of Professional Development workshop	33	921
	Acquiring Competencies for Employment	23	1,398
	CareerX	22	991
	Career Bootcamp	4	505
	1,826 youth placed in jobs (till October 2022)		
Entrepreneurship development	BYLC Ventures accelerator programs	5	544
	24 ventures funded and mentored (till October 2022)		
Online education	72 online courses published and hosted on BYLCx 41,460 online course completion between 2017 to 2022		

# BYLC's milestones



Pilot Building Bridges through Leadership Training (BBLT) program launched in Chattogram



Pilot Building Bridges through Leadership Training Junior (BBLTJ) program launched



- BYLC Graduate Network (BGN) launched for alumni engagement
- Art and Practice of Leadership (APL) workshop launched

2008



2009

2010



2011



2012



2013



BYLC registered as a nonprofit in Bangladesh



Youth Leadership Summit (YLS) launched with 200 delegates



- BYLC signed five-year MoU with Ministry of Youth and Sports to share resources and scale impact
- Youth Leadership Bootcamp (YLB) launched



- BYLC Office of Professional Development (OPD) for career readiness training and job placement launched
- BYLC hosted its first career fair to connect alumni to jobs

2016



First BYLC Run held to promote well-being and mental health

2018



- BYLC took all of its physical programs online to minimize disruption in skills development of youth during COVID-19
- BYLC moved to new Headquarters in Mohakhali

2020



- BYLC worked as the implementing partner of Global Youth Leadership Center (GYLC) to carry out a climate summit in Khulna
- Milestone achieved of training 10,000 youth with leadership and employability skills
- 'Executive Director' position was created in BYLC

2022

2017



- BYLCx, an online education platform to make leadership and professional development education widely accessible, launched
- BYLC invested in 10 social ventures to promote entrepreneurship among youth

2019



- BYLC Ventures, a six-month long accelerator and investment program to support youth-led businesses, launched
- First BYLC Carnival held with more than 3,000 participants

2021



- Leadership for Kids (LFK) and Effective Leadership for Professionals (ELP) launched
- BYLC hosted the Global Youth Climate Summit (GYCS), attended by more than 500 young change-makers from six continents and pledged to work for reducing carbon footprint

# BYLC's approach towards leadership

BYLC believes that leadership can be exercised without having formal authority. Anyone can showcase leadership, regardless of age, gender, or socioeconomic standing—what matters is having it in one's heart and skill to exhibit leadership. BYLC provides a forum for young people to acquire the skills necessary to exercise leadership and contribute to the nation's growth. Unifying youths from different socioeconomic and educational backgrounds and empowering them to act on the issues they care about deeply, BYLC aims to strengthen prosperity, justice, and inclusiveness in the society. Therefore, BYLC's signature programs have the words 'building bridges' in their titles. BYLC offers different leadership programs for youth participants of varying ages and backgrounds to capacitate and enable them to have a high impact in the public, private, and civil sectors. These programs include:

**Building Bridges through Leadership Training (BBLT):** BYLC's ten-week-long signature leadership program is designed for HSC/Alim/A Levels and first and second-year university students. Participants are challenged by the intensive training program and experiential learning style to think critically about leadership and utilize their abilities to affect positive social change. BBLT and BBLTJ programs focus on three main components:



Building Bridges



Leadership Training



Leadership in Action

## **Building Bridges through Leadership Training Junior (BBLTJ):**

The five-week-long leadership program is designed for secondary school students in grades 6 to 10. The program promotes leadership, teamwork, community service, and active citizenship. BBLTJ strives to instill positive values in the participants from a young age, so that lessons of leadership and building bridges remain influential throughout their lives.

## **Art and Practice of Leadership (APL):**

The three-day national workshop is for third or fourth-year undergraduate students, master's students, and young professionals with up to two years of experience. Originally conceptualized at Harvard University, APL offers participants the chance to gain cutting-edge skills and learn new competencies to better compete in the evolving job market.

## **Leadership for Kids (LFK):**

The four-week-long leadership program is for children in grades three to five. The program aims to instill skills and values in young children to help them realize their potential and become future changemakers. Participants are provided training on a variety of skills including public speaking, self-awareness, teamwork, creativity, problem-solving, and leadership.

## **Youth Leadership Summit (YLS):**

The three-day-long program is for students enrolled in an undergraduate/postgraduate program, master's students, and young professionals. The summit focuses on the core challenges faced by youth across countries. It brings together a diverse group of young delegates from around the world with distinguished experts, innovators, and leaders in the public, private, and non-profit sectors for a journey of collective exploration, reflection, and networking.

## **Youth Leadership Bootcamp (YLB):**

The four-day residential workshop is for undergraduate students. The bootcamp is designed to build participants' leadership capabilities and help

them generate innovative thinking. Bootcamp participants develop tangible skills to make them more competitive in their careers and gain valuable insights into the workplace.

### **Effect of BBLT and BBLTJ on graduates' leadership practice: impact assessments over the years**

Two impact assessments have been carried out to understand whether and how BYLC's signature programs, Building Bridges through Leadership Training (BBLT) and Building Bridges through Leadership Training Junior (BBLTJ), have influenced participants' practice of leadership in their everyday life. A brief summary of each assessment is given below.

**Study title:** How the BBLT graduates applied their learning in their lives: An assessment of the 'Building Bridges through the Leadership Training' program of Bangladesh Youth Leadership Center

An assessment study was conducted in 2017 by BRAC Research and Evaluation Division to identify how the participants of the BBLT program applied their learnings in their respective lives and communities. This qualitative study had two objectives: i) to explore in-depth the leadership knowledge and understanding of the BBLT graduates: and ii) to understand the ways in which BBLT graduates are applying their acquired leadership skills in their lives. In addition, this study compared the learnings between the treatment group (who were selected for and received the leadership training) and the control group (who applied but were not selected to receive the leadership training). The study adopted focus group discussions (FGD), in-depth interviews (IDI), and key informant interviews (KII) to collect data from respondents using a random sampling technique.

### **Key findings of the study:**

- The study revealed that there is a difference in understanding of the leadership and authority concepts between the treatment and the control group.
- All of the respondents in the treatment group showed a clear understanding of the problem identification process, and their level of understanding was significantly different than those in the control group.
- Respondents from the treatment group demonstrated clear knowledge regarding the 'building bridges' component of the program.
- Both the treatment and the control group had equal opportunities to mix when they went to different universities in Bangladesh, but not at the college level. However, the treatment group had more opportunities and wider networks, which was made possible due to BYLC's program structure.
- Most of the respondents from the treatment group were actively involved in community service activities after graduating from the program, whereas the same can be said for very few from the control group.
- The most interesting finding was about BBLT's 'spillover' effect. Most of the respondents learned about this training program from their college/university seniors or BYLC alumni connections, who shared their training experience with friends, college/university juniors, siblings, cousins, and others. Such word-of-mouth promotions contributed to the increase in BBLT participants in subsequent years.

**Study title:** Building Bridges through Leadership Training (BBLT) and Building Bridges through Leadership Training Junior (BBLTJ) Phase-I Project Evaluation

An external evaluation for the first phase of the Building Bridges through Leadership Training (BBLT) and Building Bridges through Leadership Training Junior (BBLTJ) project funded by the Embassy of the Kingdom of Netherlands (EKN) was conducted in 2021. The evaluation focused on measuring the changes in participants' knowledge, attitudes, skills, and practices after the completion of the training programs. This endline evaluation used a mixed-method approach using quantitative and qualitative data. The data was collected from graduates, teachers, facilitators, program authorities, parents, and peers.

### Key findings of the study:

- The training sessions of both the programs assisted participants in acquiring leadership skills and knowledge on active citizenship, attitudes, abilities, and improved the participants' capacities on different practices, such as public speaking, critical thinking, problem-solving, negotiation, teamwork, self-confidence, project management, and interaction with diverse individuals.
- The programs' biggest achievement was fostering diversity in the graduates' knowledge, attitudes, skills, and conduct. The participants were found to be more respectful to others while interacting with diverse groups.
- Participants from the Madrassa background showed better learning outcomes than their peers.

- Female participants showed higher levels of leadership attitudes than the male participants, but they scored lower in problem-solving and self-confidence than their male peers. Though female graduates were more skilled in teamwork than male graduates, they perceived less efficacy in negotiation and self-confidence.
- Participants were found to have visible changes in their attitudes and behavior dealing with family members, peers, and people around them.
- The study identified that classroom diversity and inclusivity, unique pedagogy (combination of learning theory and practice), and friendly trainers and facilitators contributed to the learning achievements of the participants.





# **BYLC's impact: data & stories**

When it comes to evaluating the outcomes of different capacity development training, such as the leadership training programs of BYLC, studies rely on reporting the participants' activities. Very few studies can be found that measure and highlight the impact created by the participants in the community-level (Emery et al., 2007). Such impact created in the community-level by the leadership training participants can be evaluated considering different types of capital, i.e., social capital, political capital, cultural capital, etc., (Flora and Flora, 2008), and such studies do not need to be conducted immediately after the training completion date.

The evaluation studies mentioned in the previous chapter of this report looked at the learning outcomes of the training participants, also comparing the learning impact of the training participants with the young people who were not part of the programs. However, some questions were unanswered, such as: what is the impact of these programs on the community-level? How have these programs generated improvement in the participants' different community capitals? After a few months or a few years, do the participants acknowledge that these training sessions have improved their values, morals, and decision-making capacities?

BYLC conducted a survey in December 2022 to find out the impact created by the leadership training programs in the lives of the beneficiaries. This research took into consideration Flora and Flora's (2008) community capitals framework to measure the participants' accumulated capitals as an impact of attending the training programs. For this study, the capitals developed by the participants after graduating from the BYLC's leadership programs were interpreted (Beaulieu, 2014) in the following way:

**Cultural capital:** An improved understanding, tolerance, and respect for people coming from diverse socio-cultural backgrounds.

**Human capital:** An improved ability to expand an individual's

network and strengthen the scope of self-improvement.

**Social capital:** An enhanced role as an active citizen and meaningful participation in social, professional, and civic groups.

**Political capital:** A developed capacity to positively influence other people and improved understanding of civic discourse.

### Objectives of the study:

- To explore whether the participants completing BYLC's leadership training programs acknowledge the learnings they acquired from BYLC's trainings in terms of their improved community capitals
- To highlight significant stories of change of the graduates

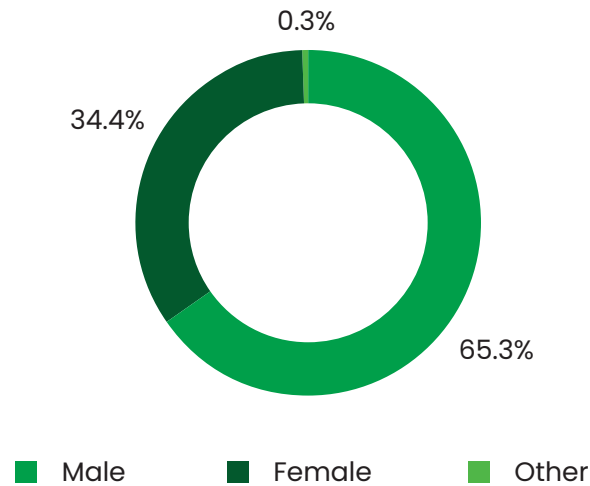
### Methods and respondents of the study:

The study incorporated both quantitative and qualitative data to formulate the study findings. A quantitative survey was conducted in December 2022. As the total number of BYLC's leadership graduates is 6,587 till October 2022, 364 responses from BYLC's leadership graduates were expected for this study considering 5% margin of error, 50% response distribution, and 95% confidence level. However, 374 responses were collected to generate this report. Qualitative data was collected through interviews using open-ended questionnaires using a purposive sampling technique.

Both the qualitative and quantitative data was collected using the BYLC Graduate Network (BGN). Emails were sent inviting the graduates to participate as respondents for the study, and they were followed-up appropriately via phone calls.

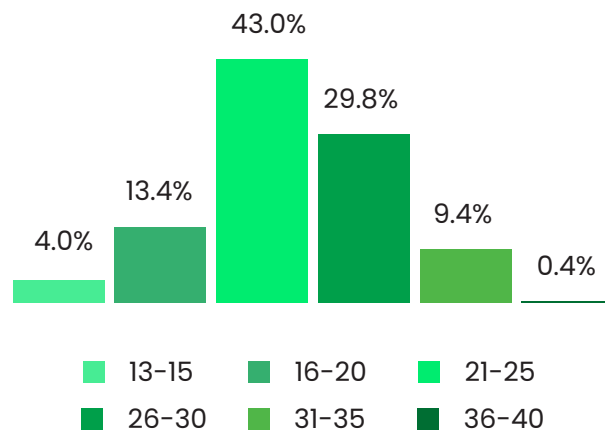
The following chart represents the gender ratio of respondents:

### Gender distribution of respondents



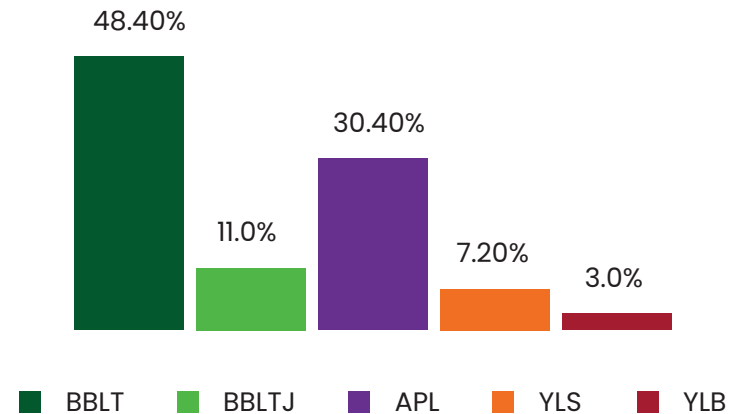
The respondents came from different age groups, as invitations were sent to all of the graduates to date. The age-wise distribution of respondents are as follows:

### Age-wise distribution of the respondents



Additionally, it is important to note that the respondents for this study came from different leadership programs of BYLC. The following chart provides an overview of the program-wise distribution of the respondents:

### Program-wise distribution of respondents



### Study findings:

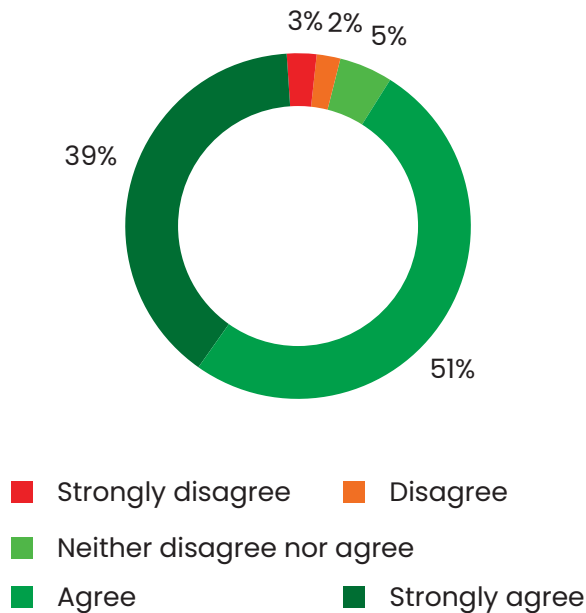
The survey put forward impressive findings in terms of the impact created on the lives of the graduates of BYLC. The study segregated these areas of impact in four major categories. They have been described in the following section with the summary findings:

#### Category 1: Cultural capital

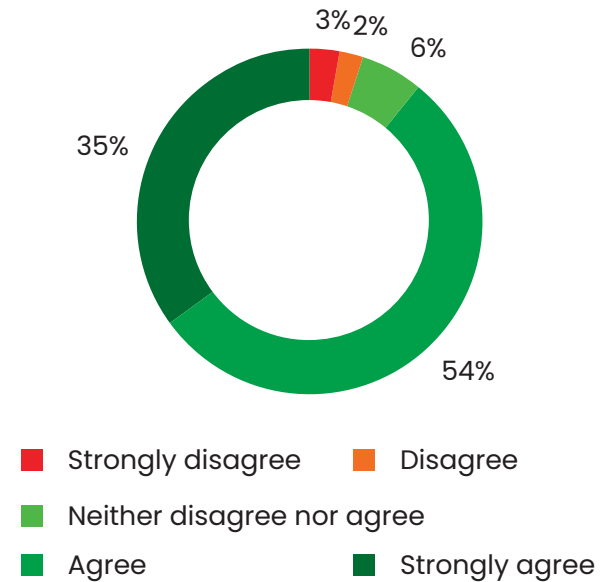
BYLC aims to create leaders who are **compassionate**. Bangladesh has seen a rise in religious and communal violence, which can be regarded as an outcome of growing intolerance to other people’s beliefs, sentiments, and values. A tolerant and appreciative society is ‘integral and essential’ for a peaceful society (UNESCO, 1994). The graduates of BYLC’s leadership

training programs were asked whether they acknowledge any change in their tolerance and appreciation for people coming from different socio-cultural backgrounds. The respondents also shared their views on how confident they feel to showcase their own culture to other people after completing the training programs. Their responses are highlighted in the following graphs:

*"BYLC's leadership training has increased my appreciation, tolerance, and understanding of people from different socio-cultural backgrounds"*



*"After completing the leadership training program at BYLC, I feel more confident and comfortable in expressing my beliefs and values to others"*



The findings suggest that BYLC's leadership training programs could successfully generate positive cultural capital in the lives of 90% of the respondents. Also, 89% of the respondents agreed that they are more confident and comfortable in expressing their beliefs and values to others. It is assumed that these graduates will be working to ensure a just, peaceful, and tolerant Bangladesh in the coming years.



### **Tanzila Elma**

BBLT 8 graduate  
Founder, House of Ahmed

When Tanzila noticed that people would flock to neighboring India for wedding or festival shopping, she decided to launch House of Ahmed—a popular luxury bespoke ethnic Bengali fashion house—in 2019. She takes pride in the fact that the premium fashion brand is made in Bangladesh and uses locally sourced materials. To ensure that her fashion house lives up to its mission of preserving local craftsmanship and ensuring inclusivity and empowerment of local artisans, Tanzila made a point to employ mostly female karigars (craftspeople) for her fashion house. As the ratio of in-house female karigars is significantly lower in Bangladesh, House of Ahmed arranges regular training and mentorship for them so that they are empowered, skilled, and self-sufficient.

As a graduate of the Building Bridges through Leadership Training (BBLT) program, Tanzila says that the skills she gained from BYLC helped her develop a collaborative mindset and become



**BBLT taught me how to make allies  
when pursuing a purpose**



accepting of different mindsets. “In the beginning, the people who worked with me were not accepting of my leadership. I had to be patient and empathetic. I listened to their feedback, visited their homes to understand their experiences and life, and built a connection with them. Now that we’ve built a strong bond, we’ve become a powerful team. BBLT taught me how to make allies when pursuing a purpose,” says Tanzila.

Merely a year after launching House of Ahmed, the coronavirus pandemic hit. Here too Tanzila put her BBLT training to good use. Instead of panicking about how the lockdown would affect the peak Eid season sales, she thought of how she could protect the livelihoods of her employees. “I recalled the problem-solving and decision making skills I learnt from BBLT. We came up with new business ideas and explored different product lines and sales channels to sustain our business,” she adds.

Today, House of Ahmed employs 200 people. The brand took 18 months after their launch to break even. They’ve expanded to three factories, increased revenue by 33% through sourcing cost-effective materials from local markets, retained 85% of their customers and 98% of their employees, reduced operational costs by 55% by reutilizing waste fabrics efficiently—all by 2021. Tanzila cherishes BYLC’s training on being courageous, compassionate, and competent when practicing leadership. She believes that the skills of negotiation, inclusivity, and teamwork that she learned from the BBLT program helped her during times of uncertainty and confusion. “When youth receive the right guidance, they can truly contribute to creating an inclusive and prosperous society.”



### Sadeka Begum

APL 19 graduate

Managing Director, Abha Limited

Despite strong grades in her H.S.C. exams, Sadeka had to join a garments factory in Dhaka as a quality inspector to provide for her family, which included her father who was paralyzed. Her focus, however, was on continuing her education. So, when she was offered the chance to apply to a private university, she grabbed it. She graduated in Economics from the Asian University of Women as the valedictorian of her class in 2020 and now she is the co-owner and managing director of Abha Limited, a garment factory that specifically aims to produce eco-friendly clothes while empowering underprivileged women through livelihood and entrepreneurship opportunities, with a long term goal of being a 100% women-led organization.

Sadeka recalls being a shy young student when she first participated in BYLC's Art and Practice of Leadership program. She wasn't sure how her peers would react to the opinions of a young woman who spent most of her life in a rural area of Bangladesh. APL was the first training opportunity she received



**APL opened my eyes and the doors to a lot of opportunities in my life**



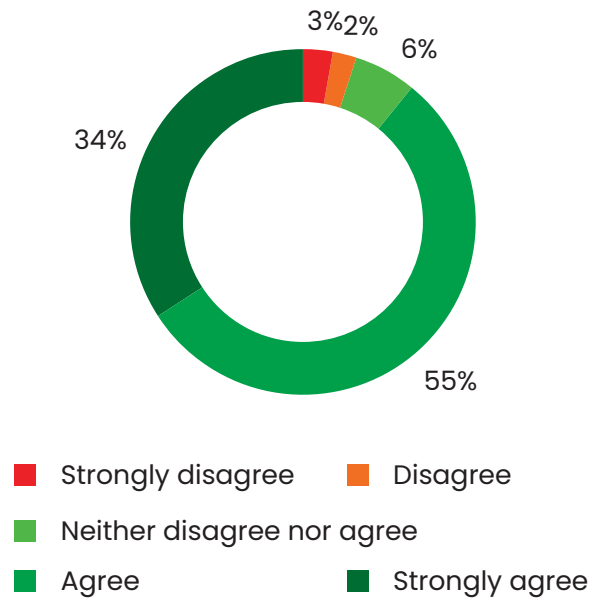
outside of her university. "APL opened my eyes and the doors to a lot of opportunities in my life. It was the turning point in my life as I started focusing on personal development and moving out of my comfort zone. Who could have ever imagined a former garment worker would become the managing director of an RMG company? It took a lot of courage and commitment to take on this responsibility that could potentially change the lives of thousands of women," she says.

Sadeka adds that APL shaped her as a person and taught her to think reflectively on the issues happening around the country and take actions to make a difference. "We need to convince a lot of people to fund our projects as Abha is a business with a purpose to empower women. I have to visit different banks and social investors where I need to convince them to support our project. APL gave me the confidence to not just approach these high level stakeholders but also to persuade them to put their trust in our initiative," she says.

Sadeka's courage and power of conviction is contagious as she doesn't only work in silo but encourages people around her to come up with solutions to solve issues bothering them or their communities. She believes that youth have a duty to take on leadership roles as and when they can. "Young people have the power to change the world. Their only concern cannot be getting a job or starting their own business for profit. They need to think about their community, country, and the world. They need to change their perspective so that collectively we can build a just and prosperous Bangladesh."

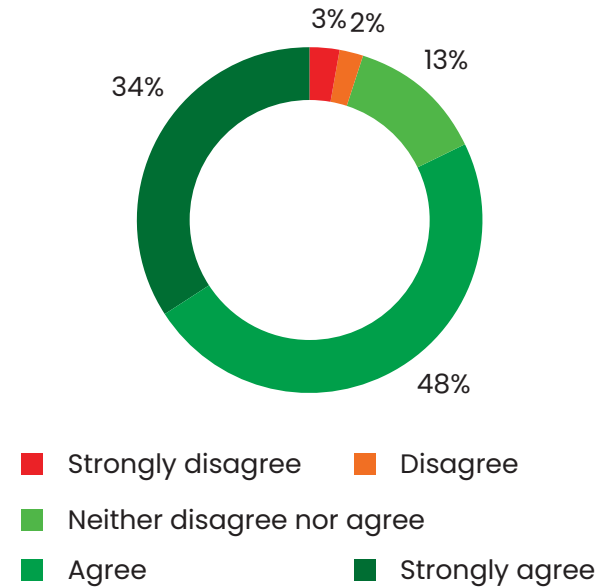
## Category 2: Human capital

Investing in developing human capital for the future generation does not benefit only the beneficiaries. Communities with a high proportion of educated, healthy, and competent leaders are well-capacitated to withstand economic and social uncertainty (Beaulieu, 2014). BYLC’s vision is to create future leaders who are competent, and the program graduates were asked whether they feel they were more able to identify and work on self-improvement. They were also asked whether they could expand their networks as a result of completing the training programs. The results are as follows:



*“After attending the leadership training, I could better understand the need to, and therefore build and expand on my self-improvement”*

*“The leadership training program helped me develop and expand my networking and I could build bridges with other people”*



The findings are impressive, as 55%—more than half of the respondents—strongly agree and 34% agree that they could build and expand on their self-improvement after attending the training. Also, 82% responded positively that they could successfully build bridges with other people, and therefore, expand their networks to facilitate their improvement.



### Rubina Akter

BBLT 4 graduate  
Co-founder, Campaign RED;  
Senior Protection Associate, UNHCR

Along with five other BYLC graduates, Rubina founded Campaign RED in 2017 to promote gender equality by addressing the stigma around menstruation. The initiative's curriculum-based approach enables youth to engage in critical conversations about menstruation and gender inequality. Till date, the intervention has allowed around 20,000 people, including school and madrasa students—both boys and girls—to access accurate and stigma-free information about menstruation across Chattogram.

Even though it has been over a decade since Rubina graduated from BYLC, she says the training she received never gets old. "I got more clarity on what I learned at BYLC by connecting the training components with real world challenges. BBLT taught me how to be more appreciative, tolerant, and open to people from different socio-cultural backgrounds," she says.



**The most important takeaway from my BBLT training was realizing there is no magic solution; change takes time and it begins with you**



As a Senior Protection Associate at the United Nations High Commissioner for Refugees, Rubina has often had to deal with unforeseen challenges. And yet, for the past five years, she has been tackling these challenges through adaptive, rather than technical, solutions. "The most important takeaway from my BBLT training was realizing there is no magic solution; change takes time and it begins with you. This has encouraged me to be courageous, be a part of solutions to issues I identify with, and hold myself accountable," she says.

Rubina says that an impact that Campaign RED is most proud of is its engagement of youth as it offers a platform for young university students to volunteer, learn new skills, and contribute to positive social change. "Bangladeshi youth are generally very hard working and enthusiastic about change. Our educational institutes need to do more to empower them to use their full potential. There's scope for schools and universities to initiate more opportunities that nurture leadership values and skills."





### Sabina Yeasmin

BBLT 19 graduate

Founder, Ovoya Foundation

Sabina made life work for her. She joined a garment factory immediately after completing her S.S.C. in 2016 to contribute to her family's livelihood. When she received the opportunity to study at the Asian University for Women in 2017, she went for it. She had the grades and her performance at the assessment rounds ensured that she received a full scholarship to major in politics. While still studying, Sabina launched Ovoya Foundation, a social welfare organization that works on menstrual education that she began after completing BBLT in 2019.

The BBLT journey, she says, taught her to be tolerant of people of her country and community. "We are much more tolerant of differing opinions when they come from people of a different culture or country. But we tend to get far more offended if someone from our own country or community has an opinion that we disagree with. We fail to see the why behind their words or



**BBLT gave me the confidence to come out of my comfort zone**



actions," she says. The Leadership in Action phase of her BBLT training helped her realize that it was natural for individuals to have different viewpoints even if they belong to the same community. "I actually found my tolerance increasing as we reached out to more and more people," she adds.

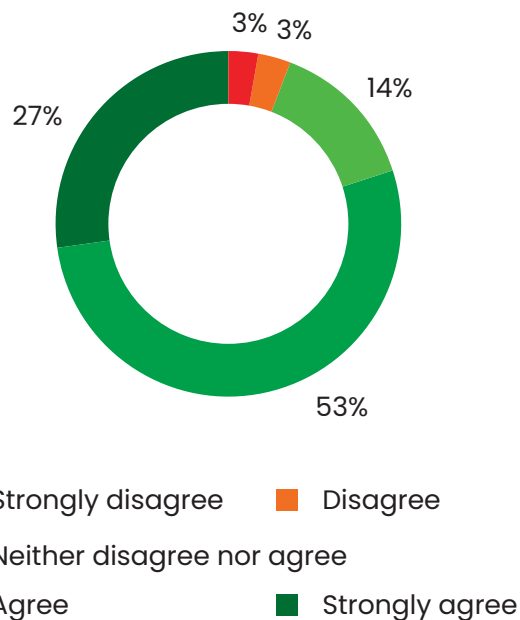
Sabina also credits BYLC with the change in her perception of leadership. Prior to joining the BBLT program, she thought that only those belonging to a political family or those with resources and wealth could be leaders. "BBLT gave me the confidence to come out of my comfort zone. We were never forced to talk or interact but a safe space was created and we gradually learned how to share our thoughts in front of others," she says. Sabina now speaks at important events across the country and many of her speeches have gone viral on social media. Despite speaking in front of large crowds, Sabina doesn't feel nervous as she overcame the fear of public speaking when she stood on a podium to share her thoughts in front of her peers in the BBLT class. She says that she has learnt the art of convincing others from her leadership training, as she now knows how to articulate her thoughts to get the point across.

Sabina advises youth to look at the small picture if they want to work for their community. "Don't think about creating a huge impact on millions of people right at the beginning. Start small; start from yourself, then move on to your family, neighborhood, community. You'll find that your work is gradually leaving a long lasting impact on a lot more people than you thought it would."

### Category 3: Social capital

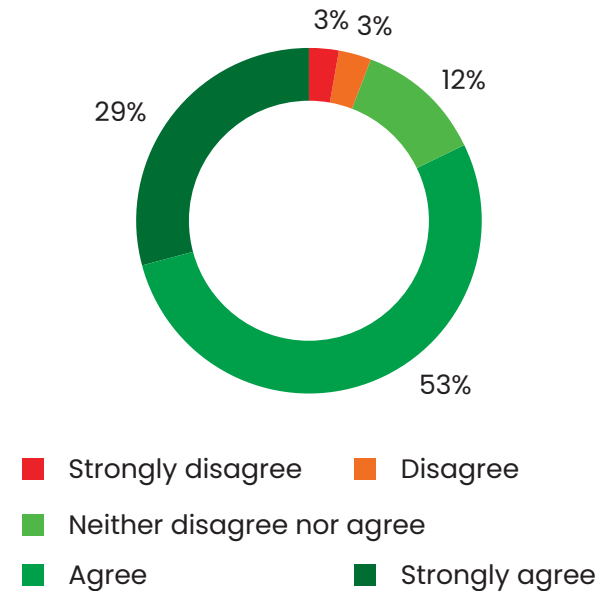
If a society has a significant number of individuals who are rich in improved social capital, it becomes easier for the society to facilitate positive collective action (Begum, 2003). The individuals with a well-developed social capital can become 'active citizens', who in turn will contribute to develop an effective state, and thus bring effective and positive changes in the world (Green, 2012).

Through its graduates, BYLC aims to create such active citizens who can participate in facilitating positive social change and play a key role in professional, social, and civic groups. The survey findings show that the graduates acknowledge the change in themselves as a direct impact of BYLC's leadership programs:



*"My role as an active citizen has enhanced after I graduated from the leadership training program"*

*"I am now more confident in playing a key role in social, professional, and civic groups after completing the leadership training provided by BYLC"*



53% of the respondents strongly agreed that their role as active citizens increased after graduating from the leadership training program, with another 27% agreeing to the statement. Also, 82% of the total respondents agree that they are confidently playing key roles in social, professional, and civic groups after completing the training provided by BYLC.



### **Kazi Md Jahirul Islam**

BBLT 10 and YLS 2012 graduate

Photographer

Master's student in HRM & International Leadership at  
Mendel University, Czech Republic

The start of Jahirul's journey as a photographer was unexpected. While visiting his grandmother, he noticed a group of kids playing in a pond. One child stood there with a lotus in his hands and a wide smile on his face. Jahirul lost no time to capture the moment, a decision that would change the track of his life. His photos have been awarded in various categories in national and international competitions and have been showcased in over 40 national and international exhibitions.

Jahirul credits BYLC for providing him with the skills to improve his communication and networking. "BYLC taught me the value of contributing to society irrespective of the work one does or the position one holds," he says. Jahirul has taken this lesson to heart as he spends half of his income from photography exhibitions and competitions to help people in need. He uses his BYLC training to relate to others and practice empathy in all spheres of life.



**BYLC taught me the value of contributing to society irrespective of the work one does or the position one holds**



"I had trouble interacting with people before the BBLT training. I'd not be able to articulate my opinion and would limit myself to a small circle of friends and family. BBLT brought me out of my comfort zone and pushed me to consider the collective good before making any decision. I am able to express myself with confidence and contribute significantly to all spheres of life, be it social, academic, professional, or personal," he adds.

As a master's student at Mendel University in Czech Republic, he initially felt lonely when he moved abroad. While his friends found it difficult to adjust, he found it comparatively easy to make the transition, swiftly learning to cohabitate with people of different cultures, nationalities, and mindsets. Acknowledging BYLC's role in shaping his resilient perspective, Jahirul says that during those initial days he recalled the BBLT session on 'getting on the balcony' and was able to take a step back, take stock of the situation, and identify the best way forward.

Jahirul's recent photo documentary on Chattogram's water logging issue gained a lot of attention from different sectors, including high officials from the government, resulting in relevant development projects in the areas he covered. Echoing the lessons he learned from his BBLT and bootcamp training, Jahir says, "I believe that we all have a responsibility to think and work for others. That's how we can create a just and equitable world for everyone".



### **Nurunnaher Akter & A K M Mehedi Islam Akash**

BBLT 18 graduate

Co-founders, Songkolpo Foundation

Nurunnaher and Akash initiated Songkolpo Foundation with six other students in 2016. They had a singular goal behind the non-profit voluntary organization—to provide education under the national curriculum free of cost to students who cannot afford it. At present, the Foundation provides education to 74 students from pre-primary to fourth grade and till date, they have provided education to 250 students. Under Songkolpo, Naher and Akash also launched Fielding Bangladesh during the pandemic, an initiative that provided necessary food items to 600 families for up to 30 days during the lockdown period. After the lockdown, Fielding Bangladesh continued to provide cooked food to underprivileged families, serving more than 50,000 packets to different communities. They've also launched Poriborton (Change), an initiative that collects zakat funds to empower underserved communities through livelihood opportunities; till date they've distributed two sewing machines, a rickshaw, and a van to four families. Over the past eight years, Songkolpo has



**BBLT gave us the courage to work on our ideas**



served over 100,000 underprivileged people with more than 1,500 youth engaged as volunteers.

Both Akash and Naher say that BYLC gave them the opportunity to learn about themselves and others. “We’ve both noticed a change in our confidence when interacting with others. BBLT gave us the courage to work on our ideas by enabling us to structure our thoughts and to prioritize empathy, compassion, and competence over everything else,” they say.

They add that the training they received from BYLC helped them carry out their activities in 2020, when Songkolpo Foundation supported families with low resources through daily food essentials. They had to distribute food to 600 families but as this was during the lockdown, they had to more or less decide the method of distribution on the spot. Sometimes volunteers would go house to house to get the work done while at other times, they had to distribute food in an open field while ensuring social distance. “All of this was new for our team and yet by recalling our BBLT Leadership in Action project and how it taught us to implement actionable projects, we were able to do the job and do it well,” they add.

Naher and Akash believe that youth have a strong role to play in the creation of a prosperous Bangladesh. “Young people can be the change if they get the work done instead of waiting for others to bring the change.”



## Niamat Ullah Al Galib

BBLT 17 graduate

Advocate; Co-founder, Peacemaker Studio

Community Solutions Program Fellow 2022, US Department of State

When Galib co-founded Peacemaker Studio in 2019, his main goal was to create a safe society for religious and ethnic minorities through peacebuilding. The content creation studio works on a myriad of subjects ranging from empathy to tolerance. Till date, their videos have reached almost three million views on social media. Additionally, through funding from the EMK Center, Galib's initiative provides training on peacebuilding and preventing misinformation, the latter of which is specifically for women and targets online harassment against them. His initiative garnered attention from different quarters, as apart from being recognized with the Startup Award from UNDP, Galib was also invited to participate in a fully-funded Community Solution Program fellowship by the US Department of State.



**BYLC taught me how to take courageous decisions while being compassionate. And now I am able to pass on this courage to other youth through my work**



As a Madrassa student, Galib would earlier interact with youth from his background only. Through BBLT, he says, he was able to grow a new perspective and the need for tolerance. "One of my biggest takeaways from BBLT has been accepting diversity. I had a one-sided view of things and I thought my perception was always right. This changed after I completed BBLT. For my CSP fellowship, I worked with 105 students from different countries, cultures, religions, and backgrounds. Throughout the four months, I never felt any discomfort when communicating and working with them," he says.

He cites BBLT's session on 'See Yourself', which focuses on self-reflection and self-awareness, as a turning point. "The introspection prodded by this session helped me find my true self. I was even able to support three of my friends during their mental health crisis as I motivated them to self-reflect and find their purpose," he adds. Galib also mentions that BYLC provided him with strong networking opportunities through his diverse peers and the BYLC Graduate Network. He further credits BBLT for playing a vital role in structuring his ideals and his thoughts as the training stresses on time management and turning ideas into actionable plans, something that helped him pursue the CSP fellowship.

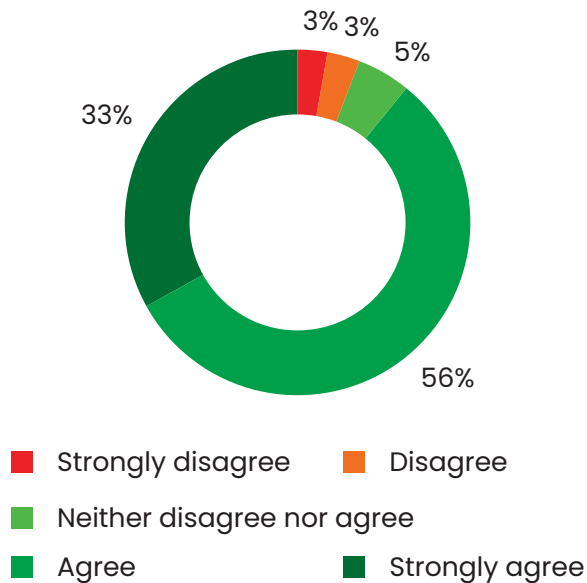
Galib believes that youth can create an inclusive Bangladesh by welcoming diverse viewpoints. "People may be different in terms of mindset or culture, but that doesn't mean that they need to be separated from your system. You need to think about how you can include them in your work."

#### Category 4: Political capital

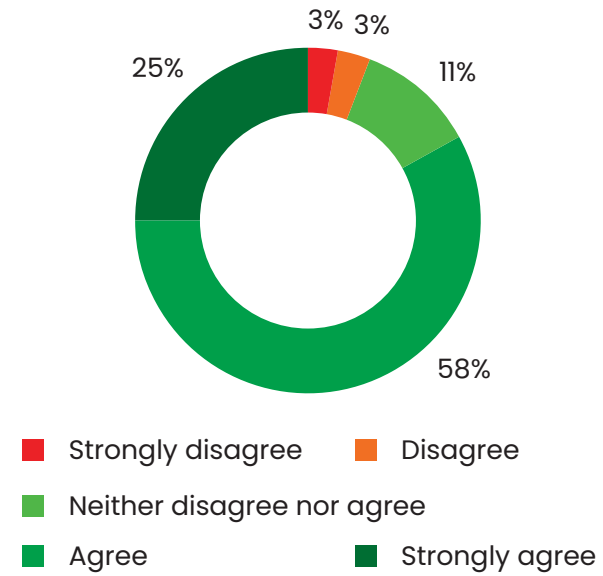
Here, the term 'political' does not refer merely to electoral politics, rather political capital for any individual is defined by one's ability to influence and participate in civic discourse (Beaulieu, 2014). Young individuals with improved political capital will be able to participate in different citizen forums and will be able to influence other people in joining their pursuit of bringing positive change in the society by addressing the underlying inequality and injustice.

The study asked the respondents whether they respect other people's ideas while participating in civic discourses and also about their ability to articulate their opinion in a convincing way to other people. The findings are as follows:

*"In a situation where I am faced with opposing beliefs and values in civic discourse, I am more open to respecting those opposing ideas as a result of completing the leadership training"*



*"I can articulate my opinions in a more convincing way to others so that they accept and value it"*



According to the findings, BYLC's leadership training creates courageous leaders who can convince other people to join their pursuit of changing the world. Almost 83% of the respondents agree that their ability to convince other people with their opinions increased after graduating from BYLC's leadership training. These young people can be expected to become better and capable activists for change, and thus contribute to developing a just and inclusive political sphere in the country (Fisher, 2012). Also, 56% of the respondents strongly agreed and 25% respondents agreed that they are more open to respecting opposing ideas and finding better solutions together in a civic discourse setting.



### **S M Mobin Sikder**

Youth Leadership Summit 2018 & 2019 and Youth Entrepreneurship Bootcamp 2019 graduate; BYLC Campus Ambassador 2020 Co-founder, Science Bee

When Mobin launched Science Bee in 2018, he had a singular goal in mind—to make science accessible for everyone, regardless of their socio-economic background. He noticed that students from rural areas did not have appropriate infrastructure or experienced teachers, thus robbing them of the opportunity to engage effectively in science education. Through online and offline sessions, Science Bee hopes to empower youth from all backgrounds to be able to challenge, shape, and debate the impact of scientific and technological developments. Over the years, Science Bee has transformed into one of the largest science-based education platforms in the country, reaching over 400,000 students with more than 95,000 registrations on their website, and over 300,000 followers on Facebook.

Mobin noticed a rapid change in himself after completing BYLC's Youth Leadership Summit in 2018. He was in the process of



**BYLC's Youth Leadership Summit taught me to keep my ego aside when dealing with others**



launching Science Bee and knew he needed to work on his leadership skills. "The summit taught me to keep my ego aside when dealing with others, be it my team or the students enrolling in my platform. Additionally, BYLC's Youth Entrepreneurship Bootcamp taught me how and when to transition from a leader to a team member. The bootcamp also taught me the skills to motivate my team to stay engaged and focused while keeping their calm," he says.

Mobin speaks of two particular incidents which show his gradual progress as an empathetic founder and leader. "Both these incidents surrounded harassment of women involved in our projects. I don't think I handled the first incident effectively as I wasn't as empathetic as I needed to be. But during the second incident, I tried to be more compassionate and patient, ensuring that we were cognizant of the female participants and team members throughout our sessions. I then realized that during the first incident, I was providing a technical fix to a challenge that needed behavioral change," he adds.

Mobin believes that if young people want to stand out from the crowd and survive the intense competition of today's world, they will need to learn how to take initiative and work on building their skills. "Whether you seek to be an entrepreneur or not, you should develop your entrepreneurial skills and practice leadership, irrespective of the position you hold."



### **Niaz Makhdum**

APL 23 graduate

Lecturer in Department of Public Administration,  
Begum Rokeya University

When Niaz was still a high school student back in 2010, he was given the opportunity to speak at a farewell ceremony for S.S.C. examinees of his school. His speech would approximately take a minute or two. On D-day, despite several stage announcements, Niaz couldn't be found. He says the thought of facing so many people terrified him and he fled from the scene before he could be coerced into getting on the stage. Niaz has come a long way since conducting leadership sessions for corporate officials and university students and ensuring that he contributes effectively to youth welfare and development.

Niaz credits the change in him to BYLC. "BYLC's Art and Practice of Leadership program was just a three-day workshop and yet it forever changed the way I think. It taught me to perceive everything from a balcony view, enabling me to then seek adaptive solutions to challenges. I learned how to lead irrespective

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**“ I learned how to lead irrespective of position, a lesson I implement in my classroom today by encouraging my students to exercise leadership ”**

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of position, a lesson I implement in my classroom today by encouraging my students to exercise leadership. I always remember BYLC in all my successes and take pride in being a BYLC graduate," he says.

Niaz's job as a teacher brings him in close contact with students from diverse backgrounds. Citing the training he received from APL, he says he was able to accept different viewpoints and help students identify and analyze their areas of development. "During the APL program, we had to diagnose each other's leadership failure cases which helped us look at a problem from the perspective of others; this in turn helps me when I have to deal with a situation involving students as I view the issue from their viewpoint before making a judgment call," he says.

Through the practice of leadership from their own position, youth can make a difference in the way society works, says Niaz. Citing his own example, Niaz adds, "From not being able to face a crowd to contributing to nation building as a teacher, my own journey of skills development has taken me to unexplored heights. There is truly no limit to what young people can do if they put their mind to it."



# Office of Professional Development (OPD)

The Office of Professional Development (OPD), established in 2016, aims to offer intensive career development training and placement services to BYLC program graduates. OPD has been created to address a significant disconnect between what university students learn in the classroom and what employers expect in the workplace. OPD's vision is to respond to the systemic challenges in talent development in Bangladesh with innovative and ground-breaking interventions. In this effort, OPD also seeks to develop partnerships with leading employers across Bangladesh in curriculum development and talent acquisition.

## OPD's features



Career mentoring



Job placement



Recruitment assistance



Employability skills training



Career accelerator

## OPD's impact in numbers (till October 2022)



**5,000+**

students trained in employability skills



**1,800+**

students placed in various companies



**95+**

affiliated employers



**BDT 27,900+**

average salary for full-time employed participants





### **Arnab Rahman**

CareerX 2 graduate  
Customer Success Lead, MyAlice

Currently employed at MyAlice, an all-in-one conversational commerce platform, Arnob leads a team that works with clients to help them achieve their goals with innovative solutions. He believes that working at a homegrown company and managing clients from all around the world contributes to extending his national footprint. His current role allows him to be a representative of a company that provides international-level services to great effect. Since most of the company's clients are based abroad, Arnob has to be courageous when managing their expectations instead of letting them intimidate him and have confidence in his knowledge and skills. He also needs to be attentive and compassionate towards customer needs so that they have a positive experience under his care. As a Customer Success Lead, he gets first-hand insight of their experience with the platform, thereby enabling him to effectively contribute in product development, sales, and marketing.



**The training I received helped me prepare for what awaited next in my career. Working with my peers helped me understand the value of teamwork**



Arnob believes that the CareerX training provided by BYLC Office of Professional Development equipped him with the leadership and communication skills required to perform well in his role. "BYLC has helped strengthen the foundation for my professional development. I was at a nascent stage of my career when I participated in CareerX. The training I received helped me prepare for what awaited next in my career. Working with my peers helped me understand the value of teamwork," he says. He credits BYLC for equipping him with soft skills that are required to progress in his career. As a professional in the corporate field, Arnob believes that such skills can help youth not just succeed in their career but actually thrive in them.

# BYLC Ventures

BYLC Ventures works to fund Bangladesh's most promising founders, hone their leadership capabilities, strengthen their business acumen, and help validate their big ideas as they transition into investable business. BYLC Ventures aims to assist passionate young founders get kick-started with their big ideas. It provides technical support to validate a product or solution and seed funding to go fast to market. The startups also receive a set of acceleration support including a plug-and-play commercial space to work from, customized business training led by successful CEO-turned-mentors, and a suite of professional support such as legal, accounting, and corporate governance from BYLC ventures.

## BYLC Ventures' features



Accelerator training



Co-working space for startups



Networking & mentorship



BDT 8 lacs seed funding



Scale-up funding up to BDT 15 lacs

## BYLC Ventures' impact in numbers (till October 2022)



**350+**

employment generated



**24**

companies supported



BDT **2.2+** Cr.

invested



BDT **7.5+** Cr.

revenue generated



**5**

cohorts



**6**

bootcamps



**14**

Startup Talks



**6**

startups received grants/investments



### Quazi Sabir

BYLC Ventures Cohort 2 winner  
Founder and CEO, Khelbei Bangladesh

When Sabir noticed how hard it was for regular people in Dhaka to find opportunities to engage in physical sports, he launched Khelbei Bangladesh, which first began as a YouTube channel and gradually became the first company in Bangladesh to provide interactive online sports training. A digital service platform focused solely on sports logistics, Khelbei Bangladesh provides information to its subscribers on venues that can be rented for sports events, links people to professional instructors or coaches, offers online training sessions on various physical activities, and provides other sports support services. “Khelbei Bangladesh wants to connect sports enthusiasts to relevant opportunities so that they can engage and improve themselves in sports regardless of age, gender, or location,” says Sabir.

During the initial days of Khelbei Bangladesh, Sabir didn’t know much about managing a venture. BYLC Ventures’ accelerator program equipped him with the skills required to successfully

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“The accelerator program taught me how to pitch ideas to investors, how to enhance my network to expand my business, and how to formulate new ideas to reach out to wider audiences with the services of my venture”

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execute his venture. “The accelerator program taught me how to pitch ideas to investors, how to enhance my network to expand my business, and how to formulate new ideas to reach out to wider audiences with the services of my venture,” he says.

What sets Khelbei Bangladesh apart from the rest is its unique pool of trainers and coaches. At present their coaches and mentors include former national cricketers Shahriar Nafees and Talha Jubair, former national footballers Saiful Bari Titu and Nuruzzaman Nayan, fitness trainer Nibras Panni, former badminton champion Anayet Ulla Khan, national woman bodybuilding judge Tahmina Nila, certified fitness trainer and cricket coach Imtiaz Ahmad, national boxing champion Al Amin, chess grandmaster Enamul Hossain Rajib, and yoga instructor Rumana Akter.

Sabir says that before graduating from BYLC Ventures’ accelerator program, he wasn’t confident about the possibility of success for Khelbei Bangladesh. “BYLC Ventures empowered me with skills to turn Khelbei Bangladesh into a successful initiative. The accelerator program helped us grow our competence and we eventually built on the training to scale-up our business,” he says.



### Sayma Nehal Arna

BYLC Ventures Cohort 3 winner  
Co-founder, Tunibibi

Sayma, along with her co-founder Azad, wanted to launch a business that could connect local business owners with the international business community. Thus, they launched Tunibibi, a cross-border e-marketplace for buying and selling products globally. Tunibibi helps micro-SME entrepreneurs connect easily with the global market by providing services like freight management, B2B fintech solutions, and IoT warehouse, thereby enabling them to expand their business. To facilitate easy trade, Tunibibi enables micro-SMEs to open their global store within 20 seconds to access the global market and complete an international trade within two days, which in some cases can take up to 50 days. Tunibibi also vows to minimize global B2B payment processing costs by up to 40% by embedding B2B fintech solutions and freight management costs by up to 30% by using smart IoT warehouses.

Tunibibi credits BYLC Ventures' accelerator program for giving structure to their process. "During our initial days, we operated on

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**“BYLC’s training taught us how to become automated. Our operations and services became smooth with the help of lessons we learned from sessions in the accelerator program”**

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a much more 'manual' process using excel files, or pen and paper. BYLC's training taught us how to become automated. Our operations and services became smooth with the help of lessons we learned from sessions in the accelerator program," says Sayma.

BYLC Ventures was Tunibibi's first incubation program but since then they've gone on to receive funding from Singapore F10 Global Incubator program, finishing in the top 9 out of 168 startups from around the world and the first startup to do so from Bangladesh. "BYLC Ventures' accelerator program was instrumental in the current success of Tunibibi. We were initially concerned about the legal procedures and regulations related to our way of business. But the accelerator program provided us with the necessary insights we needed to bolster the legal processes. This in turn boosted our courage, empowering us to explore new investment opportunities nationally and internationally," Sayma adds.

# What's next for **BYLC?**

By 2027, BYLC aims to equip at least 350,000 young people, both directly and indirectly, with the necessary leadership, professional, and entrepreneurial skills so that they can take the initiatives to lead positive social and environmental transformation throughout the country. To do this, BYLC will:

- enhance the quality and relevance of the capacity development training programs for the youth in line with recent developments in the sector
- bring innovation to the table, thereby introducing the beneficiaries to 21st-century skills
- focus on the topics of increasing importance in the context of Bangladesh, such as the climate crisis

BYLC will conduct impact assessments, such as this report, on a periodical basis to build on and improve the training, products, and services to be offered to the aspiring young changemakers of Bangladesh. The findings and learnings from the impact reports will also help BYLC to highlight the excellent work the graduates of BYLC, the young champions, are doing in their respective fields to create a prosperous, just, and inclusive Bangladesh.

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