**Background:**

The nursing profession is undoubtedly a very important part of the health care infrastructure of a country. A developed health care system is impossible without a smoothly functioning nursing sector. Bangladesh must ensure health care to protect its human resources and fulfil a basic human need. The profession requires qualified leadership able to empower nurses and improve their professional competence. Bangladesh’s public health challenges require a skilled health care work force to provide or improve access to quality care. Gaps in quantity and quality of nurse and midwife services and education will have an impact on attaining the health related MDGs, especially 4 and 5, by the deadline of 2015. Health care issues, such as the increased need to deal with current and future health effects of climate change, have merged to create the sense of urgency that now catalyzes work to improve nursing and midwifery.

There is a severe shortage of skilled nursing personnel in the country. Bangladesh is one of a few countries in the world that has more medical doctors than nurses: about 3 medical doctors to one nurse. Furthermore, due to the shortage of nurses and a challenging working environment with few exceptions, the quality of nursing care has been called into question. To address these challenges, the Government of Bangladesh (GoB) is increasing efforts to raise the image; improve the quality of services and education; and meet the shortage of nurses and midwives. The government has pledged to achieve these goals by upgrading the status of nurses and midwives, creating midwifery posts, establishing more nursing and midwifery educational institutions, increasing the seats for students, and increasing capacity development of nursing and midwifery professionals, improving the health systems that will create the positive practice environment necessary for provision of quality nursing and midwifery services. Although nurses are the essential part of health care system, there are very little initiatives to promote this noble profession. Thousands of patients are not getting proper medical care due to deficiency of skilled nurse.

The WHO nursing and midwifery programme provides support to the Government of Bangladesh (GoB) via the Directorate of Nursing Services (DNS) and the Bangladesh Nursing Council (BNC) in order to alleviate the severe nursing and midwifery shortage, and to improve quality of education of and services provided by nurses and midwives in order to address the multiple urgent needs for a strong health care work force.

**Institutional Facilities:**

1. **Job Related Facilities:**

* International Standard
* Online and Offline Training in different Trades
* Accommodation Facilities
* On-spot Recruitment from International Buyers
* Visa Support, Ticketing, Dress and other Facilities
* Direct Job Placement

1. **Classroom Facilities:**

* SMART Classrooms (30 Persons Capacity x 2 nos.)
* Digital Language Laboratory/ Class room (30 Nos Capacity)
* Medical Equipment as learning materials for training,
* Training Equipment for training,
* Laboratory Support for regular training program,
* Trainers/ Teaches Backing for Special Case And
* Teacher support for training program and ToT program
* Online exam facilities for requirement
* Online exam system and Viva voce system with Skype/ Viber/ other medium.
* All Other Training Supporting Materials with Due Approval of SRCL Authority.

**Special Recognized Training Courses:**

* Caregiver (Child & Old care Unit) – 04 months
* Assistant Nurse (Clinical and Royal Houses) – 04 months
* Community Nurse Training – 04 months
* Babysitter (Caregiving) – 04 months
* Hospitality Management – 04 months
* First Aid Support Nurse – 03 months
* Physiotherapy Assistant Nurse – 06 months
* Nutrition – 06 months
* Autism and Dementia Management Nurse – 06 months
* Housekeeping – 03 months and
* Spoken English, Arabic, Japanese Program – (03 – 06) months

**Course Curriculum:**

* **Basic Course Module:**
* Basic Language Training
* Care and support to infants and toddlers. Bathing Procedure
* Care and support to children
* Foster the social, intellectual, creative and emotional development of children
* Foster the physical development of children
* Care and support to elderly with procedures
* Care and support to people with special needs
* Maintain a healthy and safe environment
* Respond to emergencies
* Clean living room, dining room, bedrooms, toilets, bathrooms and kitchen
* Wash and iron clothes, linen and fabric
* Hot and cold meals
* Professionalism at work place
* Therapeutic Massage
* Skin test and vital signs taking
* **Practical Training Online:**
* Infants and toddlers Support and Care – 5 hours practical
* Care and support to elderly (including understanding the aging process, assisting with mobility, personal hygiene, mental health issues, and assisting someone who is dying) – 20 hours practical
* Household Management (Living rooms, dining rooms, bedrooms, toilets and bathroom) – 5 hours practical
* Bed and Bathing Techniques – 5 hours practical
* Vital signs taking – 10 hours practical
* Therapeutic massage – 5 hours practical
* **Theory Training Online:**
* Theory – Self Study Modules and must attend exam and assessments
* Care and support to infants and toddlers
* Care and support to children
* Foster the social, intellectual, creative, and emotional development of children. (Child development, including understanding childhood in its various stages, planning activities for the children of different ages, reading to children, etc.)
* Foster the physical development of children
* Care and support to elderly. (including understanding the aging process, assisting with mobility, personal hygiene, mental health issues, and assisting someone who is dying)
* Care and support to people with special needs. (developing awareness of the causes and consequences of the accidents and diseases that cause disability and the care that may be required)
* Healthy and safe environment/ Infection Control/Fire and Safety
* Household Management (Living rooms, dining rooms, bedrooms, toilets and bathroom)
* Nutrition and Food Preparation (Hot and cold meals).
* **Professionalism at Workplace:**
* Therapeutic massage
* Vital signs taking
* Respond to emergencies
* Ambulance CPR/First Aid Training
* Dementia Awareness

**Employment Process (after completing the courses):**

* On Spot Online Recruitment
* Passport Processing
* Visa Processing
* BMET Clearance
* Basic Language Training
* Smart Card
* Airport Pass
* Joining

**Countries with Increased Demand:**

* Japan
* United Kingdom
* United States of America
* European Countries
* Singapore
* Middle-East
* Thailand

**Tentative Costing for Every Trainee in Different Trades:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Sl. No.** | **Trade Name** | **Tentative Cost (BDT)** | **Training Applicable** |
| **01** | Caregiver | 75000 – 200000 | * Basic * ToT * Language * COVID-19 Preparedness * Professional Communication |
| **02** | Assistant Nurse | 150000 – 200000 |
| **03** | Community Nurse Training | 75000 – 120000 |
| **04** | Babysitter | 75000 – 120000 |
| **05** | Hospitality Management | 150000 – 200000 |

**Return on Investment (Tentative and Average):**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Sl. No.** | **Trade** | **Country** | **Total Investment**  **(BDT/Student)** | **Visa Period** | **Monthly Return**  **(BDT/Student)** | **Total Return**  **(BDT/Student)** | **Return Ratio** |
| **01** | Caregiver | Japan  UK  USA  European Countries  Singapore  Middle-East  Thailand | 100000 – 120000 | 5 years | 120000 – 150000 | 7000000 | 50 times |
| **02** | Assistant Nurse | 100000 – 120000 | 5 years | 120000 – 150000 | 7000000 | 50 times |
| **03** | Community Nurse Training | 100000 – 120000 | 5 years | 120000 – 150000 | 7000000 | 50 times |
| **04** | Babysitter | 100000 – 120000 | 5 years | 120000 – 150000 | 7000000 | 50 times |
| **05** | Hospitality Management | 100000 – 120000 | 5 years | 120000 – 150000 | 7000000 | 50 times |

**Present Work Plan:**

1. MoU signing with different nursing training center
2. Database Preparation for Nurses
3. Demand collection and contact with different countries
4. Master ToT Preparation according to principal countries with their facilitator/trainer
5. ToT Preparation for general training with master ToT
6. Training institute wise training program conduction
7. Training for B.Sc. Nurse, Diploma, Paramedic, Midwifery Nurses
8. Mandatory 100 hours language course
9. On spot Viva and Practical session for job placement
10. Finally, job appointment letter collection and
11. Job Placement to Abroad

**Justification of Nurse for Future Program:**

Bangladesh has been suffering from an inadequate number of nurses, one of the important frontline health workforces. The shortage is being felt deeply in the ongoing Covid-19 crisis. Altogether 229 nurses have already been infected with the novel coronavirus. According to the guidelines of the World Health Organization (WHO), three nurses have to be recruited against one doctor. The health bulletin of the Directorate General of Health Services (DGHS) notes that the number of registered doctors in Bangladesh is 102,997. Against such a background, the country needs more than 3 lakh nurses. But the number of the registered nurses was 73,043 till April this year, according to the Bangladesh Nursing and Midwifery Council (BNMC).

That means the country has only 24 percent of the nurses it needs. Despite the 76 percent shortage of nurses, many of the nursing graduates do not get jobs in time. Around 10,000 nurses among more than 73,000 registered nurses are currently unemployed, according to the Bangladesh Basic Graduate Nurses Society (BBGNS).

On the other hand, in a report of WHO it is said that there is a global nursing shortage of 5.9 million. The greatest gaps are found in some of the poorest parts of the world, including countries in Africa, south east Asia and South America. The WHO also lays out a series of guidelines for how countries can prevent a nursing crisis by increasing funding for nursing education and by improving conditions for nurses. Over 1,309,623 (till November 13, 2020) people have died worldwide of COVID-19, and as the pandemic continues to claim lives nurses will continue to play an important role.

**Opportunities of these Migrant:**

* They already know the communication language of these countries
* Having a visa and experience about the weather of these areas
* A great opportunity for returning their investment
* Just they need another trade training for joining
* Some people are enough educated for working as a care giver
* Other occupation trades like assistant nursing, old care giver, security guard, hospital cleaner, delivery man is highly demanded due to COVID-19 crisis all over the world
* These mentioned trades are easy to train and support the immigrants
* So, if they got a relevant training about these trades, they can perform better rather than other countries
* We have significant number of active training centers, good number of MoU based Medical Training centers and other facilities
* Different professional personnel for relevant training program are available
* Relevant country expert for training and Master ToT professionals are also connected
* That’s why we can train a significant number of RE-MI for getting their job back and earn a regular figure of foreign remittance

**Winning Team related to the Project:**

|  |  |  |  |
| --- | --- | --- | --- |
| **Sl. No.** | **Name** | **Qualification and Special Fields** | **Year of Experience** |
| **01** | Dr. Reba Taslima | PhD in Advance Nursing, Malaysia  International Trainer, Malaysia & Bangladesh. | 25 |
| **02** | Dr. Firoza Yeasmin | PhD in Advance Nursing, Malaysia  International Trainer, London, UK, & Bangladesh. | 22 |
| **03** | Dr. Razib Amirul Islam | PhD, Canada, Human Resource Management (HRM) Expert and Researcher | 11 |
| **04** | Abu Jubayer | M. Sc. (BUET), Trained Project Management Professional | 15 |
| **05** | Sadequr Rahman | M. Sc. (BUET), Trained Project Management Professional, Trainer | 12 |
| **06** | Emdad Ali | M. Sc. (JU), International Training Coordinator | 10 |
| **07** | Jinnat Ara Khatun | B.Sc. in Nursing, Trainer | 18 |
| **08** | Mehedi Hassan | M. S. S. (DU), Trainer | 10 |
| **09** | Nazmul Hassan | B. SC. In CSE, (UAP), IT | 8 |
| **10** | Sanjida Rahman | B. SC. In CSE, (CUET), IT | 8 |
| **11** | Tanvir Rahman | B. SC. In CSE, (CUET), IT | 5 |
| **12** | Salim Ahmed | B. SC. In CSE, (BUET), IT | 5 |
| **13** | Training Support Technician (10) | Various | Various |
| **14** | Office Staff (7) | Various | Various |

**Demand to Donor:**

* **Technical Demand:**

1. Engagement with Running Projects (If any)
2. Capacity building according to international standards
3. Course curriculum development
4. Master & General ToT preparation
5. Training facilities development for institutes
6. International communication
7. International certification
8. Liaison with other international authorities for nursing and caregiving sector

* **Financial Demand:**

1. **Caregiver**:

* Total Semester – 4 (Every 3 months)
* Total Capacity per semester – 1020 (Every Batch 30 Trainees, Total 32 Batches)
* Total Trainee in a Year – 4080
* Per Trainee training cost – BDT 120,000
* Total Cost for Caregiver Section – BDT 489,600,000

1. **Assistant Nurse**

* Total Semester – 4 (Every 3 months)
* Total Capacity per semester – 1020 (Every Batch 30 Trainees, Total 32 Batches)
* Total Trainee in a Year – 4080
* Per Trainee training cost – BDT 120,000
* Total Cost for Assistant Nurse Section – BDT 489,600,000

1. **Community Nurse Training**

* Total Semester – 4 (Every 3 months)
* Total Capacity per semester – 1020 (Every Batch 30 Trainees, Total 32 Batches)
* Total Trainee in a Year – 4080
* Per Trainee training cost – BDT 120,000
* Total Cost for Community Nurse Training Section – BDT 489,600,000

1. **Babysitter**

* Total Semester – 4 (Every 3 months)
* Total Capacity per semester – 1020 (Every Batch 30 Trainees, Total 32 Batches)
* Total Trainee in a Year – 4080
* Per Trainee training cost – BDT 120,000
* Total Cost for Babysitter Section – BDT 489,600,000

1. **Hospitality Management**

* Total Semester – 4 (Every 3 months)
* Total Capacity per semester – 1020 (Every Batch 30 Trainees, Total 32 Batches)
* Total Trainee in a Year – 4080
* Per Trainee training cost – BDT 120,000
* Total Cost for Hospitality Management Section – BDT 489,600,000

**Proposed Financial Requirement:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Sl. No.** | **Item** | **No of Trainees** | **Cost (BDT)** | **Cost (USD)** |
| **01** | Caregiver Section | 4080 | 489,600,000 | 5,760,000 |
| **02** | Assistant Nurse Section | 4080 | 489,600,000 | 5,760,000 |
| **03** | Community Nurse Training Section | 4080 | 489,600,000 | 5,760,000 |
| **04** | Babysitter Section | 4080 | 489,600,000 | 5,760,000 |
| **05** | Hospitality Management Section | 4080 | 489,600,000 | 5,760,000 |
| **06** | **Total** | **20,400** | **2,448,000,000** | **28,800,000** |

**Focal Points of the Project:**

Mr. Shameem Ahmed Chowdhury Noman

Secretary General

Bangladesh Association of International Recruiting Agencies (BAIRA)

For any further information, please contact:

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