

Caregivers Institute of Bangladesh (CIB): A Strategic Profile for Workforce Development



Empowering Bangladesh's Youth for Global Caregiving Opportunities

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“The fundamental purpose of Caregiver Institute of Bangladesh (CIB) is learning, not teaching. Here, you learn how to learn.”



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"At our institute, we believe caregiving is not just a profession, but a commitment to compassion and dignity. We equip our trainees with world-class skills, empathy, and confidence to serve those in need. Together, we build a community of care that changes lives — one person at a time."

Executive Summary

The Caregivers Institute of Bangladesh (CIB) is a vocational training powerhouse, established in 2019, with a singular vision: to transform the socio-economic landscape of Bangladesh by creating a globally competitive workforce. Accredited by the National Skill Development Authority (NSDA) and the Bangladesh Technical Education Board (BTEB), CIB has rapidly become the country's foremost institution for professional caregiving and skills development.

Our core mission is to equip the nation's youth, especially those from marginalized communities, with the technical and soft skills demanded by the modern global labor market. We recognize that the worldwide demand for skilled caregivers is surging, driven by an aging global population. Countries in North America, Europe, and Asia are facing critical labor shortages in this sector, creating unprecedented opportunities for a skilled and compassionate workforce. CIB is strategically positioned to meet this demand head-on.

This profile details CIB's comprehensive approach, from our accredited curriculum and innovative training models to our robust career placement support. It outlines our strategic preparation for specific international markets, including an analysis of country-specific requirements and our tailored training programs. We also transparently address the challenges we face and appeal for a strategic partnership to scale our operations, allowing us to empower more individuals and significantly increase the flow of foreign remittance into Bangladesh. CIB is not just a training center; it is a vital national asset, building a bridge between Bangladesh's human capital and the world's most pressing labor needs.



Introduction: A Global Perspective on Caregiving



The global caregiving market is a rapidly expanding industry, valued at over USD 228 billion in 2025 and projected to exceed USD 400 billion by 2030. This growth is fueled by a demographic shift: by 2030, one in six people worldwide will be aged 60 or older. This demographic wave has created a global demand for skilled, compassionate, and certified caregivers that far outstrips the local supply in many developed nations.

Bangladesh, with its vast and youthful population, is uniquely positioned to become a leading exporter of this essential human resource. However, to seize this opportunity, a paradigm shift is required—from exporting unskilled labor to providing a highly trained, certified, and professional workforce.

The Caregivers Institute of Bangladesh (CIB) was founded on this very premise. Our institution is the vanguard of this new era. By focusing on a "learning, not just teaching" philosophy, we foster an environment where trainees not only acquire skills but also develop the critical thinking, adaptability, and professionalism necessary to succeed in diverse cultural and regulatory environments. Our commitment to excellence is reflected in our accreditation with the National Skill Development Authority (NSDA) and the Bangladesh Technical Education Board (BTEB), which certifies our programs meet a rigorous national standard—a vital first step toward international recognition.

CIB's Foundational Mission and Strategic Objectives

Our Core Mission: To elevate the standard of caregiving and vocational training in Bangladesh, creating a globally competent workforce that contributes to national development through skilled migration, poverty alleviation, and the generation of foreign remittance.

Strategic Objectives

❖ **To Produce Globally Competitive Professionals:**

CIB's curriculum is benchmarked against international standards. Our goal is to train and certify professionals who are not only skilled in their trade but also proficient in cross-cultural communication, a critical component for success abroad. We aim to improve the quality of life for care recipients in both domestic and international settings, thereby enhancing Bangladesh's reputation as a source of high-quality human resources.

❖ **To Facilitate Meaningful Employment and Entrepreneurship:**

We are committed to a zero-unemployment outcome for our graduates. Our career services team works tirelessly to connect trainees with employment opportunities in their respective sectors. For those with an entrepreneurial spirit, we provide guidance and support for establishing self-employment ventures.

❖ **To Alleviate Poverty and Drive Sustainable Economic Development:**

By providing a clear and dignified pathway to employment, CIB directly tackles poverty. Our programs target underprivileged and out-of-school youth, transforming them into skilled, productive members of society. Their success in securing well-paying jobs, particularly abroad, generates substantial foreign remittance, which is a cornerstone of Bangladesh's economy.

We also focus on the group of people who loves to take new challenges and develop their career on it. The main goal is set to serve the people of the world.

Our Comprehensive Curriculum: A Foundation for Global Competence

CIB's curriculum is a blend of theoretical knowledge and practical, hands-on training. Each course, meticulously designed for a duration of 360 hours over three months, includes a compulsory 160-hour industrial attachment, ensuring trainees are workplace-ready from day one.

Caregiving and Healthcare Services: Meeting the Global Demand for Compassion and Expertise

This core category is our flagship offering, designed to produce caregivers who can meet the sophisticated demands of international markets. Our training goes beyond basic care, emphasizing empathy, medical literacy, and patient-centered care.

- **General Caregiving (NSC Level-2):** Focuses on fundamental caregiving skills, including first aid, infection control, patient hygiene, and mobility assistance. This is the entry point for a professional career, providing a solid foundation for more specialized roles.
- **Caregiving for Elderly Persons (NSC Level-3):** A specialized program covering geriatric psychology, nutrition, medication management, and the use of assistive technology. This is our most in-demand course for overseas employment, preparing trainees for roles in a rapidly aging world.
- **Caregiving for Infant, Toddler, and Children (NSC Level-3):** Teaches early childhood development, safety protocols, and nutritional needs. This program is tailored for opportunities in countries with high demand for professional nannies and childcare providers.
- **Caregiving for Persons with Disability (NSC Level-3):** Focuses on adaptive care strategies, rehabilitation support, and psychological support for individuals with diverse disabilities. This training is essential for roles in countries with strong support systems for persons with disabilities.

- **Dementia Caregiving (NSC Level-3):** An advanced and highly specialized course covering complex care needs, communication strategies for cognitive impairment, and behavior management. This skill set is in extremely high demand globally, making our graduates highly valuable.

Hospitality and Domestic Services: The New Standard of Professionalism

These courses provide skills that are highly transferable to overseas employment in the hospitality and domestic care sectors.

- **Housekeeping (NSC Level-2):** Professional training in hygiene, organization, and sanitation, meeting the rigorous standards of international hotels and high-end residential services.
- **Food & Beverage Production (NSC Level-3):** Teaches culinary skills, food safety, and kitchen management, preparing trainees for roles in diverse food service environments.
- **Food & Beverage Service (NSC Level-2):** Focuses on professional service, etiquette, and customer relations, a skill set prized in the global hospitality industry.
- **Car Driving:** Our caregivers know's driving car when needed.

Information Technology and Livelihood Skills: Creating the Modern, Multi-Skilled Worker

We believe in a holistic approach. These courses ensure our trainees are not only skilled in their primary vocation but are also technologically literate and entrepreneurial.

- **Computer Operation (NSC Level-3):** Essential digital literacy, including proficiency in office software and online communication, which is often a prerequisite for international employment.
- **Digital Marketing for Freelancing (NSC Level-3):** Equips graduates to market their skills online, enabling them to secure freelance work and establish a global professional network.

CIB's Strategic Preparation for International Opportunities



CIB's primary goal is to make our graduates competitive on the world stage. Our preparation is multi-faceted and highly strategic.

1. Curriculum Alignment with International Standards: We are continuously reviewing our curriculum to ensure it meets or exceeds the requirements of major destination countries. For example, our caregiving modules are designed to align with the core competencies of programs like the UK's **"Care Certificate"** or Canada's **"Home Child Care Provider"** and **"Home Support Worker Pilot"** programs. **We focus on:**

- **International Health and Safety Protocols:** Training in globally accepted health and safety standards, including the use of Personal Protective Equipment (PPE) and advanced infection control.
- **Medical Terminology:** Integrating basic medical terminology and documentation practices used in Western healthcare systems.
- **Cross-Cultural Communication:** Our curriculum includes modules on cultural sensitivity, communication with diverse populations, and managing expectations in a cross-cultural work environment.

2. Enhancing Language and Soft Skills: While technical skills are essential, soft skills and language proficiency are the key differentiators for international employment.

- **Other Language Proficiency:** We can Train our Student's as per Country Demand
- **English Language Proficiency:** We provide dedicated English language training tailored to the caregiving profession. This includes conversational skills, understanding instructions, and writing basic reports. We are also exploring partnerships to offer certifications like the Canadian Language Benchmark (CLB) or IELTS preparation.
- **Soft Skills and Professional Ethics:** Our training includes a strong focus on professionalism, time management, problem-solving, and emotional intelligence—all critical for success in demanding overseas roles.

3. Strategic Partnerships and Placement Support: CIB is actively building a network of international employers, recruitment agencies, and diplomatic missions.

- **Memoranda of Understanding (MoUs):** We are pursuing partnerships with foreign employers and recruitment agencies to create direct placement pipelines for our certified graduates.
- **Collaboration with BOESL:** We aim to collaborate with Bangladesh Overseas Employment and Services Limited (BOESL) to leverage government channels and ensure safe, ethical, and low-cost migration for our students.
- **Career Counseling and Visa Guidance:** Our career services team provides end-to-end support, including resume writing, interview preparation, and guidance on navigating complex visa and work permit application processes for various countries.

Organization we work with



World Opportunities for Caregivers: A Country-by-Country Analysis

CIB has identified key markets with significant demand for skilled caregivers and is tailoring its programs to meet their specific requirements.

Canada: The Pathway to Permanent Residency



- **Opportunity:** Canada offers one of the most attractive pathways for caregivers through its Home Child Care Provider Pilot and Home Support Worker Pilot. These programs allow foreign workers to immigrate with their families and eventually apply for permanent residency. The demand is consistently high.
- **CIB's Preparation:** Our Caregiving for Infant, Toddler, and Children (**NSC Level-3**) and Caregiving for Elderly Persons (**NSC Level-3**) courses are meticulously designed to align with Canada's National Occupational Classification (**NOC**) TEER codes 44100 and 44101. We are developing specific modules to enhance English language proficiency to meet the required CLB 5 score and are building a portfolio of practical experience to meet the country's one-year post-secondary education and work experience requirements.

Japan: The Economic Partnership Agreement (EPA)



- **Opportunity:** Japan's rapidly aging society and shrinking workforce have created a massive demand for caregivers. Under the Economic Partnership Agreement (EPA), Japan seeks to hire thousands of foreign caregivers. The country offers a stable work environment and a clear path to long-term employment.
- **CIB's Preparation:** We recognize the unique cultural and linguistic requirements of working in Japan. Our training program is incorporating specialized modules on Japanese culture, etiquette, and basic language skills. We are also exploring partnerships with local Japanese language training centers to provide the necessary linguistic preparation for the Japan-specific caregiving examinations.

The United Kingdom: The Health and Care Worker Visa



- **Opportunity:** The UK's Health and Care Worker visa is a well-established route for foreign caregivers, offering a clear path to a stable career. The country has a severe shortage of care workers, making it a high-priority destination for our graduates.
- **CIB's Preparation:** Our curriculum is being reviewed against the UK's "Care Certificate" standards, a crucial requirement for most employers. We are emphasizing practical skills, patient documentation, and adherence to UK health and safety protocols. We also provide guidance on the visa application process and the required English language tests.

Australia and Other European Countries



- **Opportunity:** Countries like Australia, Germany, and Norway also have a growing demand for caregivers, with varying visa and certification requirements.
- **CIB's Preparation:** We are conducting ongoing market research to understand the specific needs of these emerging markets. Our flexible curriculum allows us to develop bespoke training modules for these countries, focusing on the specific qualifications and certifications required for their respective immigration and labor policies.

Trainee Admission Policy and Institutional Framework



Academic Qualification: A minimum of SSC or equivalent qualification is required.

Age Limit: 18 years or more.

Admission Method: Strict adherence to the guidelines of the NSDA and BTEB, ensuring a merit-based and transparent process.

Inclusivity and Social Responsibility: CIB is committed to providing opportunities for all. We give priority to disadvantaged, poor, or out-of-school youth, aligning our admissions with national poverty alleviation goals.

Course Medium: The medium of instruction is Bengali and English, preparing students for both domestic and international employment.

Preferable Male & Female Student Ratio: We aim for a balanced 50:50 ratios to promote gender equality and empower women in a historically gender-skewed profession.

Minimum Class Attendance: A mandatory 80% attendance is required for assessment registration, ensuring trainee commitment and consistent learning.

List of training facilities in CIB - Institute

- Baker
- Barber
- Butcher
- Chef
- Façade and Roof Cleaner
- Fast Food Preparer
- Garden Cleaning Worker
- Hairdresser
- Hospital Cleaner
- Hospitality and Food Service Worker
- Kitchen Worker
- Laundry and Ironing Worker
- Nail Care Specialist
- Office and Facilities Cleaning Worker
- Street Cleaning Worker
- Tailor
- Unique Occupation Worker
- Housekeeper
- Housemaid
- Caregiver
- Nurse
- Cleaner
- Female Cleaner

Classroom & Accommodation



Accommodation Capacity: 100+ Student's (Male/Female) + Extendable Facility



Class Room	12 Classroom
Student Capacity	288
Online Student Capacity	1500+

Innovative Course Delivery and Measurable Outcomes

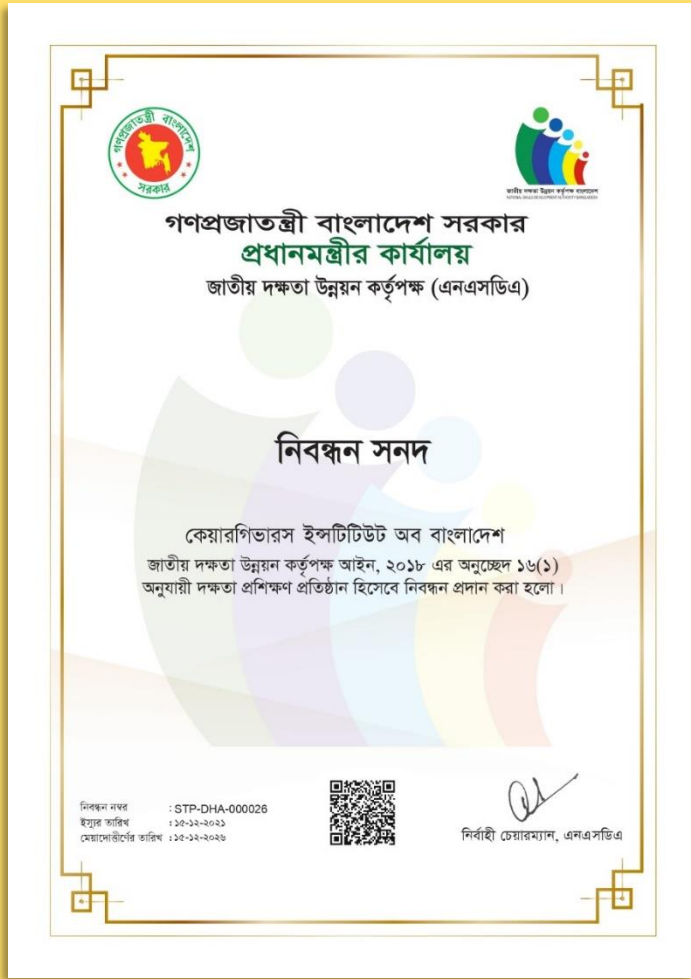
Our innovative course delivery models are designed to be inclusive and effective:

- **Regular Batch (Offline):** The traditional, immersive model for those who can attend our physical campus. Classes run six days a week, ensuring intensive, hands-on training.
- **Professional Batch (Online/Hybrid):** A revolutionary model for working professionals and remote students. It combines evening online theoretical classes with mandatory weekend on-site practical sessions, ensuring that career aspirations are not limited by geographical or professional constraints. This way we can add 1500 more students

Expected Outcomes: CIB's success is not just in training but in the tangible results our graduates achieve.

- **Employment Generation:** We aim for a 100% job placement rate within Three months of graduation, either in domestic or international roles.
- **Poverty Reduction:** The average income of our graduates is expected to be significantly higher than the national average, leading to a direct and measurable improvement in their living standards.
- **Economic Impact:** A single graduate securing overseas employment can generate over USD 5,000 annually in foreign remittance, making CIB a significant contributor to the national economy.
- **Social Empowerment:** Our programs, particularly for female trainees, serve as a powerful tool for social empowerment, providing them with financial independence and a dignified professional identity.

Innovative Course Delivery and Measurable Outcomes



In just five years, CIB has established a remarkable track record. Our success stories are a testament to our commitment and the resilience of our trainees.

- **Caregiving Pioneers:** We have trained more than 15000 trainees in caregiving, creating a ready-to-deploy workforce for the domestic and international markets. Many of our alumni are now working in the Middle East and Southeast Asia, North America, Japan and earning competitive salaries and supporting their families.
- **Diverse Skill Set:** Our impact extends beyond caregiving. We have successfully trained over 2000 individuals in housekeeping, 600 in domestic food preservation, and 400 in computer operation and digital marketing, creating a multi-skilled workforce ready for diverse opportunities.
- **Success Stories:** We have countless testimonials from graduates who have transitioned from unemployment to dignified, stable careers, both as employees and as entrepreneurs.

Future Goals: A Vision for National and Regional Leadership



Our ambitions extend far beyond our current campus. We have a strategic vision to become a national leader and a regional hub for vocational training.

- **National Footprint:** Our long-term goal is to establish Caregiving training centers in every district of Bangladesh, ensuring that quality vocational training is accessible to all, regardless of location.
- **Expansion into Advanced Healthcare Training:** We plan to diversify our curriculum to include advanced training for licensed nurses, medical technologists, and other healthcare professionals. This will enable them to meet the specific requirements of international employers and secure high-paying positions.
- **Integrated Healthcare and Rehabilitation:** We envision establishing on-campus physiotherapy and orthopedic centers. These centers will serve a dual purpose: providing essential community healthcare services and serving as a state-of-the-art practical training ground for our students.
- **We Welcome Foreign Missions & Local/Generational Training Centers**
(Offline with Practical Sessions / Online)
- Join us in our development projects for **people development**. We can accommodate your training programs for upcoming students.
- We currently have a **large number of trainee applications** waiting to enroll in courses.
Come and collaborate with us to make a difference!

Appeal and Strategic Partnership Proposal

The **Caregivers Institute of Bangladesh (CIB)** stands at a pivotal moment. We have a proven model for success and a clear strategy for expansion, but we cannot do it alone. The majority of our students come from low-income, rural families who struggle to bear the training costs. **Financial constraints** often prevent the most deserving candidates from accessing our programs.

We are appealing for a strategic partnership with government organizations, international donors, NGOs, and socially responsible corporations to bridge this financial gap.

How Your Partnership Will Make a Difference:

- **Scholarship Fund:** Your contribution will create a scholarship fund, enabling us to offer free or highly subsidized training to hundreds of underprivileged youths.
- **Infrastructure Development:** Your support will allow us to upgrade our facilities, purchase advanced simulation equipment, and establish new training centers in key districts, expanding our national footprint.
- **Program Enhancement:** Funding will enable us to invest in specialized language and soft skills training, directly improving our graduates' competitiveness in international markets.
- **Sustainable Employment:** By reducing financial barriers, we can create a sustainable pipeline of skilled professionals, which in turn generates a continuous stream of foreign remittance, a vital component of Bangladesh's economic stability.



Your partnership with CIB will have a direct, measurable, and long-lasting impact on poverty alleviation and human capital development. It will solidify Bangladesh's position as a reliable source of highly skilled, professional caregivers on the global stage.

Emerging Solutions and Recommendations for the Future

CIB is an active participant in the national discourse on vocational training and caregiving. We propose a collaborative, multi-pronged approach to address the systemic challenges:

Policy Reforms:

We recommend the government establish a national caregiving board to legally recognize caregiving as a professional occupation, standardize certification, and create a clear career ladder. This will not only elevate the profession's status but also protect workers' rights.

Public Awareness Campaigns:

We advocate for nationwide public awareness campaigns to combat the social stigma associated with caregiving. These campaigns, conducted in partnership with government and media outlets, should highlight the dignity, skill, and vital importance of the profession.

Advanced Training Infrastructure:

We believe in the development of residential care facilities that can double as high-standard practical training grounds. These facilities would allow for immersive, real-world training experiences.

Public-Private Partnerships:

We urge for an expansion of existing programs like the PKSF, SICIP, and NHRDF to include dedicated funding for caregiving training institutes. Collaborations between government agencies and private institutions like CIB are essential for scaling quality training.

International Alignment:

We must continue to adapt our training programs to align with successful models from other countries, ensuring our graduates are not just ready to work but are also culturally competent and fully compliant with international standards.

Conclusion: A Path to a Prosperous and Dignified Future

As Bangladesh stands on the cusp of significant demographic and economic change, the need for a skilled and professional workforce has never been more urgent. The global demand for caregivers presents a historic opportunity for our nation to transition from a supplier of unskilled labor to a leader in specialized, professional human resources.

The **Caregivers Institute of Bangladesh (CIB)** is at the heart of this transformation. We are not merely training individuals; we are building careers, empowering families, and strengthening our nation's economic foundation. Our commitment is to create a generation of caregivers who are not only technically proficient but are also equipped with the compassion, integrity, and adaptability to succeed anywhere in the world.

Through strategic partnerships and a shared vision, we can overcome the existing challenges and unlock the full potential of our youth. CIB's mission is to ensure that every graduate is truly capable of accomplishing global challenges and achieving a dignified and successful life. By **Investing** in our **Trainees**, we are investing in a more prosperous future for Bangladesh.



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