

**BYLC** Bangladesh  
Youth Leadership  
Center

**FROM AMBITION  
TO ACCOMPLISHMENT**  
IMPACT REPORT 2023

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**Welcome  
message**

# Message from Executive Director



**Tahsinah Ahmed**

Executive Director  
Bangladesh Youth Leadership Center (BYLC)

Fifteen years ago, BYLC set out to empower youth and address pressing national challenges: societal fragmentation, social injustice, lack of employability skills, limited jobs and entrepreneurial opportunities. Our mission included equipping young people with the leadership and technical skills necessary to navigate life, contribute to social good, grow in their vocations, and create livelihoods—especially in the face of Bangladesh’s high youth unemployment and underemployment rates.

Over the years, BYLC has transformed thousands of lives by developing competent, courageous, and

compassionate leaders across various spheres. Through initiatives that promote adaptive leadership, professional development, and entrepreneurial success, we enable young people to foster peace, prosperity, and environmental sustainability.

The Impact Report 2023 highlights how BYLC is supporting youth in moving from aspirations to achievements. It documents the outcomes of our professional development, entrepreneurship, and enterprise development programs delivered via BYLC’s Office of Professional Development (OPD), BYLC Ventures, and BYLC’s online platform, BYLCx. A core focus of BYLC’s work is addressing systemic barriers to wage and self-employment, with a commitment to ensuring that at least 50% of our beneficiaries are women—a milestone we continue to pursue despite societal challenges.

Between 2019 and October 2023, 3,462 youth (41% female) received professional development training through OPD programs like CareerX, Career Bootcamp, and BYLCx online courses. Among them, 2,351 youth secured jobs, with 83% acknowledging BYLC’s role in their employment. A recent study showed that 67.75% of respondents are currently employed, and 86.8% of these hold full-time positions, reflecting the effectiveness of our interventions in bridging the employability gap.

Our online platform, BYLCx, enables young people to acquire in-demand skills through courses like Excel for Professionals, Business Communication Hacks, and Resume Writing Masterclass. Nearly 80% of learners completed courses, and 84.86% recommended them to others, highlighting their practical value in enhancing employability.

BYLC Ventures plays a critical role in fostering entrepreneurship and has provided BDT 33.8 million in seed and scale-up funding to 31 startups between 2019 and 2023. These startups not only boosted local economies but also created 245 new jobs, with 92.59% acknowledging BYLC’s role in job creation. Notably, startups like Ecovia Ltd. and Biotech Energy Ltd. are contributing to a circular economy by commercializing cleantech solutions, showcasing the power of innovation to address national challenges such as climate change.

I extend my heartfelt gratitude to our founder, Ejaj Ahmad; our Board; our development partners and well-wishers; and the dedicated BYLC team for their tireless efforts in helping youth transform their lives and society.

I hope you find this report as exciting to read as we found it to compile, and I hope it inspires you to join us in our future efforts for transformation and change.

# Executive summary

The Impact Report 2023: “From Ambition to Accomplishment” outlines BYLC’s efforts to equip Bangladeshi youth with professional and entrepreneurial skills to enhance employability, foster innovation, and drive socio-economic transformation. This report underscores BYLC’s dual focus on professional development through the Office of Professional Development (OPD) and entrepreneurial empowerment through BYLC Ventures.

The findings are derived from a survey conducted in November and December 2023, involving 369 OPD beneficiaries and 28 BYLC Ventures participants. It includes impact stories that demonstrate the transformative journeys of individuals who have benefited from these interventions, validating BYLC’s mission to empower youth in creating sustainable solutions for public, private, and entrepreneurial sectors.

From its inception to December 2023, BYLC’s OPD significantly improved the employability of young graduates. Of the surveyed participants, 67.75% secured employment, with 86.80% in full-time positions. 82.61% respondents credited BYLC’s programs for their job success. Similarly, BYLCx’s practical online courses enabled 79.95% of participants to complete their learning objectives, with 84.86% respondents recommending them to peers.

In the realm of entrepreneurship, BYLC Ventures supported 31 startups, 70.37% of which are now generating revenue. Additionally, 92.59% of ventures attributed their success in creating jobs to BYLC’s funding and mentorship, collectively employing 245 individuals.

This report underscores BYLC’s commitment to empowering Bangladeshi youth with the skills and opportunities needed to drive economic resilience and sustainable development in their communities.

# 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

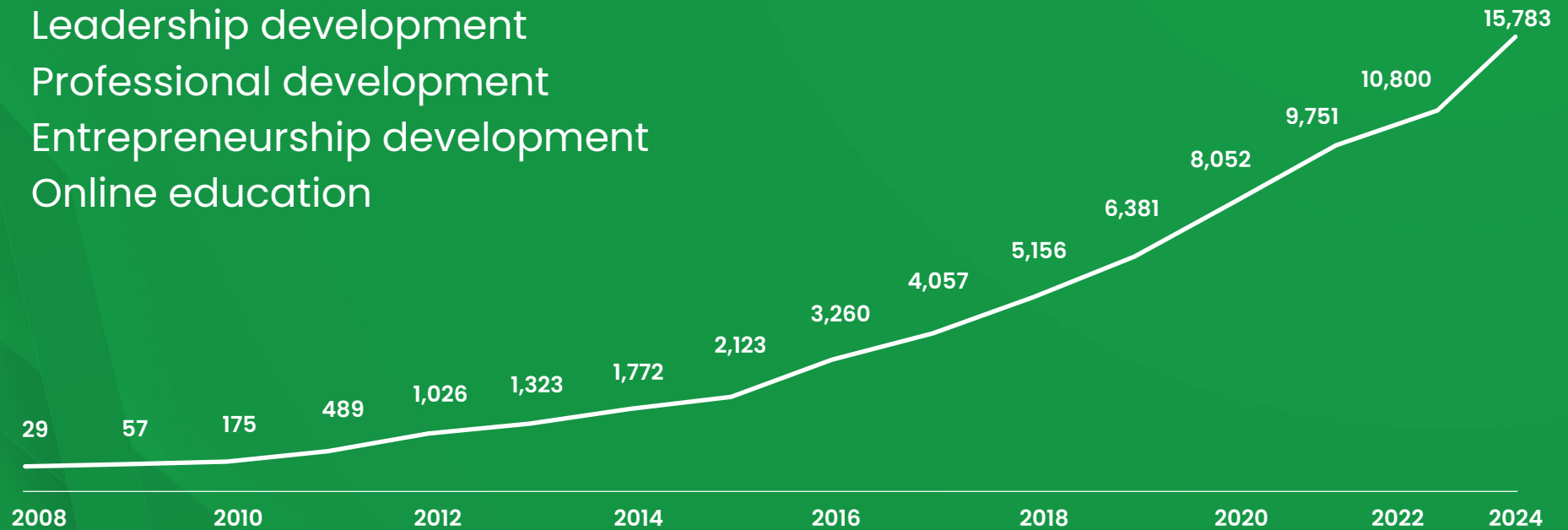
# Our Values



# **BYLC in numbers**

# BYLC's program reach from 2009 to September 2024

Leadership development  
 Professional development  
 Entrepreneurship development  
 Online education



**66,401**

youth trained between 2009 and September 2024

**50,618**

youth completed online courses on leadership and professional development between 2017 and September 2024

**15,783**

youth trained through instructor-led leadership and professional development training programs between 2009 and September 2024

**7,481**

youth received leadership training between 2009 and September 2024

**3,386**

youth placed in full-time and part-time jobs between 2016 and September 2024

**37**

youth-led ventures funded and mentored between 2016 and September 2024



| Thematic areas               | Name of programs  | Number of programs                          | Number of beneficiaries |
|------------------------------|---|---|-------------------------|
| Leadership development       | Building Bridges through Leadership Training  | 49  | 1,921                   |
|                              | Building Bridges through Leadership Training Junior   | 43  | 1,741                   |
|                              | 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   | 39  | 1,361                   |
|                              | CareerX   | 37  | 2,931                   |
|                              | Career Bootcamp   | 7   | 932                     |
|                              |   | 3,386 youth placed in jobs (till June 2024) |                         |
| Entrepreneurship development | BYLC Ventures Accelerator Cohort  | 6   | 575                     |
|                              | BYLC Ventures Seed Funding  | 31  |                         |
|                              | Ideation Challenge  | 2   | 108                     |
|                              | Startup talks   | 5   | 222                     |
|                              | PowHer Events   | 4   | 165                     |
| Online education             | 78 online courses published and hosted on BYLCx<br>50,618 online course completion between 2017 to September 2024 |   |                         |

# BYLC's milestones



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

2008



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

2010



BYLC Graduate Network (BGN) launched for alumni engagement

2012



Art and Practice of Leadership (APL) program launched

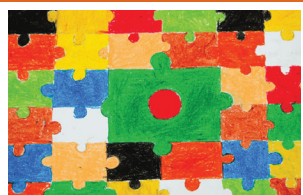
2014



- 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

2009



BYLC registered as a nonprofit in Bangladesh

2011



Youth Leadership Summit (YLS) launched with 200 delegates

2013



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

2015

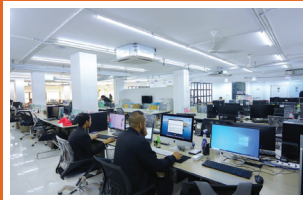


Second residential Youth Leadership Bootcamp held in Sylhet with 100 participants



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 in collaboration with GYLC 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

2023



- BYLC, in collaboration with eight other organizations, started working for USAID BIJOYEE Project, a five-year project initiated by USAID to empower youth (18-35 years), particularly young women and socially excluded young people
- Orange corners launched its first Asian hub in Bangladesh in collaboration with BYLC as an implementing partner

# Introduction

Bangladesh has an opportunity to move towards economic prosperity with a large youth population. However, to seize that opportunity, Bangladesh needs to empower these young people with the skills necessary to unlock their potential and contribute to the country's economy. A major challenge facing our education system today is the disconnect between education and youth employment.

The unemployment rate in Bangladesh currently stands at 3.51% as per the Labor Force Survey data in the first quarter of 2024 (BBS, 2024), compared to 3.36% in 2023. Among the total youth labor force, almost 8% or 2.15 million are unemployed youth (BBS, LFS 2022)\* (aged between 15-29). The educated youth of Bangladesh are facing serious concerns as the unemployment rate continues to rise. The Bangladesh Youth Leadership Center (BYLC) is one of the organizations tackling this issue head-on since 2016.

BYLC is a pioneering non-profit organization that empowers Bangladeshi youth by cultivating their leadership potential as well as essential professional skills, enabling them to secure employment, develop enterprises, take on leadership roles in their desired fields, and contribute meaningfully to Bangladesh's progress in both local and global stages. BYLC provides both job placement opportunities and self-employment avenues through various programs and events, primarily organized by the Office of Professional Development (OPD) and BYLC Ventures department.

Throughout the year, BYLC's OPD organizes programs like Career X and Career Bootcamp, which equip participants with vital skills, transforming them into potential candidates for various career fields. The graduates of these programs are

then placed in job opportunities in collaboration with various employers through events such as Career Expo, Youth for Youth, etc.

BYLC Ventures, on the other hand, fosters an entrepreneurship ecosystem for young founders through training, mentorship, seed funding, co-working spaces, and a strong network of investors and industry experts. These efforts not only enhance self-employment prospects but also generate more jobs for young job seekers. Through these initiatives, BYLC Ventures has helped 2,351 youth secure job placements, while 31 youth-led startup teams with multiple founders have achieved self-employment.

This report measures the results of these interventions which showcases the actual impact of BYLC's efforts on job placement and self-employment for Bangladeshi youth over the past years.

## Objectives

- To assess whether and how BYLC's professional development training programs have helped its course participants secure jobs.
- To assess whether and how BYLC's entrepreneurial development training programs have helped its course participants become self-employed and generate employment opportunities.
- To highlight significant stories of change and the impact BYLC has had on the lives of young professionals.

\*Labour Force Survey Bangladesh 2022-2023. Dhaka: Bangladesh Bureau of Statistics (BBS)

## Methodology

Over the last eight years (2015–2023), 3,462 youth have received professional development training from BYLC. Additionally, 9,697 youth have completed one or more online courses on professional development through the BYLCx online platform.

Among these, 2,351 individuals have been placed in various organizations with full-time/part-time jobs, and internships through interventions by BYLC's Department of the Office of Professional Development.

From these 2,351 participants, the desired sample size for data collection has been determined using the below-mentioned sample design.

## Sample Design

### Sampling for Job Placement through Professional Development Training

The sample size for this study was determined using a proportionate allocation method from the 2,351 youth who secured jobs through professional development training with the assistance of BYLC.

The following statistical formula was used for sample selection

$$n_o = \frac{Z^2 pq}{d^2}$$

Here,

$n_o$  = Desired sample size

$Z$  = Standard normal deviation is usually set at 1.96, which corresponds to 95% confidence interval

$p$  = Proportion in the target population estimated to have a particular characteristic is taken as 0.50, with  $p + q = 1$

$d$  = Desire precision (here, desire precision is to be considered as 5% i.e., 0.05)

Putting those values in the above formula, we get:

$$\begin{aligned} n_o &= \frac{Z^2 pq}{d^2} \\ &= \frac{(1.96)^2 \times 0.50 \times 0.50}{(0.05)^2} \\ &= 384.16 \approx 384 \end{aligned}$$

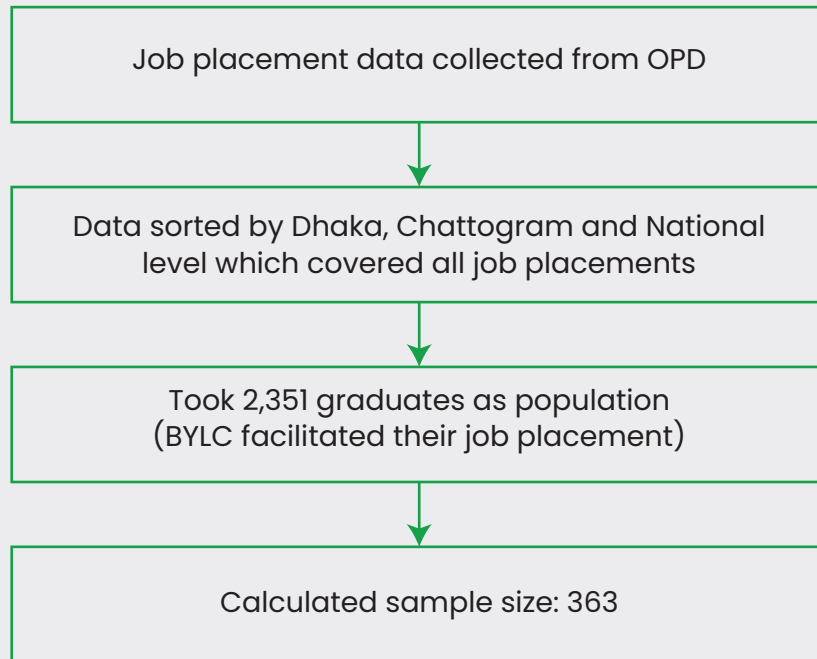
The total target population of the project is 2351. So, putting this value in the following formula, we get 330 as below:

$$\begin{aligned} n &= \frac{n_o N}{n_o + (N-1)} \\ &= \frac{384 \times 2351}{384 + (2351-1)} \\ n &= 330.206 \approx 330 \end{aligned}$$

10% over a sampling of 330 is 33. Therefore, the total calculated sample size is 363.

## Sampling Frame

The following steps were taken:



\*All 31 startups were purposively selected for sampling here.

## Sampling for Employment through Ventures

Over the last four years (2019-2023) BYLC has provided accelerator training programs along with seed funding to 31 startups. Among them, 25 startups have generated employment opportunities for 245 employees. To calculate the average population number, we counted all 31 ventures as our population.

## Tool Development, Orientation, Data Collection, and Analysis

A structured questionnaire was developed and used to capture participants' scenarios and measure BYLC's contribution to helping graduates secure meaningful jobs, as well as to assess the status of ventures through various interventions.

The Office of Professional Development (OPD) and BYLC Ventures collaborated on designing the questionnaire, incorporating feedback before finalizing it into two sections: Office of Professional Development and BYLC Ventures. A Google form was then developed to collect responses, with approval obtained from higher management to conduct the survey via email. Significant case stories were also collected from job holders and impactful ventures using structured checklists.

Following an orientation on the questionnaire and data collection process, the survey was conducted from November 8 to November 31, 2023. The collected dataset underwent cleaning and quality checks based on Data Quality Assessment standards, after which the data was analyzed to prepare the narrative report.

# Findings

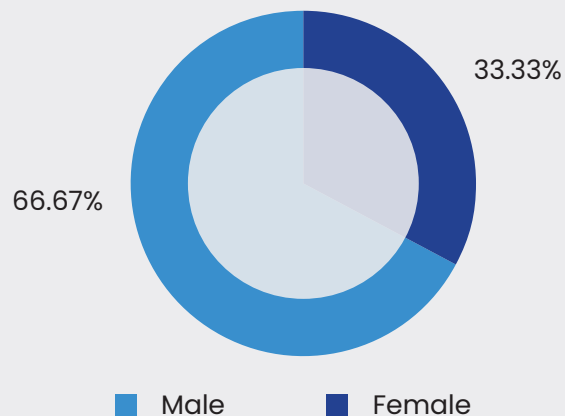
Office of Professional  
Development (OPD)

# Major Findings



## Demography

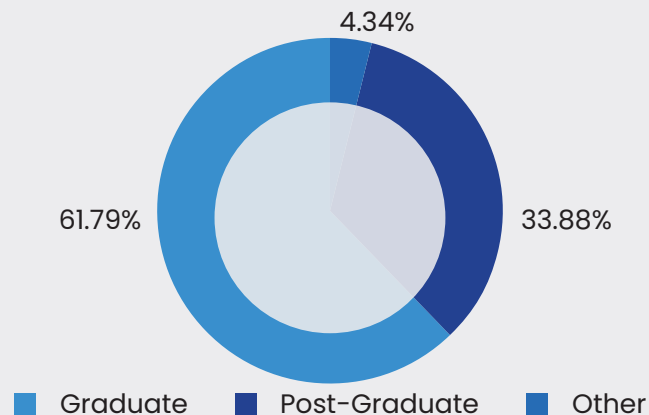
### Gender Distribution of Respondents



Of the 2,351 people reached, 369 responded, with 66.67% male and 33.33% female. Most respondents were from Dhaka (76.15%), followed by Chattogram and other regions.

The respondents primarily consisted of graduates (61.79%)

### Academic Background of Respondents



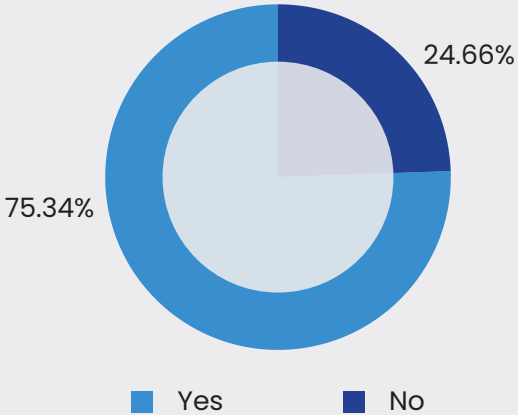
and postgraduates (33.88%), with 4.34% holding other degrees.

The majority (41.46%) reported having two family members engaged in income-generating activities. Regarding disabilities, 96.2% of respondents reported none, while 3.8% indicated chronic health conditions.



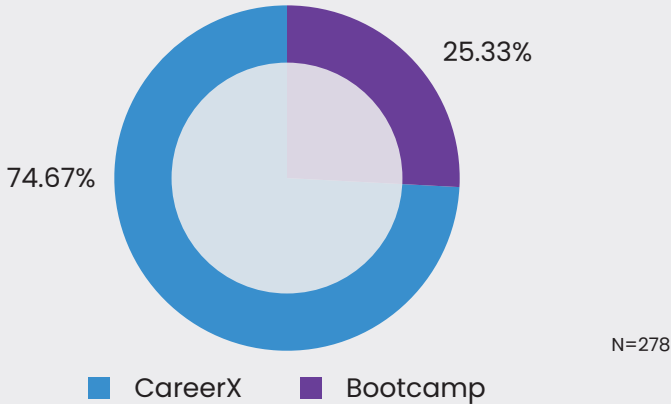
# Professional Development Training Related Details

## Participation in Professional Development Training

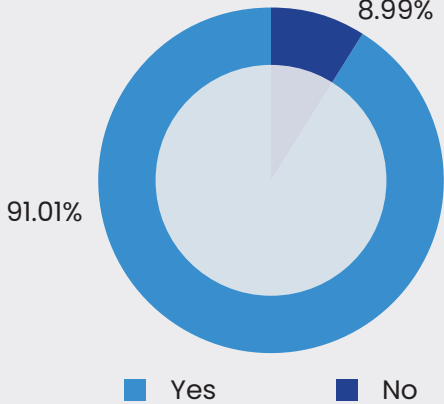


75.34% respondents actively participated in professional development training programs, with 74% attending CareerX programs and 24% participating in Career Bootcamps.

## Program Attended

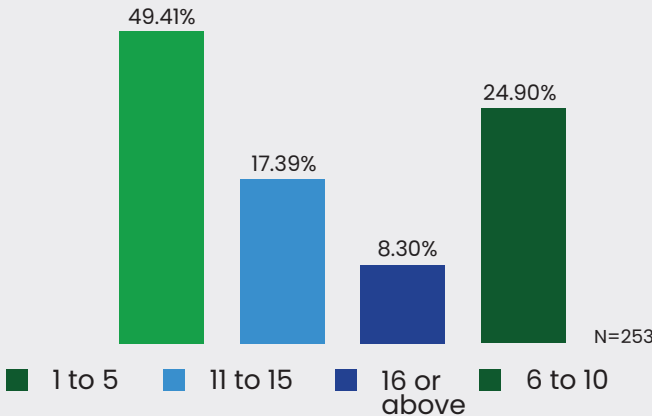


## Program Referral



91.01% (253) respondents recommended these professional development programs to family and friends, with 49.41% referring 1 to 5 individuals for participation.

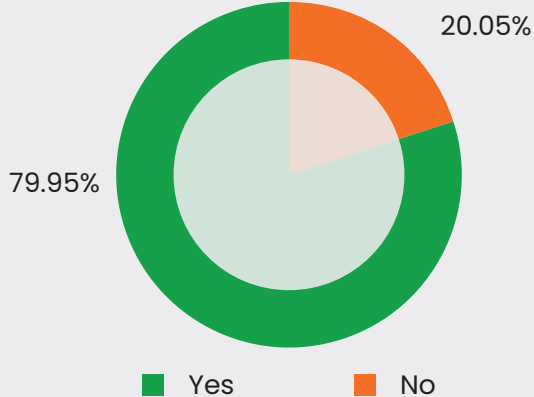
## Referral Number Range



This underscores the exceptional efficacy of these initiatives, particularly the highly regarded CareerX programs, as noted by the respondents.

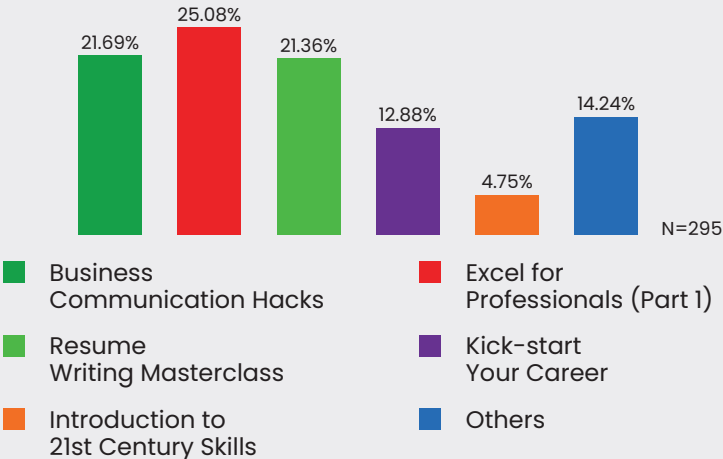
# Professional Development through Our Online Learning Platform (BYLCx)

## Online Course Completion



79.95% of the surveyed individuals have successfully completed BYLCx online courses.

## Specific Course Completion

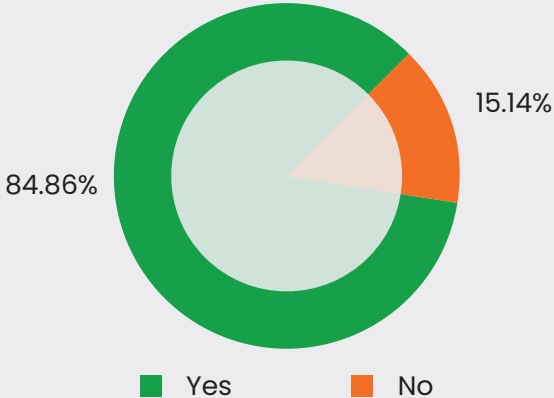


Among the respondents, significant completion rates were observed for key courses such as 'Excel for Professionals (Part 1)' at 25.08%, 'Business Communication Hacks' at 21.69%, 'Resume Writing Masterclass' at 21.36%, and 14.24% for other courses, including 'Conflict Management: How to Deal with Difficult People,' 'Pathway to Career Success,' 'Mindfulness for Professionals,' and 'Professional Networking in the 21st Century for Women,' among others.

The high completion rates highlight respondents' recognition of the important role these courses play in their professional lives, reflecting a strong desire to enhance their skills in these essential areas.

Notably, a significant portion of respondents completed these courses within the last four years, with percentages for 2019–2023 being 3.99%, 15.58%, 22.61%, 37.19%, and 21.11%, respectively. This temporal distribution indicates a sustained and growing interest in acquiring these skills, potentially driven by evolving job market demands.

## Online Course Referral



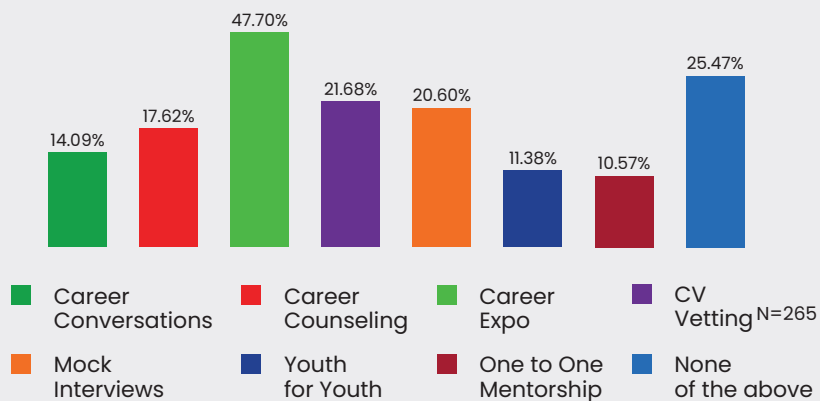
Additionally, 84.86% of respondents recommended BYLCx online courses to friends or family, highlighting their positive impact and effectiveness in preparing youth for employment opportunities.

The high referral rate indicates that these courses are not only valued by participants but also recognized as valuable tools for enhancing employability skills.

## Professional Development Events

BYLC's organized professional events provide a platform for job seekers and employers to connect, fostering valuable relationships with long-term implications for career growth. The participation of 265 out of 369 respondents in these events underscores significant engagement with these impactful initiatives.

Status of Professional Development Events

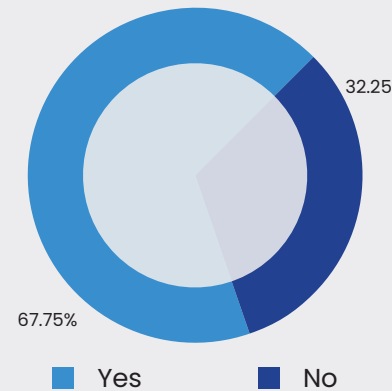


Among these participants, 47.70% attended the Career Expo, 21.68% participated in CV vetting, 14.09% engaged in career conversations, 17.62% benefited from career counseling, and 20.60% took part in mock interviews.

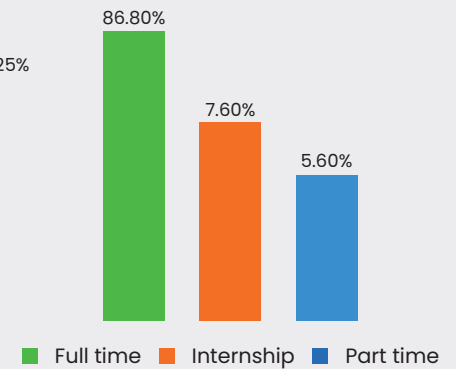
This highlights the tangible impact of BYLC's interventions in facilitating meaningful interactions and providing essential resources, significantly contributing to the employability and career advancement of youth.

## Salaried Employment Details

Current Employment Status

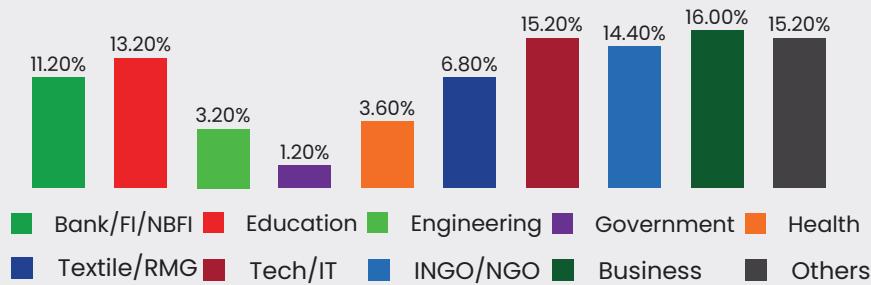


Type of Employment



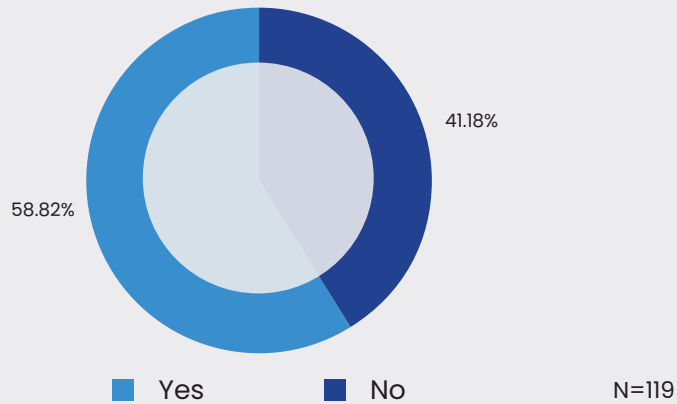
The respondents were asked about their current employment status, with 67.75% (250) indicating that they are currently employed. Among those employed, a substantial 86.80% hold full-time positions, 7.60% have participated in internships, and 5.60% are engaged in part-time jobs.

### Job Sector of Respondents



Most of them work in business conglomerates, IT/Tech/E-Commerce, INGO/NGO/Development sectors, and Bank/FI/NBFI, with respective percentages of 16%, 15.2%, 14.4%, and 11.20%. Additionally, 1.2% are employed in government jobs, while 15.2% are in other industries.

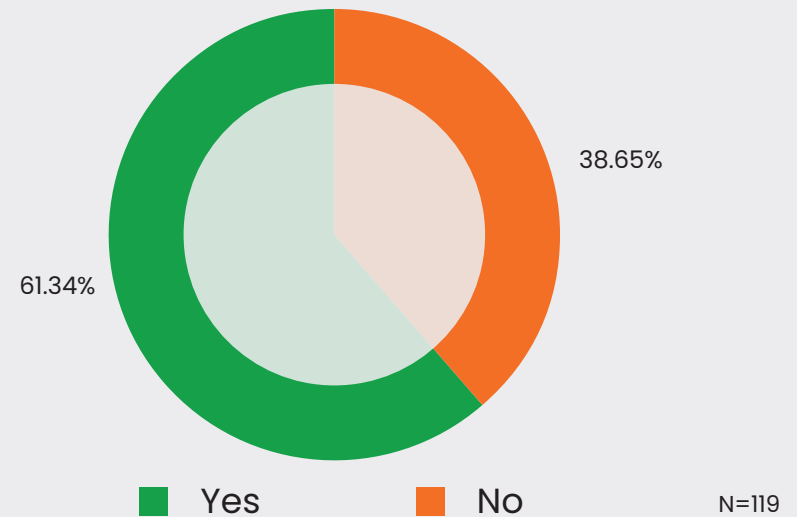
### Previously Received Job Opportunities (in the last 5 years)



Conversely, the remaining 32.25% (119) who were not currently employed were asked about their job-seeking experiences after completing BYLC's online courses or other training programs.

Among them, 41.18% (49) reported having been previously employed but were now seeking employment. Notably, those who were previously employed and subsequently unemployed had participated in various training programs and online courses offered by BYLC.

### Course Reconsideration

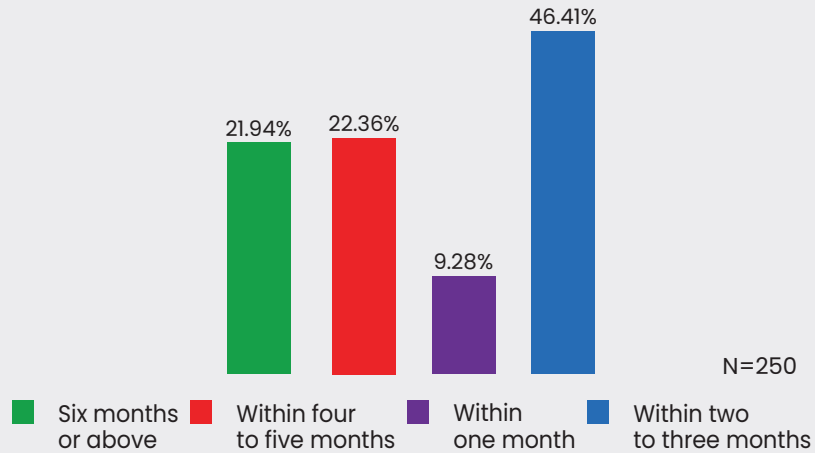


Of these 119 participants, remarkably, 61.34% (73) of these respondents were associated with BYLC's online courses and training programs during periods of unemployment.

This underscores the significant impact of BYLC's interventions, with the organization's offering to play a crucial role in supporting and influencing the job-seeking journey of participants, creating soft skills for professional development in their minds, and contributing positively to their prospects in the job market.

Of the 250 respondents currently employed, studies were made about the duration between completing BYLC training or online courses and securing employment.

### Days Required to Get Employed after Training (Currently Employed)

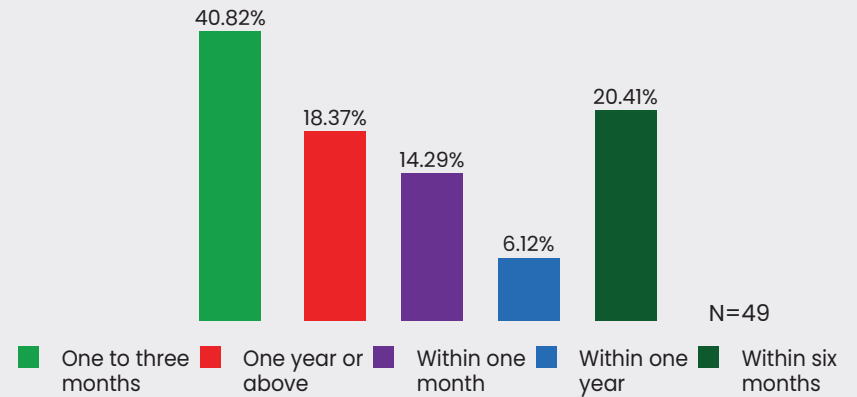


Survey results reveal that a significant 46.41% found employment within two to three months, 22.36% within four to five months, and 21.94% secured jobs after six or more months. Additionally, 9.28% successfully joined the workforce within one month of completing the training and course.

For the 49 respondents who were previously employed but currently seeking employment, the survey explored the timeframe between completing BYLC training or online courses and their subsequent employment. Findings indicate that a notable 40.82% of respondents secured employment within one to three months, 20.4% within six months, and 18.37% took a year or more to secure a job.

Findings indicate that a notable 40.82% of respondents secured employment within one to three months, 20.4% within six months, and 18.37% took a year or more to secure a job.

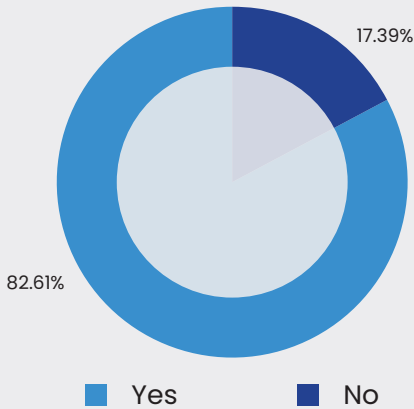
### Days Required to Get Employed after Training (Previously Employed)



These outcomes underscore the positive impact of BYLC interventions on the swift employability of participants, showcasing the effectiveness of the organization's training programs in facilitating timely job placement for both currently employed and previously employed individuals.

# Assistance Offered by the Professional Development Program

Have the Professional Development Programs and Events Conducted by BYLC helped you to Get this Job in any way?



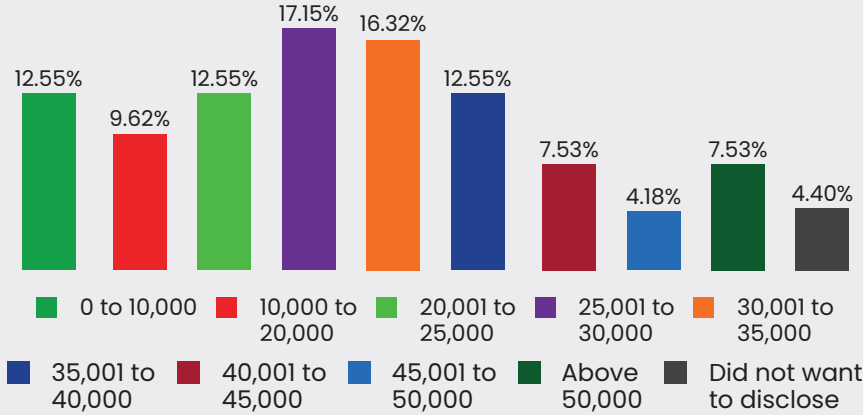
Survey participants were asked about the effectiveness of various professional development initiatives and events organized by BYLC, such as CareerX, Career Bootcamp, Career Expo, Youth for Youth, CV vetting, and One-to-One Mentorship, in contributing to their job acquisition.

A significant 82.61% affirmed that these programs and events played an important role in securing employment opportunities, underscoring the substantial impact of BYLC's interventions.

Conversely, 17.39% expressed a different perspective, stating that they did not find these programs and events instrumental in their job-seeking efforts.

Data on the income distribution of respondents after participating in the professional development programs further highlights the tangible impact of these initiatives.

## Income (Range)



A notable 17.15% reported an income range of 25001 to 30000 Taka, and an additional 16.32% earning 30001 to 35000 Taka, which shows a picture of economic well-being.

# Stories



As a woman and a fresh graduate facing financial challenges, BYLC's programs have proven instrumental in overcoming obstacles and realizing my potential

### **Asraful Afrin Biswas Adhora**

CareerX 7 graduate  
Career Expo participant

Embarking on my journey with BYLC, starting from the CareerX 2021 cohort, has been transformative. The positive impact of CareerX has been profound, guiding me through career choices and providing essential resources for a successful start.

Additionally, the two-week Acquiring Competencies for Employment (ACE) program from OPD was an important experience that significantly enhanced my professional skills. From refining my resume and CV writing to mastering email etiquette, presentation skills, acing interviews, and negotiation strategies, the program has been an invaluable asset in shaping my career. As a woman and fresh graduate facing financial challenges, BYLC's programs helped me overcome obstacles and realize my potential. Despite hurdles, BYLC's focus on personal development and community impact motivated me to persist.

BYLC's contribution extends beyond career development. It enhanced my communication skills and built positive connections within the communities I serve. The growth mindset instilled by the program aligns with my personal goals, driving me to make a positive impact on society.







Participating in CareerX not only gave me skills but also connected me with mentors who reshaped my early career

### **Farhan Mahmud Raffi**

CareerX 3 graduate  
Career Expo participant

CareerX by BYLC has been a game-changer for me. The program equipped me with practical skills and industry knowledge that quickly landed me a job aligned with my goals. It wasn't just about learning; CareerX provided a network that opened doors to opportunities I wouldn't have had otherwise. It transformed me from a recent graduate to a confident professional, laying the groundwork for my future success.

Participating in CareerX gave me skills and connected me with mentors who reshaped my early career. Despite the challenges of virtual learning, I found ways to overcome isolation and manage my time effectively.

Looking ahead, CareerX's influence continues to grow, benefiting me and others. The acquired skills and networks opened doors to ongoing professional development. Mentorship and alumni support guided me through different career stages, emphasising adaptability in my ever-changing environment. As alumni, we stay connected, creating a solid network that amplifies the program's impact over time, positively influencing individuals and communities.





It didn't just teach me job skills; it became something like a lifeline for my confidence and mental well-being

**Shanjida Islam**

CareerX 3 graduate

The CareerX program was a significant change for me, especially during the uncertain times of the COVID-19 pandemic 2020. It didn't just teach me job skills; it became a lifeline for my confidence and mental well-being. The mix of online classes and in-person sessions helped me get better at my job and find support from a community of people going through similar things. It wasn't just about work; it also helped me deal with personal challenges and be more flexible in uncertain situations. I'm thankful for this experience.

During CareerX, money was tight for me as a student. Balancing the program fees with other expenses was tricky, but I saw it as an essential investment in myself.

The program has not only helped me personally but also made a positive impact on my community. The skills I gained, especially in talking to people and managing projects, played a big part in making community projects successful. Using what I learned, I could lead projects more efficiently and improve things.

Looking ahead, CareerX will keep helping me grow in my job. The things I learned will be useful as I face challenges and find new opportunities in my career.





The skills and insights gained through CareerX have allowed me to navigate new territories, proving that individuals, regardless of their background, can flourish in diverse fields

**Kaikasha Akhter Anne**

CareerX 22 graduate

Participating in BYLC’s CareerX 22 marked a profound transformation in my life. As an introverted and shy individual, expressing my thoughts and concerns was often challenging. However, BYLC provided a platform that encouraged transparency and cultivated a judgement-free environment, catalyzing positive change. The program opened doors I never thought was possible, broadening my career perspective beyond my pharmacy background. Today, I thrive as a project associate at Quantanite Bangladesh Limited, a BPO (Business process outsourcing) company– a path I never envisioned before this transformative program.

One impactful instance of BYLC’s positive influence was my role as a volunteer at the Career Expo. I successfully gathered data from over 300 participants with diverse backgrounds, all of whom had completed the BYLCx course. This experience sharpened my organisational skills and highlighted the power of community collaboration.

BYLC’s encouragement became a source of strength, helping me overcome self-doubt and paving the way for personal and professional growth. The skills and insights gained through CareerX have allowed me to navigate new territories, proving that individuals, regardless of their background, can flourish in diverse fields.

Looking ahead, I envision BYLC’s program continuing to impact my life and the lives of others. As I progress in my career, the professionalism and adaptability instilled by BYLC will remain crucial. Sharing my journey, I aspire to inspire others, demonstrating that remarkable personal and professional growth is achievable with the proper support and a transformative program like BYLC’s.



My public speaking has improved, and I will certainly continue to master the art of public speaking

### **Mostafa Tasfia**

Education and Training Sector Career Bootcamp graduate

As an introverted girl, I often felt inclined to avoid responsibilities and depend on others. However, one day, I decided to confront my weaknesses and registered for BYLC's Career Bootcamp, a professional training program. Determined to step out of my comfort zone, I actively engaged with new people, developing situational awareness and building a reputation as someone eager to understand others and their motivations.

A key takeaway from the program was the idea of "Taking the first step, and the rest will fall into place." The communication tips from my instructors and the guidance of facilitators shaped the person I am today.

One of my personal goals was to hold impactful conversations, and I now work in a role where I communicate daily with diverse stakeholders. My public speaking skills have improved, and I remain committed to mastering the art. Participating in the career boot camp was invaluable, and I believe continuous development will help shift me from a fixed to a growth mindset.





Applying to over 179 jobs gave no results until I decided to enrol in BYLC's CareerX program

**Sofian al Mahmood**

CareerX 4 graduate

Applying for over 179 jobs gave no results until I decided to enrol in BYLC's CareerX program. The one-month intensive program became a turning point as I honed essential skills and techniques, which I promptly applied to revamp my resume. Surprisingly, without even applying, my updated resume caught an employer's eye, taking my career forward. My proactive approach stood out in my initial job, earning recognition from the Chief Technology Officer. Leveraging process modules learned from CareerX, I became the sole contributor from the business side to implement processes in the Technology division.

This experience led to a significant role in shaping the work processes and principles of six seasoned Project Managers. Fortuitously, my journey continued to unfold, and I was entrusted with the mission of building Bangladesh's next big technology-based firm.

Within a remarkably short span of 1.5 years, I assumed leadership of the Human Resource functions for the venture, overseeing a team of 70 talented individuals. The skills and principles instilled by BYLC shaped my professional trajectory and empowered me to contribute meaningfully to the growth and efficiency of the organisations I've been a part of.

While my journey with BYLC has been transformative, I acknowledge there is much more to explore and learn. The impact of BYLC on my career is undeniable, and I look forward to further opportunities to grow and contribute to the enriching community that BYLC provides.

# Findings

BYLC Ventures

# Major Findings



BYLC Ventures stands as a transformative force in Bangladesh, committed to empowering promising founders and co-founders as they embark on their entrepreneurial journeys. The initiative places a strong emphasis on refining leadership capabilities, fortifying business insight, and validating groundbreaking ideas.

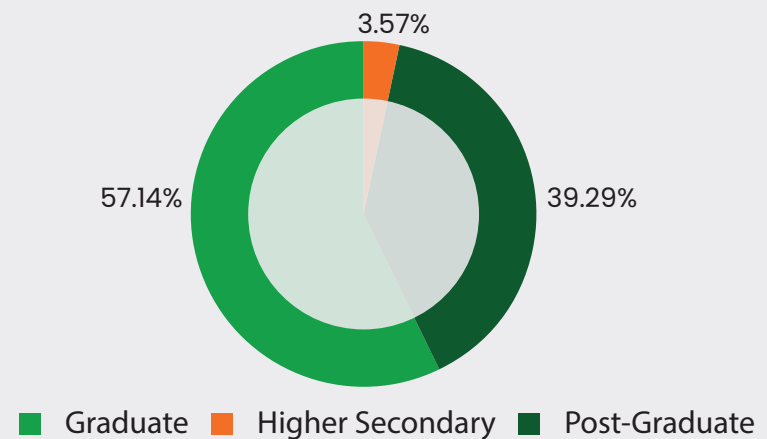
At the core of this endeavour is the BYLC Ventures Fund, a cornerstone in shaping the landscape of investable businesses within the country.

This initiative goes beyond providing essential financial support; it acts as a comprehensive mentorship platform, offering guidance to entrepreneurs navigating the complexities of the business world.

By cultivating a supportive ecosystem, BYLC Ventures makes a substantial impact on the growth and success of emerging businesses, becoming a catalyst for positive change and innovation in Bangladesh's entrepreneurial landscape.

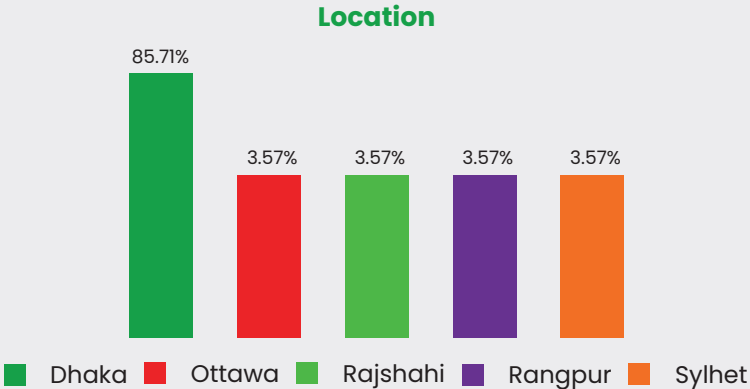
## Demography

### Educational Qualification



As BYLC Ventures continues to invest in the potential of visionary leaders, it not only contributes to the thriving entrepreneurial ecosystem but also fosters a culture of collaboration and continuous learning. By championing innovation and resilience, BYLC Ventures plays a pivotal role in elevating the entrepreneurial spirit in Bangladesh, creating a sustainable and dynamic environment for future business leaders to thrive.

BYLC's impactful Ventures' fund has played an important role in catalyzing the entrepreneurial spirit across Bangladesh, providing crucial support to 31 initiatives to launch their ventures. Among them 28 ventures participated in that survey they are mostly based in Dhaka.



Notably, 85.71% are in Dhaka, and their impact extends nationwide, contributing to economic and social development.

This underscores BYLC's commitment to fostering innovation and leadership. As these startups grow, BYLC Ventures' Fund

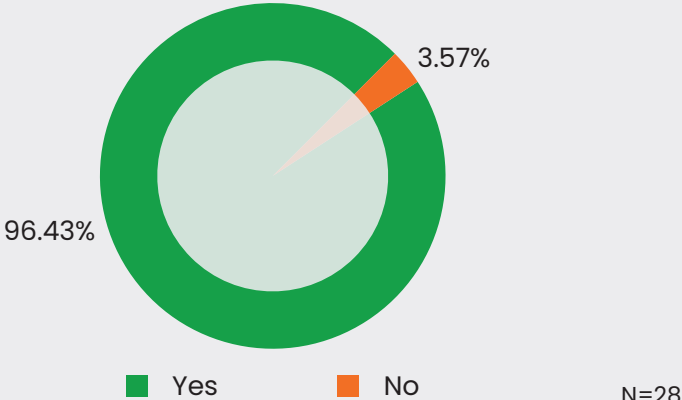
continues driving success stories, shaping Bangladesh's dynamic startup culture.

Most founders are graduates or post-graduates, and 57.14% start ventures after graduation. This highlights BYLC's role in nurturing leadership and entrepreneurial skills, empowering individuals to become job creators, not just seekers, profoundly impacting employment in Bangladesh.

## Entrepreneurial Development Training

BYLC Ventures' entrepreneurial training has a broad impact, enhancing skills, empowering individuals, creating jobs, promoting innovation, and fostering a supportive entrepreneurial community.

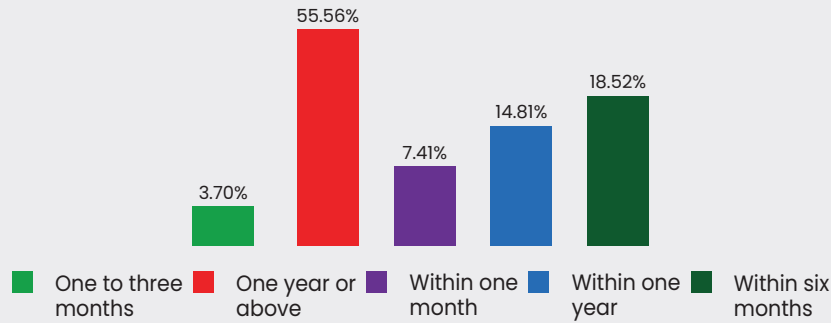
Participation in Entrepreneurial Development Training



Among the 28 respondents, 96.43% received BYLC's training in entrepreneurial development through programs like Ventures Cohort and Acceleration programs.



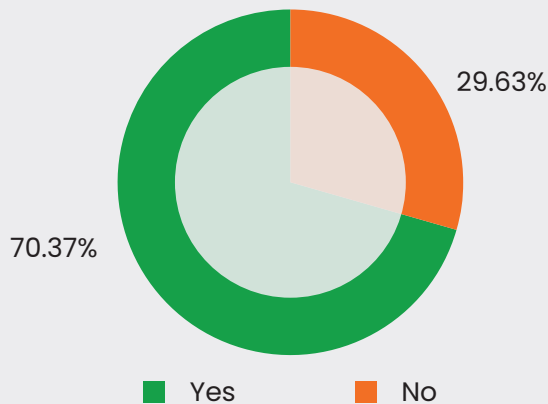
### Time Length since Receiving the Training



Over the past 4 years (2019-2023), BYLC Ventures' commitment to entrepreneurship training has been robust. More than 50% of respondents received training a year ago or earlier, while the rest completed it within the past year.

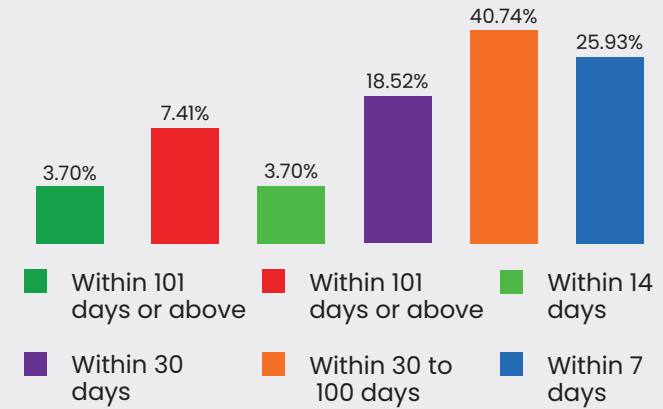
## Income

### Current Income Status



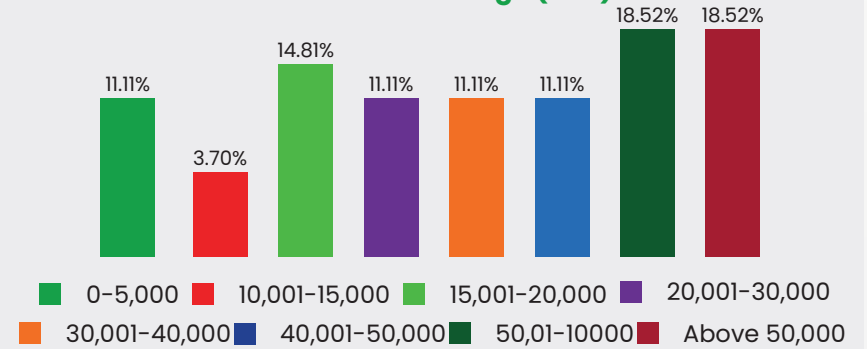
Based on the survey data, 70.37% of ventures are currently generating revenue.

### Days Required to Start Earning



Of those, 25.93% began earning within a week of completing BYLC's entrepreneurship development training, and up to 40.74% initiated income within 30 to 100 days.

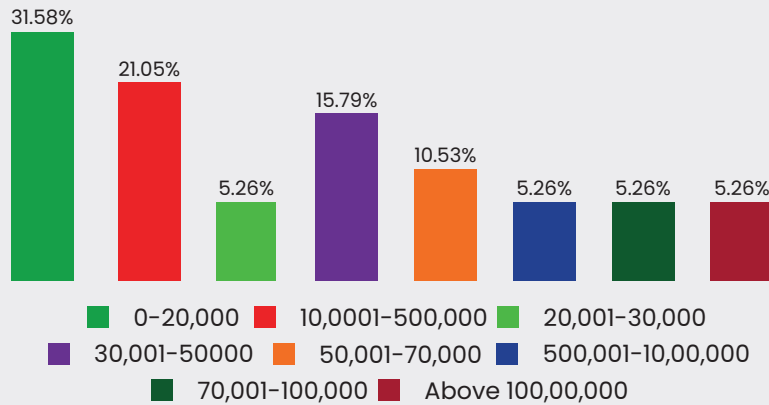
### Initial Income Range (BDT)



Among current earners, 11.11% started with an initial income of BDT 1 to 5000, while 18.52% reported a monthly income exceeding BDT 50,000.

However, the latest responses reveal that 31.5% are currently earning up to BDT 20,000 monthly, 21.05% are earning between BDT 100,001 and 500,000, and 5.26% have a monthly income of BDT 1,000,000 or more. This demonstrates a substantial increase in ventures' current revenue compared to their initial revenue.

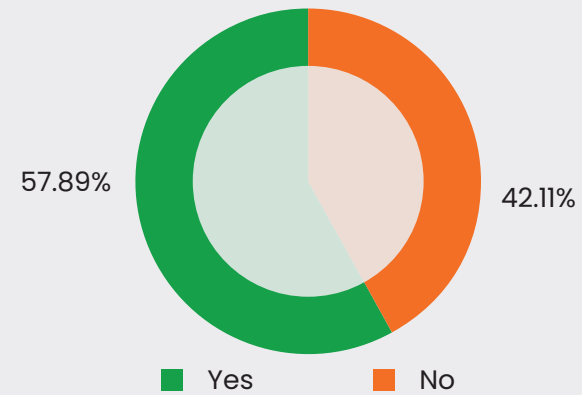
### Initial Income Range (BDT)



## Satisfaction with Income

BYLC Ventures is a great opportunity for young founders and the result shows effectiveness of the initiatives. However, 57.89% respondents agreed that they are satisfied with their income, whereas 42.11% of the respondents were not satisfied. This indicates the need for continuous support and mentorship from BYLC in order to help their growth.

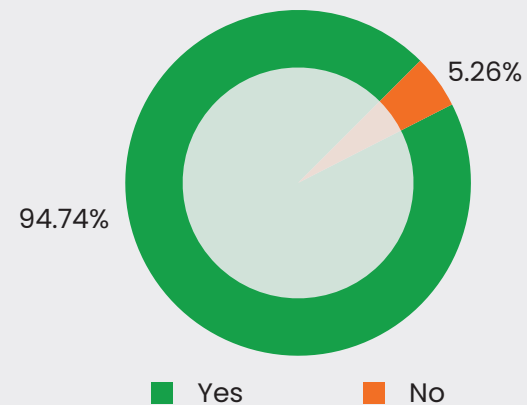
### Are They Satisfied with the Income?



## Increasing Income

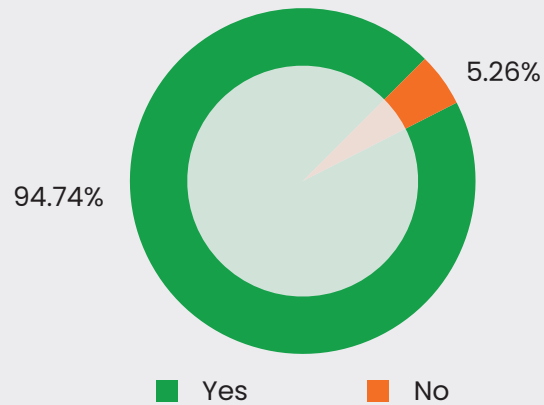
A gradual income increase contributes to the financial stability of startups. It allows them to reinvest in the business, expand operations, and consider additional growth opportunities, contributing to overall sustainability.

### Is the Income Increasing?



It is reported that 94.74% of respondents' income is rising gradually, also near about 95% of the respondents acknowledged the help of BYLC ventures about their gradual increase of income.

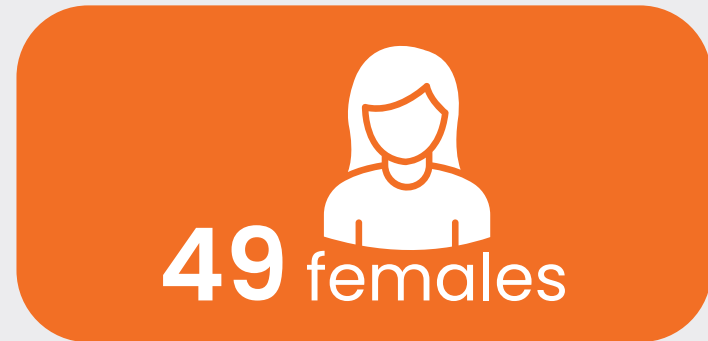
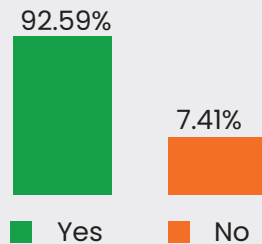
### Did the Training Program Help Increase Income?



Continuous revenues from startups hold the potential to generate job opportunities, with 92.59% (25 ventures) of those surveyed acknowledging BYLC's role in job creation. These ventures collectively employ 245 staff, comprising 196 males and 49 females.

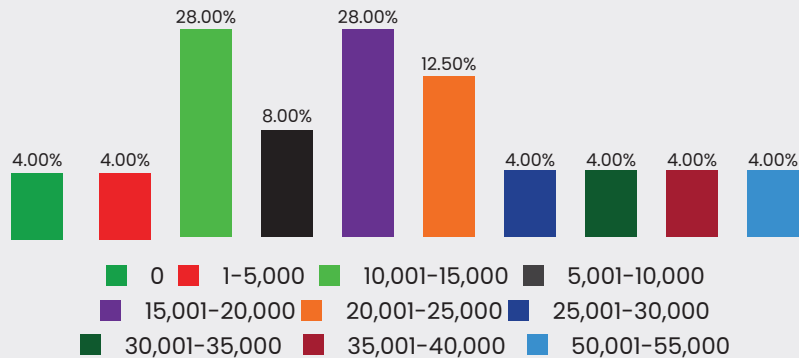
## Generating Employment Opportunity

### Did BYLC Help Generate Employment Opportunity?



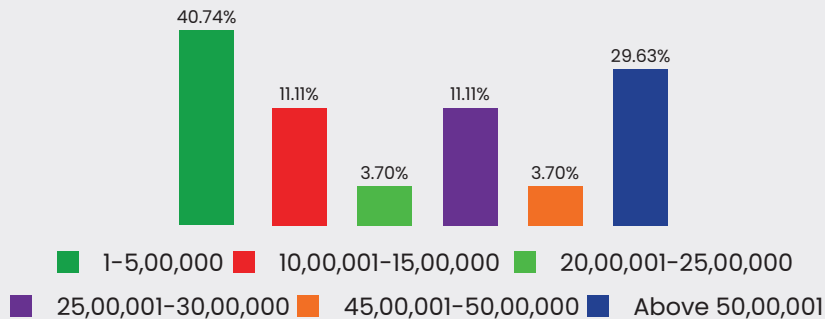
Regarding the monthly income of employees across different ventures, 28% of the responses indicated earnings between BDT 10,001 to 15,000 and BDT 15,001 to 20,000. In a few instances, specifically 4% of the ventures, some employees earn more than BDT 50 thousand monthly.

### Average Salary Range of Employees (BDT)



This highlights the positive impact of BYLC interventions in creating employment and fostering economic opportunities.

### Yearly Revenue Range (BDT)



## Annual Revenue

Looking at last year's annual income trends, 40.74% of the respondents experienced BDT 1 to 5,00,000 and almost 30% of respondents reported annual income above BDT 50,00,000.

A positive annual income trend suggests that ventures may have the potential for scalability. This means they can expand their operations, enter new markets, or diversify their product and service offerings.

**BDT 5,00,000**

Annual income **40.74%**

**BDT 50,00,000**

Annual income **30%**

# Stories

# InsureCow

“BYLC Ventures has helped us introduce our product to the market and build partnerships with external stakeholders”

**2021**  
starting year

**2022**  
on-boarded into  
BYLC Ventures

**21**  
employees

**BDT 6,928,300**  
Annual Revenue (from January to October 2023)

A 360° technology-powered cattle insurance and well-being monitoring platform. They are a part of BYLC Ventures Cohort 5



During the COVID-19 lockdown, Ali Tareque Parvez and Tasvir Ahmad Faheem co-founded InsureCow to address the challenges of cattle farming in Bangladesh. Their journey began after meeting a distressed farmer struggling to process an insurance claim for a lost cow.

This led them to explore the industry by selling cattle online during Eid-ul-Adha in 2020, providing key insights into farmers' struggles.

Noticing the vast disparity between Bangladesh's and India's dairy industries, valued at USD 2.83 billion and USD 140 billion, respectively, they saw untapped potential.

Initially, they developed cattle collars to monitor animal health, but the product proved too costly for small farmers. Realizing these farmers also faced financial exclusion due to high interest rates from non-bank lenders, the founders shifted focus.



InsureCow introduced a groundbreaking solution: leveraging the unique features of cattle muzzles, similar to human fingerprints, to create individual identities for cows. This formed the basis of their insurance platform, launched in 2021.

Beyond insurance, InsureCow offers a full range of services, including asset security, farm management, health tracking, financial inclusion, and market access.



The platform also turns cattle farming into an investable business, enabling investors to track financial performance. InsureCow connected farmers to agritech platforms like WeGro and IFarmer, expanding market reach.

Serving farmers in Dhaka and Kishoreganj, InsureCow, in partnership with WeGro, plans to enter markets in Bogra, Rajshahi, Nougá, and Kurigram.



In 2022, InsureCow applied to BYLC Ventures Cohort 5, seeking community, training, and funding. Their belief paid off when they received BDT 15 Lakhs in scale-up funding in June 2023, fueling their growth.

By November 2023, InsureCow had impacted over 1,200 farmers, invested in 70, and registered 7,750+ cows, increasing farmer profitability by 30% and yielding 18% profits for investors.



Looking ahead, InsureCow aims to provide fully controlled farms, offering dual income through expert care and value-added products like cheese, butter, and curd.

This venture continues to reshape cattle farming, enhance farmer profitability, and build financial inclusion in Bangladesh.



# Ecovia

“After joining BYLC Ventures, we successfully polished our Go-To-Market Strategy and set up our patented technology”

## 2019

starting year

## 2019

on-boarded into BYLC Ventures

## 8

employees



# BDT 42,36,353

Annual Revenue (from January to October 2023)

A manufacturer of cellulose-based biodegradable biopolymer bags and packaging from Ready-Made Garment (RMG) waste. They are a part of BYLC Ventures Cohort 1

Eco Via Limited, was founded by cousins Riasat Zaman and Rashik Hassan, who shared a concern about plastic pollution in Dhaka.

With backgrounds in Business and Textile Engineering from Bangladesh University of Professionals and Bangladesh University of Textiles, respectively, they started their entrepreneurial journey during their university days.

Initially, they focused on creating biodegradable materials from fish scales. However, a lab experiment with cotton fabric waste accidentally produced cellulose powder, which they converted into polymers. This led to the production of biodegradable plastic from RMG waste in 2019.



Starting with manually made compostable packaging bags, they faced issues with durability but persisted through



multiple trials. By 2019, they joined BYLC Ventures Cohort 1 with a Minimum Viable Product (MVP) and continued manual production.



With BDT 8 lakh in seed funding from BYLC, they invested in machinery and established a proper facility, improving product quality and scalability.

The BYLC Ventures team also helped them refine their Go-To-Market strategy and formalize their business. By November 2023, Eco Via had partnered with 21 brands across 10 countries, including Splash from Dubai, Legal Essentials from the USA, and Recover from Spain.



Their biodegradable polymer bags leave a carbon footprint of just 500 grams, compared to 6 kg from traditional polythene.



With 30 employees working between Dhaka and their manufacturing plant in Tongi (Located in the north of Dhaka), Eco Via is not only reducing the carbon footprint of its clients but also positively impacting livelihoods.

Looking ahead, they plan to expand globally, establish manufacturing plants in South Asia and the Middle East, and incorporate renewable energy into their operations.

With the support of BYLC Ventures, they overcame challenges, scaled their operations, and are making a tangible impact on the environment and the economy.

# Biotech Energy

“Being a part of BYLC Ventures gave us the confidence to pitch to our angel investors and scale our business processes further”

**2019**  
starting year

**2022**  
on-boarded into  
BYLC Ventures

**23**  
employees  
(Paid & Unpaid)

**BDT 49,334,521**  
Annual Revenue (from January to October 2023)

A producer and seller of eco-friendly biodiesel made from used cooking oil. They are a part of BYLC Ventures Cohort 4



Biotech Energy was founded by Abdulla Al Hamid and Tanvin Choudhury. Their journey began during Ramadan in 2017, after a news report revealed the health risks posed by street food vendors using reused cooking oil. This sparked the idea of efficiently repurposing large quantities of used cooking oil in Bangladesh.

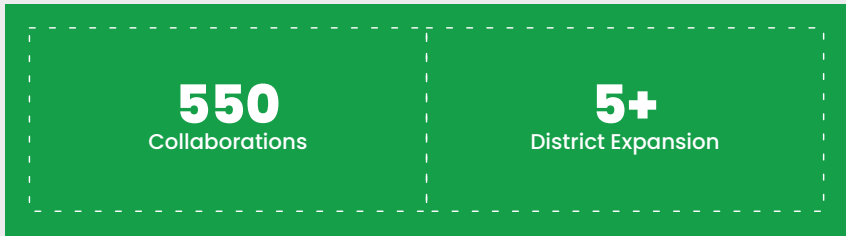
In 2016, Abdulla engineered a machine to recycle waste cooking oil into biodiesel and glycerin, marking the birth of Biotech Energy. The venture aimed to solve two major issues: reducing the reuse of cooking oil by vendors and increasing renewable energy production.

In the early stages, Biotech Energy faced challenges in incorporating their business and lacked essential technical knowledge about company valuation, share structuring, funding models, and pitching.

Seeking guidance, they joined BYLC Ventures Cohort 4, where



they gained crucial insights that helped them establish a solid business model and secure funding.



BYLC Ventures played an important role in boosting their confidence to pitch to investors, leading to the setup of their biodiesel plant in Demra (Located in the south of Dhaka).

Despite scaling challenges due to the COVID-19 pandemic, Biotech Energy persevered, collecting used cooking oil from 550 restaurants and food factories to fuel their plants in Demra (Located in the south of Dhaka) and Pabna (Rajshahi Division).

Their products include biofuel and animal feed, with revenue generated mainly from biofuel exports to four international buyers and two local clients.



Biotech Energy, employing 23 people across various regions of Bangladesh, holds international certification from the German-based International Sustainability and Carbon Certification (ISCC).

The certification validates their commitment to sustainable practices by auditing the environmental impact, including greenhouse gas emissions saved annually.



Looking ahead, Biotech Energy plans to establish a new plant capable of producing 10 tons of biodiesel daily, reinforcing its commitment to environmental sustainability and continued research in renewable energy.

# Premium Fruits

“It became easier to gain customer trust, establish brand value, and build a lasting relationship with stakeholders when we joined the BYLC Ventures Cohort 4 program”

**2020**

starting year

**2022**

on-boarded into  
BYLC Ventures

**14**

employees



**8,468,589**

Annual Revenue (from January to October 2023)

An online platform, which delivers safe seasonal fruits from registered fruit gardens to customers. They are a part of BYLC Ventures Cohort 4

Abu Sayed Sagor and Mst. Umma Kulsum Popi, founders of Premium Fruits, stepped on a transformative journey as part of BYLC Ventures Cohort 4.

Their story began during the COVID-19 lockdown when a setback with their previous venture, BD Assistant, led them to explore new business opportunities in 2020.

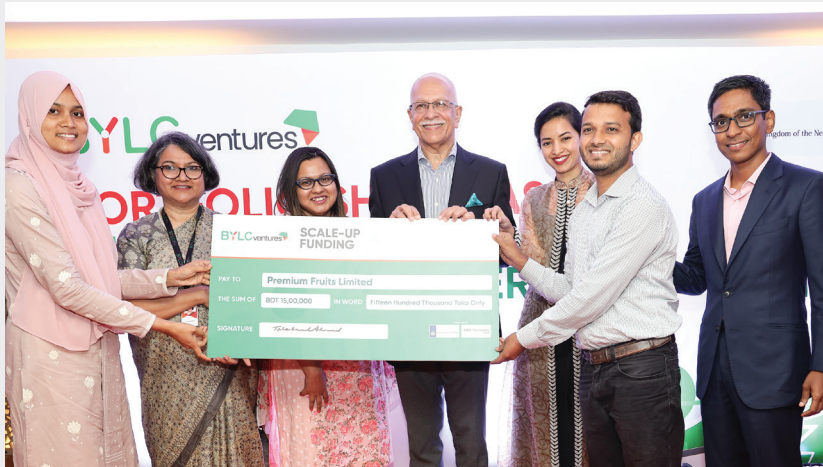
Inspired by the seasonal abundance of mangoes, they recognized the challenges faced by farmers due to limited courier options and low market prices.

This pushed them to create an online platform delivering fresh seasonal fruits directly from registered gardens to customers. They launched sales through their Facebook page, leveraging the growing demand for online food and grocery orders.



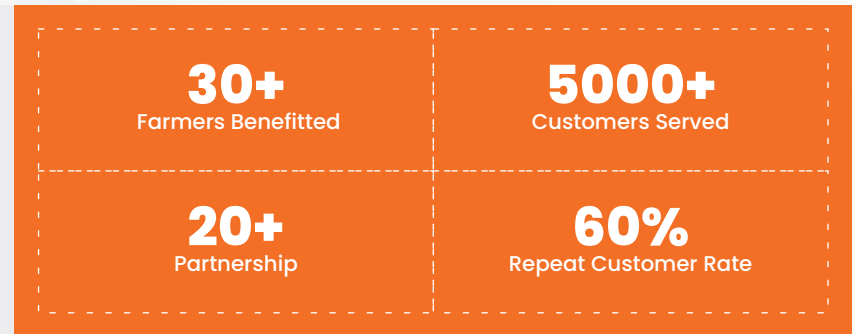
To build trust, they introduced a 100% refund policy for subpar quality, attracting customers and establishing Premium Fruits as a reliable brand. The founders envisioned replacing unhealthy gift options like sweets with premium fruit boxes and ensured farmers earned 10–15% more through Good Agricultural Practices (GAP).

As the business grew, Premium Fruits expanded into corporate orders while maintaining a focus on quality. Attractive packaging and individually wrapped mangoes enhanced the customer experience.



Seeking funding, expertise, and market access, they joined BYLC Ventures in 2022. The program provided financial support, helped refine investment models, and offered valuable insights for scaling their business.

In 2023, scale-up funding enabled Premium Fruits to onboard more farmers, diversify offerings, and strengthen its Shariah-based financial model, attracting individual investors.



By 2023, Premium Fruits experienced exponential growth, with mango sales rising from 30,000 kg in 2022 to 68,000 kg in 2023, sourced from 30 farmers. Their customer base exceeded 5,000, with partnerships with over 20 corporations and a 60% repeat customer rate.



Looking ahead, Premium Fruits plans to expand into global exports and diversify into papaya production, aiming to establish five farms within five years. Their journey, supported by BYLC Ventures, positions them as a leading fruit brand committed to sustainable growth and community support.

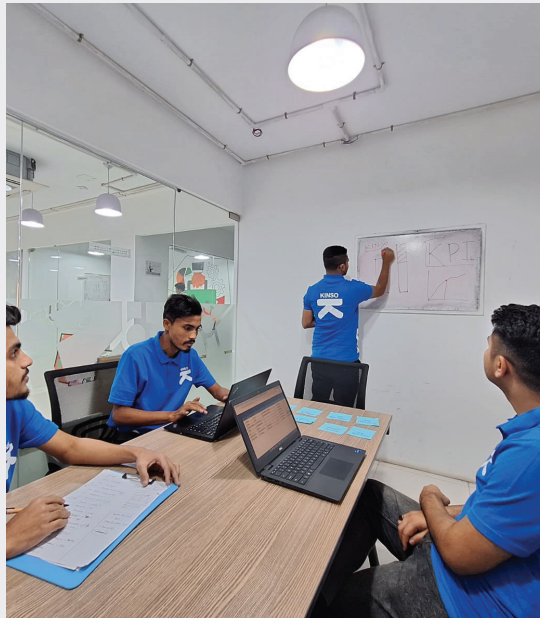
# Durjoy DSS

“The hands-on experience that we have received from BYLC Ventures has enabled us to change the landscape of how we operate our business”

**2021**  
starting year

**2023**  
on-boarded into  
BYLC Ventures

**4**  
employees  
(Paid & Unpaid)



**BDT 1,322,994**

Annual Revenue (from June to October 2023)

Durjoy DSS has a retail store chain named “Kinso” which converts micro-retail stores into smart grocery stores with updated layouts and a smooth and easy supply chain. They are a part of BYLC Ventures Cohort 6

Ashraf and Joynab, founders of Durjoy DSS and members of BYLC Ventures Cohort 6, launched “Kinso,” a retail store chain aimed at transforming micro-retail stores into smart grocery outlets. Their mission was to revolutionize Bangladesh’s FMCG market by addressing inefficiencies and a lack of transparency.



They introduced a Sales Force Automated Service, digitizing orders and invoices, and successfully transformed 1,400 stores in Dhaka and Comilla within a year. Collaborations with industry giants validated their software's effectiveness. However, recognizing market readiness issues, they revolved in 2022.

In response, Kinso was launched as a convenient grocery store, addressing challenges head-on by offering competitive prices, digital pre-orders, and a patentable retail system for faster, more profitable businesses. By January 2023, they had made a significant impact, selling 11,526 kg of essential products and transitioning from a software-centric to a retail-focused approach.

Initially, the founders faced challenges during the 2021 COVID lockdown, realizing the need for strategic support. Joining BYLC Ventures Cohort 6 in 2023 proved pivotal. They quoted, "The hands-on experience we received from BYLC Ventures has enabled us to change the landscape of how we operate our business."



BYLC Ventures' comprehensive support extended beyond funding, offering crucial insights into product development, scaling, customer discovery, and valuation readiness. The team also assisted with legal matters and company registration, enhancing operational efficiency.



Kinso currently operates five retail outlets and is actively expanding in Dhaka, with plans to reach 30 stores by the end of 2024.

Their long-term vision includes operating 5,000 stores by 2027 and expanding into Thailand and Sri Lanka. With BYLC Ventures' support and a resilient model, Kinso aims to redefine grocery retail in Bangladesh and beyond.



# Tunibibi

“After joining BYLC, we expanded our business in the Southeast Asia region instead of just staying limited to the Bangladeshi market”

## 2019

starting year

## 2021

on-boarded into  
BYLC Ventures

## 10

employees  
(Paid & Unpaid)

## BDT 13,872,900

Annual Revenue (from June to October 2023)

Tunibibi is a B2B trade platform to fulfil cross-border E-commerce payments globally for South Asian SMEs without needing to establish a local presence



In 2019, Azad and Sayma founded Tunibibi to streamline cross-border trade for small and medium-sized enterprises (SMEs).

Having witnessed firsthand the challenges in e-commerce, they identified significant barriers for SMEs in the form of payment discrepancies, complex documentation, and lengthy trading processes, all of which hindered their competitiveness on a global scale.

Their journey began with a major challenge: an unexpected bank fee and conversion charge on a transaction with a Singaporean buyer. This eye-opening incident motivated them to simplify international trade, and Tunibibi was born.

The platform initially served as a product aggregator, allowing Bangladeshi buyers to make purchases in local currency, Bangladeshi Taka. Over time, Tunibibi evolved into a platform allowing sellers to showcase their products, cutting down the traditional 50-day process to just 2-day.





In 2021, Tunibibi joined BYLC Ventures, standing out as one of the top three startups in Cohort 6. With BYLC's support, Azad and Samya refined their business model, formalized essential documentation, and enhanced their platform's capabilities.

A green rectangular box with a dashed white border. On the left, the number '10' is displayed in large white font, with 'Individuals Empowered' written below it in smaller white text. On the right, the number '35,000+' is displayed in large white font, with 'Products Sold Monthly' written below it in smaller white text.

Today, Tunibibi automates complex documentation, orders, warehousing, freight, and payments, serving eight repeat sellers and 15 new buyers monthly, totaling 32,000–35,000 products sold.

A smartphone displaying the Tunibibi app interface. The screen shows a search bar, a product category 'NATURAL SKIN CARE', and a 'Choose country' dropdown menu with flags for Bangladesh, China, India, Nepal, Pakistan, United States, Thailand, and United Kingdom. To the right of the phone is a list of six features, each preceded by a white circle:

- Sell In Global Market
- Local Payment Methods
- Live Product Streaming
- Live Shipment Tracking
- Local Fulfilment Center

Looking ahead, Tunibibi aims to cut B2B payment processing costs by 40% through fintech solutions and cut freight management costs by 30% using IoT-based smart warehouses.



With plans to expand into Thailand and Assam, the company envisions supporting local manufacturers in these regions, further extending its impact on SMEs in cross-border trade.

Through innovative, tech-driven solutions and BYLC's support, Tunibibi has transformed challenges into growth, paving the way for seamless and accessible international trade for SMEs.

# Tinkers

“BYLC Ventures gave us the push and assistance that was crucial to survive in the initial stage of our business”

## 2019

starting year

## 2019

on-boarded into  
BYLC Ventures

## 50

employees  
(Paid & Unpaid)

## BDT 1,672,962

Annual Revenue (from January to October 2023)

Tinkers produces educational and interactive learning materials and teaches Bengali to NRB kids (Amar Vasha). They are a part of BYLC Ventures Cohort 1



Founded by Ruhul Ameen, Munem Shahriar, and Mehedi Hasan, Tinkers embarked on an entrepreneurial journey in the education sector to address challenges within edtech.

Their focus sharpened when they identified a niche: connecting non-resident Bangladeshi (NRB) children with the culture and language of Bangladesh.



Initially, in 2019, the founders planned to manufacture educational toys. However, the COVID-19 pandemic prompted a pivot toward an online platform.

Through thorough research, user testing, and piloting, they developed their Minimum Viable Product (MVP). During the early phase, Tinkers offered free services to families, gathering feedback to refine the product. Positive responses encouraged them to launch a paid version of their language platform, *Amar Bhasha*.

Tinkers' COO, Munem Shahriar, leveraged his connections with the Bangladesh Youth Leadership Center (BYLC), where he participated in the Youth Leadership Bootcamp and worked in alumni coordination.

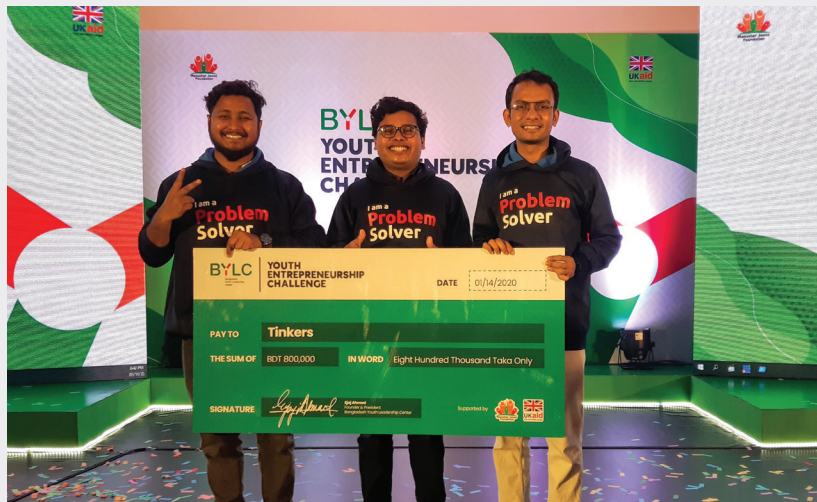
When BYLC Ventures Cohort 1 launched in 2019, his peers encouraged him to apply, knowing his passion for startups.

Joining BYLC Ventures was important for Tinkers, providing them not only with seed funding but also mentorship, office space, and support for legal registration.

In 2019, Tinkers officially launched Amar Bhasha. Today, the platform serves over 600 students, with approximately 100 recurring monthly users. In 2022, they expanded by launching Tinkers Quiz-Hero, which has over 10,000 downloads.



Although the app is currently free, the team is exploring a freemium subscription model based on user demand. Additionally, Tinkers has entered business-to-business (B2B)



partnerships, including a collaboration with a school in Rangpur.

Beyond apps, Tinkers built a strong online presence through their YouTube channel, Tinkers Rupkotha, which has over 60,000 subscribers. The startup also works on B2B projects, collaborating with schools on programs and activations.



Looking ahead, Tinkers is developing a new app called Pandoom to make Bengali learning more engaging. The beta version is currently being tested, with a formal launch expected soon. They have also expanded their physical presence by opening an office in Rajshahi.

# Vertical Innovation

“BYLC Ventures’ intervention in helping us to widespread our vending machines in different institutions has impacted the lives of underprivileged women on a much deeper level than the numbers can portray”

## 2020

starting year

## 2023

on-boarded into  
BYLC Ventures

## 17

employees  
(Paid & Unpaid)

## 3,707,511

Annual Revenue (from June to October 2023)

A technology-based company that focuses on improving peoples’ lives through connectivity, with the help of IoT (Internet of Things). They are a part of BYLC Ventures Cohort 6



Vertical Innovation is a technology-based company focused on improving lives through IoT (Internet of Things) connectivity.

They are part of BYLC Ventures Cohort 6. Founded by Rezwan Noor, the social enterprise seeks to revolutionize menstrual health awareness and accessibility for women in Bangladesh.



Despite coming from a family that wanted him to become a doctor, Rezwan chose a different path, entering the telecommunications industry.

However, his passion for health tech led him to leave his job in 2019 and join an online health and well-being company. During this time, he became aware of the deep-rooted taboos surrounding female hygiene, particularly menstrual health.

Driven by his experiences as a father of two daughters and a desire to make a meaningful impact, Rezwan, along with co-founders Dina Afsana, Abdul Wadul, and Muzaddid Ali, launched Vertical Innovation in 2020.



Their goal was to address these taboos by creating a women-centric platform. Before joining the BYLC Ventures Cohort 6 program, Vertical Innovation had already made significant progress, with 13,000 users and 180 vending machines across nine districts, serving sectors such as RMG factories, educational institutions, and corporate offices.



However, they sought further expertise in product development, marketing, sales, and operational management.

Joining BYLC Ventures proved crucial for Vertical Innovation. The program helped them refine their business strategy and expand their reach.

Co-founder Dina Afsana emphasized how sessions on market strategy and product development positively transformed their approach.



The program also provided practical knowledge in areas like VAT, financial compliance, and financial modeling, which was crucial for business growth.

Beyond professional development, BYLC's support helped spread menstrual health awareness at the grassroots level. During factory interventions, Dina personally conducted training sessions on sanitary pad usage and disposal. She was shocked by the widespread lack of knowledge, which highlighted the importance of their work in bridging the gap in reproductive health education.

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

By 2027, BYLC aims to equip at least 249,865 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.

The Impact Report 2023 was conducted by the members of the Research, Monitoring, and Evaluation (R, M & E) Department: Md. Abul Khayer Shajib, Sakir Ahmed, Md. Arafat Islam, Jessia Margaret Gomes, and Amena Rashid, with assistance from the departments: Office of Professional Development (OPD), BYLC Ventures, BYLCx, and Communication, Marketing, and Branding (CMB) . The study was carried out under the supervision of Tahsinah Ahmed from the Bangladesh Youth Leadership Center (BYLC).

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COHORT

# CREATING IMPACT THROUGH COURAGEOUS COMPASSIONATE & COMPETENT LEADERS



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