



Training the Youth for Ensuring Good Employment: The Bangladesh Perspective

10-12 December 2013

ADB Headquarters, Manila, Philippines

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Introduction

Bangladesh:

- ❑ Population: 140.60m (2011)
- ❑ GDP growth rate 6.7 %
- ❑ Adult literacy rate: 65 %
- ❑ Labour Force: 56.7m.



- ❑ Bangladeshi manpower are professional, skilled, semi-skilled and less-skilled.
- ❑ Every year 1.5 million people enter in to the labour force
- ❑ About 6,00,000 workforce employed in overseas employment
- ❑ Bangladeshi workers are working in 157 countries

Human Resources Development Initiatives

- ❑ HRD is a key driver in enhancing domestic investments, attraction FDIs, and emigration of workforces
- ❑ Shrinking of labor force in developed economies due to aging
- ❑ 89 percent informal sector employment
- ❑ Most graduates lack effective work skill for job market
- ❑ International migration contributes significant share of employment generation
- ❑ Bangladeshi emigrant workers are employed in low-skilled jobs

Skills Development Training of Bangladesh

Delivery of Training

Major Public Institutions to provide skill development training are as follows:

Institutions:

1. Polytechnic Institutes
2. Institute of Marine Technology
3. Technical School and College (TSC)
4. Technical Training Centers (TTC)
5. Youth Development Centers
6. Agricultural Training Institutes
7. BRDB Training Centers
8. Textile Vocational Institutes



Skills Development Training of Bangladesh:

National Skills Development Council (NSDC):

❑ NSDC is the apex body with representation from -

- ❑ Government
- ❑ Employers
- ❑ Workers and
- ❑ Civil society

❑ It provides leadership and clear direction to the skill development system in Bangladesh

❑ Oversee and monitor all activities of public and private training providers related to skills development and training.



Skills Development Training of Bangladesh:

Skills Development for Overseas Employment

❑ Number of Skilled and Semi-skilled migrants are increasing

❑ Flow of skilled manpower is an important factor in the skill training system and labour markets



Skills Development Training of Bangladesh:

Skills Development for Overseas Employment

Trade-wise demand in the overseas market are mostly in Production Operator, Driver, Factory Worker, Mason, Carpenter, Electrical Technician, Welder, Fabricator, Painter, Steel Fixer, Plumber, Tiles Fixer, Pipe Fitter, etc.



Growth of remittances from expatriate workers is clearly linked more skilled migration which emphasize skill development training.



Skills Development Training of Bangladesh

National Technical and Vocational Qualifications Framework (NTVQF)

- ❑ NSDC has approved NTVQF as the qualifications in the country
- ❑ This NTVQF reflects skill profiles in both domestic and international labour markets.
- ❑ NSDC is responsible to ensure upgrade the curriculum to align it with the NTVQF as follows:



National Technical and Vocational Qualifications Framework (NTVQF)

NTVQF Levels	Pre-Vocation Education	Vocational Education	Technical Education	Job Classification
NTVQF 6			Diploma in engineering or equivalent	Middle Level Manager/Sub Assistant Engr. etc.
NTVQF 5		National Skill Certificate 5 (NSC 5)		Highly Skilled Worker / Supervisor
NTVQF 4		National Skill Certificate 4 (NSC 4)		Skilled Worker
NTVQF 3		National Skill Certificate 3 (NSC3)		Semi-Skilled Worker
NTVQF 2		National Skill Certificate 2 (NSC 2)		Basic-Skilled Worker
NTVQF 1		National Skill Certificate 1 (NSC 1)		Basic Worker
Pre-Voc 2	National Pre-Vocation Certificate NPVC 2			Pre-Vocation Trainee
Pre-Voc 1	National Pre-Vocation Certificate 1 NPVC 1			Pre-Vocation Trainee

Present status of implementation of NTVQF

- Presently under the TVET Reform project, Pilot training on NTVQF level has been completed in three trades viz: Electrical, Mechanical Fitter and Welding.
- Training of 2nd batch is underway.
- Curriculum and Skill standard have been prepared on the basis of NTVQF in 6 trades, such as (i) Machine Shop Practice, (ii) IT Support Technician, (iii) Sewing Machine Operation, (iv) Refrigeration, (v) Consumer Electronics, (vi) Automobile Engine Mechanics.
- Preparation of Certified Assessors is going on.

Policies and Strategies relating to Skill Development Training

Skill Development Policy of Bangladesh

❑ Bangladesh adopted Skill Development Policy in 2011

Vision of the policy has been set as follows:

- ❑ Enhancing individuals' employability (wage/ self employment) and ability to adapt to changing technologies and labour market demands
- ❑ Improving the productivity and profitability of enterprises;
- ❑ Strengthening national competitiveness and reducing poverty

Policies and Strategies relating to Skill Development Training:

Vision of the policy has been set as follows:

- ❑ Improving the quality and relevance of skills development in Bangladesh;
- ❑ Enabling more effective planning, coordination and monitoring of skill development activities by different ministries, industry and public & private TVET providers.

Policies and Strategies relating to Skill Development Training

6th Five year plan (SFYP) [2012-2016] and Strategy for Training

❑ Creating good jobs for the large pool of under-employed and new labor force entrants by increasing the share of employment in the industrial sector from 17 percent to 25 percent.

❑ Increasing the contribution of factor productivity in economic growth from 6 to 10 percent.

❑ Overseas employment of skilled labour to be increased from 35% to 50%.



Policies and Strategies relating to Skill Development Training:

Training Strategies and Policies

The National Skill Development Council (NSDC) considers the following strategic approaches during the Sixth Plan:

- ❑ Strengthening the role of public sector skill training through expansion and modernization of VTE to meet market demands and extend greater benefits to the poor and women.
- ❑ Raising the link between training and job markets.
- ❑ Upgrading the positive effect on poverty reduction by targeting new clientele.
- ❑ Improving efficiency and quality of programs by stressing standardization of certification.

Policies and Strategies relating to Skill Development Training

Issues and Challenges

- ❑ Most of the workers in Bangladesh are employed in the informal sector, with agriculture as the major sector of employment.
- ❑ Overseas employment of skilled workers has also become a significant source of employment. Every year, about 600,000 Bangladeshis migrate abroad.
- ❑ Skill development training is still only around 3 percent of enrollment after grade 8.
- ❑ The availability of trained labor remains a problem. Additionally, there is a mismatch between available jobs and required skills.

Way Forward

- ❑ Accurate assessment of the demand for different categories of skilled workers in different overseas markets and improvement of skills training for overseas employment is needed
- ❑ International Accreditation of the courses is essential to enhance the employability of the graduates in the overseas Employment market.
- ❑ Commitment is needed to support to improve partnerships on PPP basis between industry and both public and private training organizations so the quality of skills development is improved.

Way Forward

- ❑ Apprenticeship program with 300 industry
- ❑ On-going project with development partner
 1. Skills and Training Enhancement Project
 2. Technical and Vocational Education and Training (TVET) Reform Project (European Union, ILO)
 3. Skills Development Project (ADB)
 4. Skills for Employment Investment Programme (ADB & SDC)

Recommendations

1. A comprehensive study may be conducted for skill matching within the countries of destination and countries of origin of migrant workers.
2. Exchange of skill levels and expertise among the countries of Asia Pacific.
3. A common platform may be established to deal the Skill Development Training System in different countries.

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