

# **Skills for Employability in Bangladesh**

***G20 Pilot Country Support Programme  
for the National Action Plan  
to implement the  
National Skills Development Policy***



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**BANGLADESH**

# BANGLADESH: VISION 2021

- **SKILLS VISION 2016 (midterm):  
NATIONAL POLICY TVET SYSTEM**
- **ACHIEVE MIDDLE-INCOME COUNTRY  
STATUS: 2021**
- **CREATE 20M NEW JOBS**



# VISION 2021:

## The 21<sup>st</sup> Century Bangladesh Workforce Profile

- TVET, HIGHLY-SKILLED, KNOWLEDGE-BASED, WORLD-CLASS WORKFORCE
- COMPETENCY-BASED, ENGLISH-PROFICIENT, ENTREPRENEURIAL, IT & TECHNOLOGY-ORIENTED
- EMPLOYABLE TECHNICAL & SOFT MULTI-SKILLS
- COMPETITIVE & GROWTH SECTOR READY
- TECHNOLOGY UPGRADABLE, LEARNING-BASED, ADAPTABLE COMPETENCIES
- INNOVATION-DRIVEN
- GLOBALLY COST-COMPETITIVE





# Bangladesh: Human resources



**50% youth and young adults are illiterate & low/semi skilled**

**(This cohort (14-45) consists of the most 'productive' group in the population)**

**2 million people join the labour force each year**

**8 million + overseas employees and increasing**

**Need for about 16 million jobs until 2015, around 2 million overseas**

**Unemployed 2.6 million**

**20.3% under-employed**

# Bangladesh: Workforce



## INFORMAL VS. FORMAL ECONOMY

■ 88% Informal Workforce: **=50m**

92% rural : 8% urban ADB Report'09



■ 12% Formal Workforce: **=7m** ADB Report'09



■ GDP contribution to economy:

■ 65% Informal

■ 35% Formal Swisscontact

### ■ SYSTEMIC SKILL GAPS

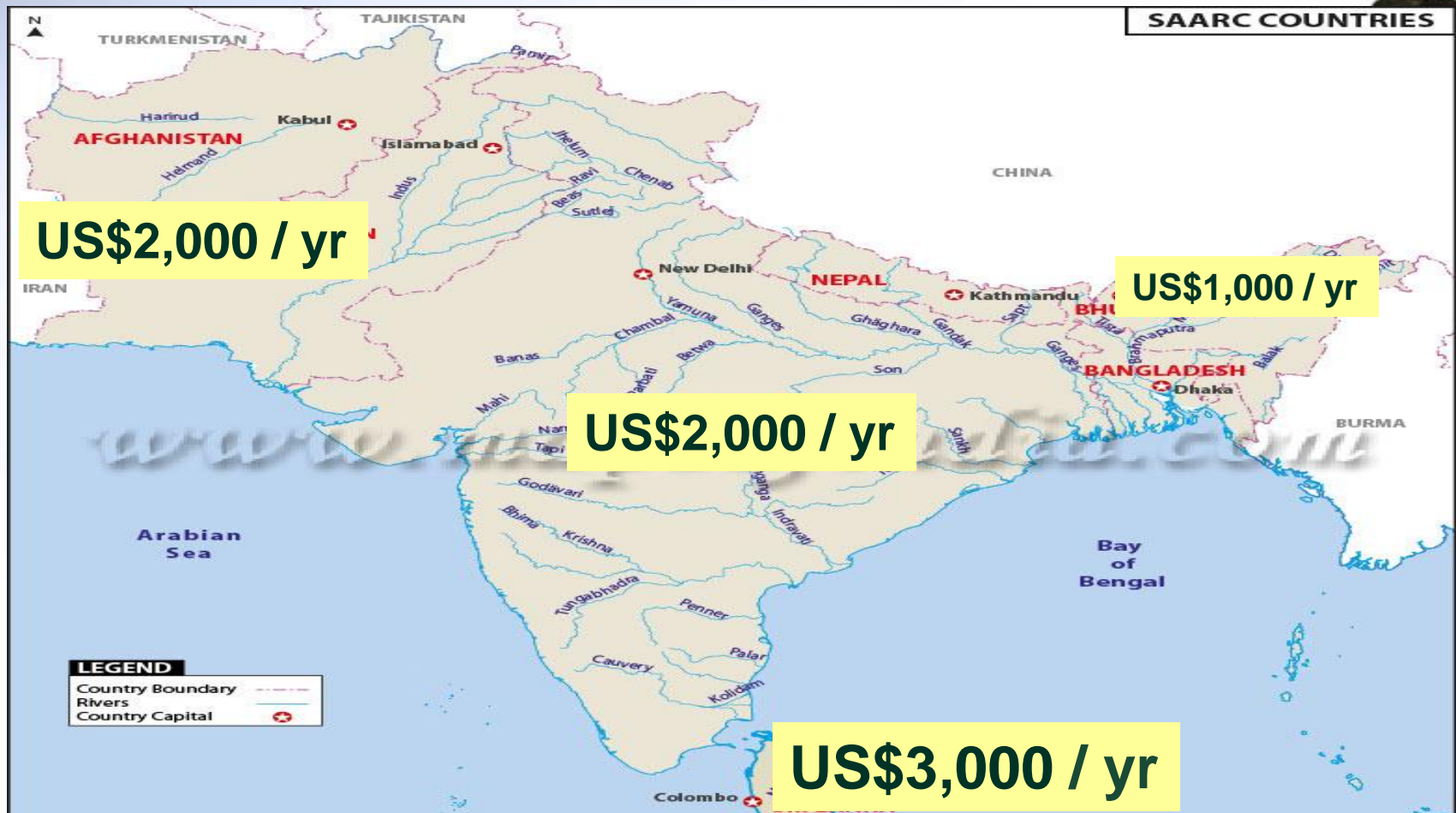
- Quantitative & Qualitative Skill Mismatch
- Skills Supply  $\neq$  Demand -GOB, Trainers
- 'Unemployable Skills' Trap

• OECD 2012 BETTER SKILLS, BETTER JOBS, BETTER LIVES REPORT

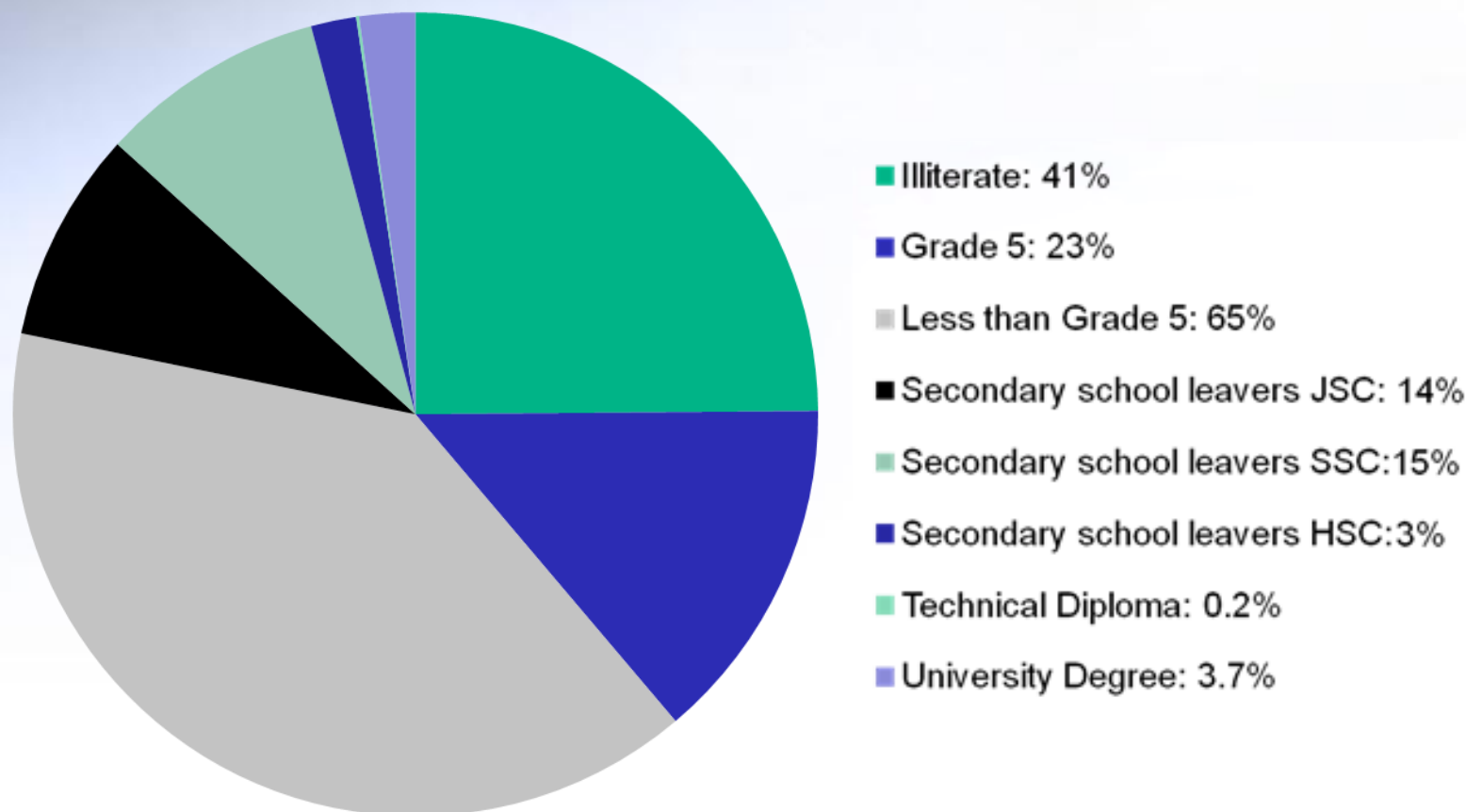


# Bangladesh: Migrant Workers (per capita income)

City & Guilds 2009-10 study



# Bangladesh: Education levels of workers



**9.7 million day laborers and 8.9 million self employed workers are illiterate, characterizing the labour force as largely illiterate and informal.**



# Bangladesh: Skilled workforce shortages



■ **RMG: 900,000 workers** 2009, GIZ

200k workers needed yearly  
40% growth/yr  
US\$20B  
(McKinsey Study – US\$60B)

■ **Shipbuilding: 100K workers**

40k welders IN next 2 YRS

■ **Leather: 60,000 WORKERS**

(42K – Youngone; 20K – China)





# Bangladesh Skills Development Strategy



## ■ NATIONAL SKILLS DEVELOPMENT POLICY

•NTVQF QUALIFICATIONS

•CBT - INDUSTRY DEMANDS & STANDARDS

•SKILLS QA

•EMPLOYABILITY & INCOME GENERATION

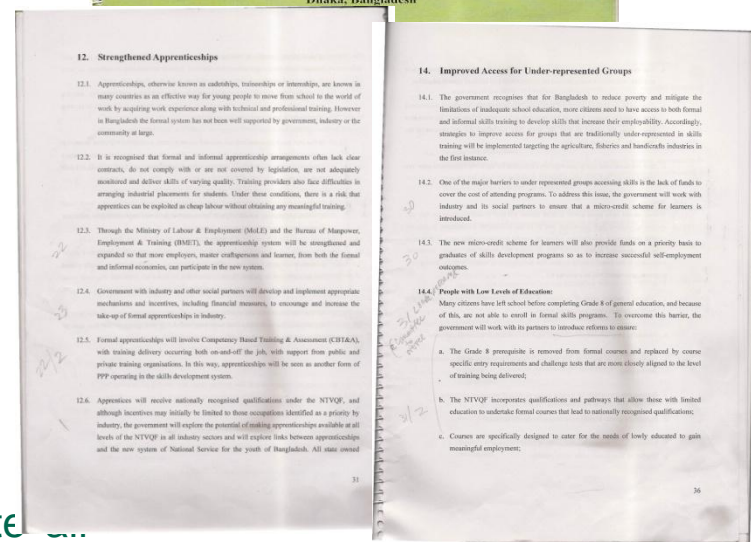
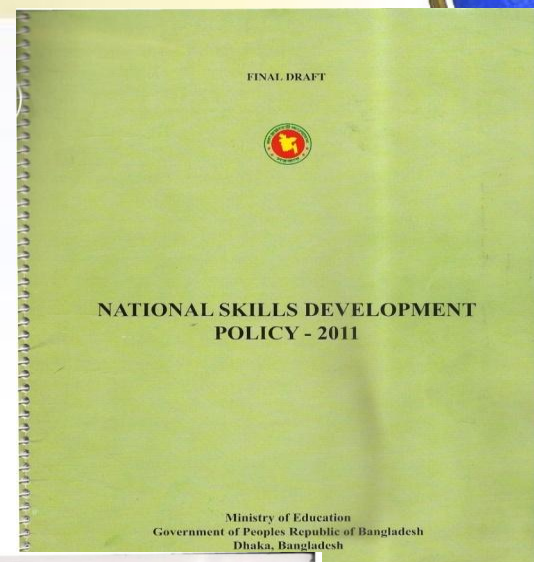
•PUBLIC-PRIVATE S.M.A.R.T. PARTNERSHIPS

(Specific-Measurable-Achievable-Realistic-Time-Bound)

➤GOB – SKILLS FACILITATOR

➤INDUSTRY – SKILLS DEMAND-DRIVER

•NSDC – PPP apex body to oversee and coordinate all Skills Development activities and policies



# Bangladesh: G20 Pilot Country Support Programme



## ***Objective:***

Inter-agency coordinated support for the  
implementation of **NATIONAL SKILLS  
DEVELOPMENT POLICY THROUGH A  
NATIONAL ACTION PLAN**

# Success & Learnings :



- Innovative & Strategic Policy Adopted And beginning Implementation
- GOB & Industry Have undertaken new spirit Of Partnership In NSDC & ECNSDC
- Pilot Projects Developing Effective Skills Training Models For Employment
- Industry Taking Leadership In Sectors Skills Development, Innovating Models
- Ensure Committed, Sustainable DP Staff To Ensure Gov Relationships, Business Continuity, Institutionalization

# Success & Learnings :



- Industry commitment & engagement essential for Skills training success – incl. project concept phase
- NSDC Action Plan is providing an innovative strategic project management process for project implementation
- Policy & NSDC Action Plan is fostering greater inter-ministerial communication and coordination
- High attrition of Project Staff impedes effective project implementation – better selection process and retention essential
- Project Flexibility required to adapt and align with ground realities



# National coordination: What needs to be done



- ECNSDC must coordinate all DP projects
- DP Projects to be selected from and aligned with NSD Policy & NSDC Action Plan
- DPs must coordinate projects holistically to avoid duplication and ensure integration
  - All DPs To Coordinate Projects On Sector-wide Approach (SWAP) To Avoid Duplication (CIDA Funded Ilo Project To Establish SWAP Through ECNSDC)
- DP Project Design Documents must include:
  - Other DP projects coordination
  - Private Sector/Employer engagement in DP project planning to ensure employment outcomes
- Industry needs to take ownership of Skills Development to ensure success

# National coordination: What needs to be done



- Strong Marketing Across Gov Ministries, Private Sector & Stakeholders On Policy, Action Plan & NSDC
- Each Ministry requires An NSDC Cell To Coordinate All SD Activities With ECNSDC, starting with MOE, MOLE
- ECNSDC needs to institutionalize successful DP projects for sustainable knowledge-sharing/ replication with other/future DP projects
- NSDC Action Plan must be PPP, employment-driven to implement policy
- NSDC Secretariat must be PPP, to ensure effective employer-oriented skills training for employment

# Success : Improved coordination among technical cooperation projects



- ❑ **Inter project coordination (Directorate level):**
  - **Coordination meeting chaired by DG DTE held in a regular interval** (TVET Reform Project (ILO), Skills Development Project (ADB), Skills Training Enhance Project (WB)).
  - **Membership in project management committee:** Project managers of all projects have membership in the management committee of other projects, to improve project linkages and learnings

# Success : Promote growth of employment that utilizes higher skills:



## ❑ **Industry Skills Councils (ISC):**

- 9 industry sector skills council developed through TVET Reform project and SDP.
- ISCs contributing in –
  - New CBT curriculum development
  - Assessment of skills achievement
  - Contributing in skills data system development



# Success: Improved coordination among technical cooperation projects



- ❑ **Inter project coordination (Ministry level):**
  - **MoE coordination meeting : Coordination meeting held under the chairmanship of Addl. Secretary (Dev)**
  - **Membership in Project Implementation Committee (PIC)**
  - **EC NSDC meeting - Guidance given from ECNSDC meeting on better coordination**
  - **NSDC Secretariat – Undertake coordination role on RPL implementation**

# Success factors: Improved information on skills:



## ☐ **Skills Data System:**

- Skills Data System is developed in NSDC Secretariat involving all the nine ISCs for demand and key players of supply

## ☐ **Skills survey conducted:**

- A skills survey conducted in 2012 involving all the ISCs for demand, key TVET providers on supply and BMET on migrant workers data.

# NSDC Action plan drafted



- ❑ **Draft NSDC Action plan has been drafted involving 15 Govt. ministries and departments**
- **That include implementation of National Skills Development Policy**
- **Gender strategy has been drafted jointly with NSDC Secretariat and TVET Reform Project involving all the key stake holders**
- **Strategy for PWD inclusion in TVET is on going**

# ACTIONS FOR IMPLEMENTING National POLICY



**11 PILOT PROJECTS at TTCs / TSCs & INDUSTRY :**  
**DEVELOP MODEL SKILLS TRAINING INSTITUTES**  
**SPECIAL FOCUS ON PWD – 15-20M (15-20% pop)**  
**LEATHER, APPRENTICESHIPS, RMG, IT, AGRO-FOOD, TRANSPORT**



- INSTITUTIONAL MANAGEMENT – Industry representation
- INDUSTRY-DEMAND SKILLS CURRICULUM & TEACHERS
- COMPETENCY BASED TRAINING (CBT)
- QUALITY ASSURANCE
- INDUSTRY CERTIFIED INSTRUCTORS
- TRIALS, UPGRADATION, FEEDBACK, IMPROVEMENT



# Actions For Implementing National Policy: Utilize Existing Infrastructure Only



## •GOB TO LEASE TTCs/TSCs with GOB/Donor funding

- Trade Associations - COEL
- Chambers of Commerce & Industry
- Best-practice TVET Institutions — UCEP / MAWTS/ WMTI/ PTIs

## •PILOT TO REPLICATE MODELS at TTCs/TSCs



## ▪DONORS TO FUND EXISTING TTC/TSC INFRASTRUCTURE BY RENOVATION/UPGRADATION

## ▪DEVELOP PERFORMANCE -BASED TARGETS & INCENTIVES FOR GOB & PRIVATE TRAINERS

## ▪NO NEW HARD INFRASTRUCTURE- only Soft Infrastructure



# ACTIONS FOR IMPLEMENTING National POLICY



- **NATIONAL HRD FUND** – Donor matching Funds

- **BANGLADESH INSTITUTE OF MANAGEMENT (BIM)** – Convert into PPP COEs via B-School LINKAGES for Public & Private Sector Management capacity development

## CLUSTER CONCEPT OF SKILLS DEVELOPMENT/ TVET RELATED MINISTRIES

- Senior Officers w/ experience in SD/TVET to stay within or in related Ministries to develop leadership competencies in SD/TVET



# Actions For Implementing National Policy: Getting Industry Demand-driven



## ▪ GOB TO INCENTIVIZE INDUSTRY / ISCs EMPLOYERS WITH DONOR SUPPORT

- Informal/Formal Apprenticeships (cost-sharing, tax incentives)
- People with Disabilities (tax incentives, networking)
- TVET Equipment (cost-sharing, tax incentives)
- ISC Industry participation & expansion (ISC uniformity)



## ▪ WORK WITH MATURE ISCs

- Leather/Transport/RMG/Tourism/Agro-Food/IT
- Develop appropriate modalities to engage with other ISCs
- Establish new ISCs







**Thank you**

WORKFORCE

EMPLOYERS

GOVERNMENT

TRAINERS

DEVELOPMENT  
PARTNERS

