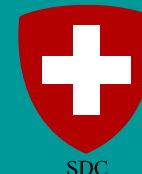




ASIAN DEVELOPMENT BANK



Skills For Employment Project (SEP)

Skilling Bangladesh Workshop

PLANS FOR IMPLEMENTING THE NATIONAL SKILLS DEVELOPMENT POLICY

By

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Co-Chair, Executive Committee of the National Skills
Development Council (ECNSDC)

Member, NSDC



Date: .30 January 2013

10:00 a.m. to 12:00 p.m.

Venue: LGED, Auditorium, Main Building, Level-2,
LGED Bhaban, LGED HQ, Dhaka.



BANGLADESH: VISION 2021

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



VISION 2021:

The 21st 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's WORKFORCE

- 56.7m Labor Force (total 160m) BBS, '10
- ~2m youth enter yearly Swisscontact
- 7.5m workers abroad (BBS'10, not inclusive)
- 2.6m unemployed BBS, '10



■ 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

THE NEED FOR DECENTRALIZATION OF SKILLS DEVELOPMENT

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:

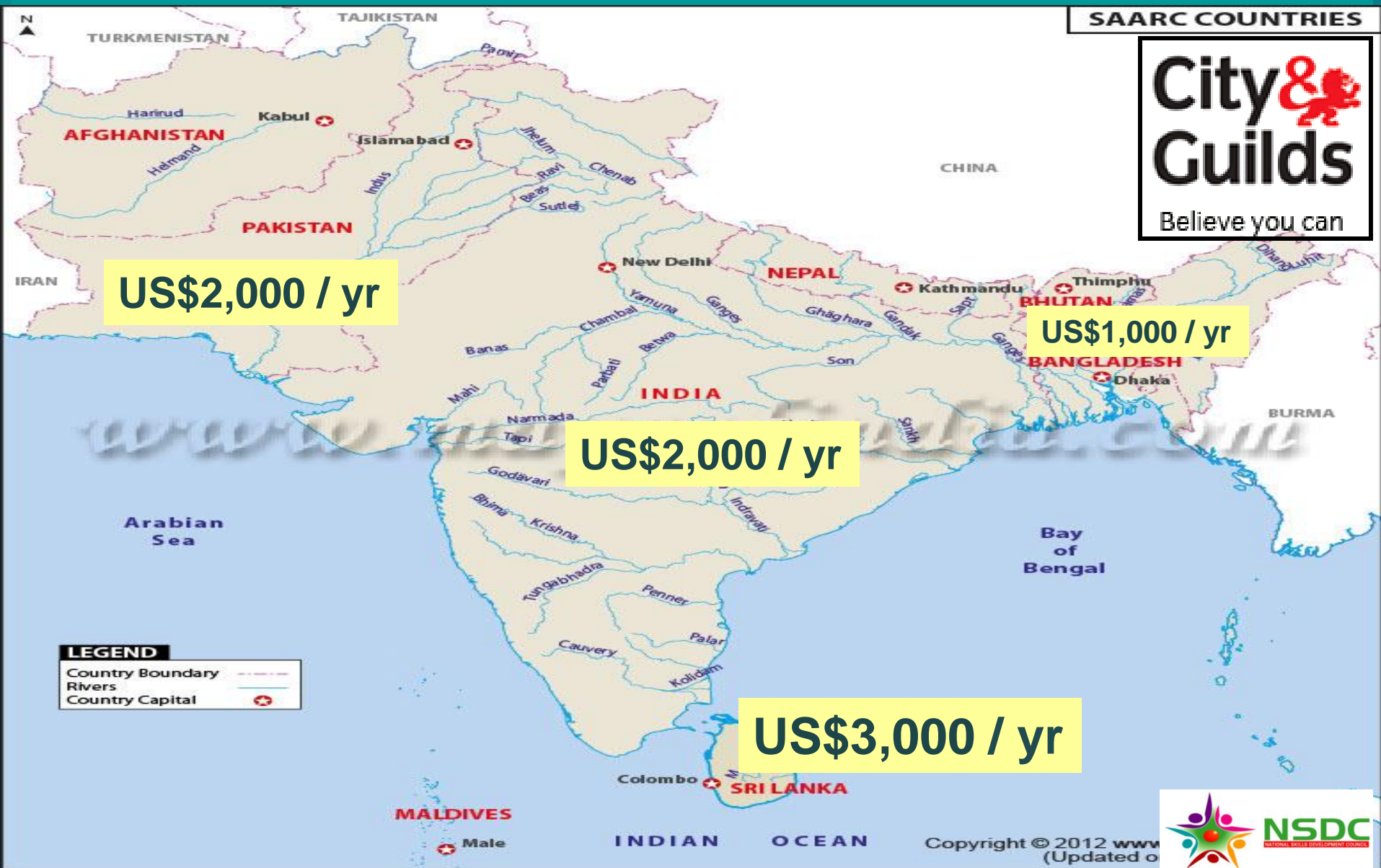
- 65% Informal

- 35% Formal

Swisscontact



MIGRANT WORKERS per capita income



sector skilled workforce shortages

■ Rmg: 900,000 workers 2009, GIZ

- 200k workers needed yearly
- 20% workforce unskilled
- 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)



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bangladesh skills development strategy

■ NATIONAL SKILLS DEVELOPMENT POLICY

•NTVQF QUALIFICATIONS

•CBT - INDUSTRY DEMANDS & STANDARDS

•SKILLS QA

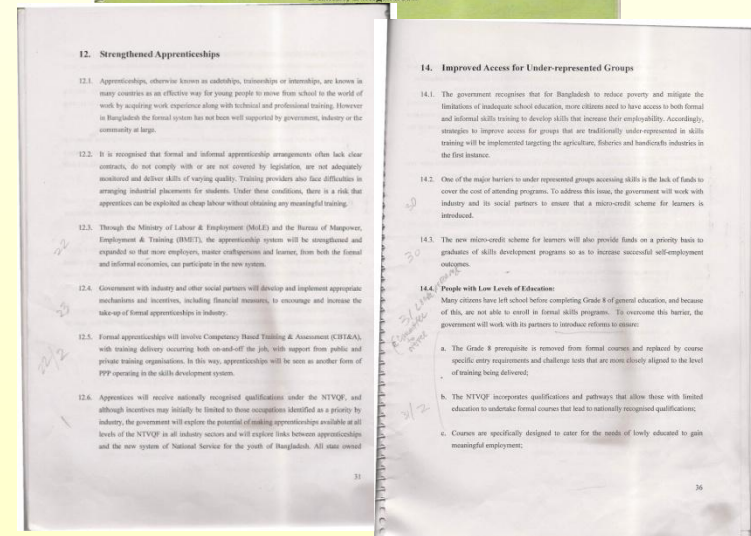
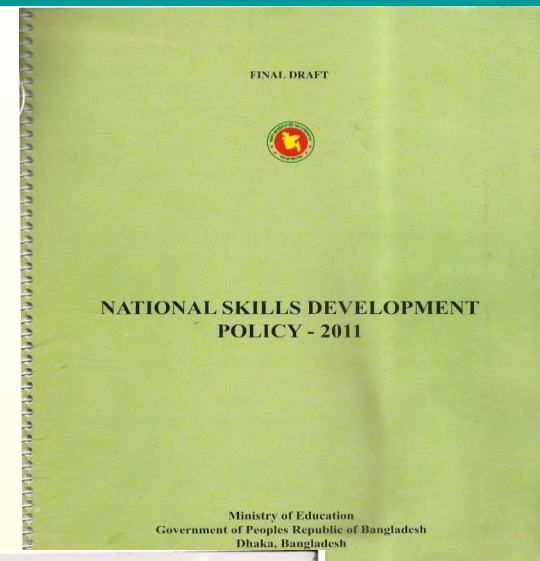
•EMPLOYABILITY & INCOME GENERATION

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

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

➤GOB – SKILLS FACILITATOR

➤INDUSTRY – SKILLS DEMAND-DRIVER



bangladesh skills development strategy

■ NATIONAL SKILLS DEVELOPMENT COUNCIL (NSDC)

- NSDC Reconstitution

■NSDC ACTION PLAN:

- POLICY IMPLEMENTATION PLAN
- S.M.A.R.T. PPP - MULTI-STAKEHOLDER
 - GOB
 - EMPLOYERS
 - WORKFORCE
 - PUBLIC & PRIVATE TRAINERS
 - DEVELOPMENT PARTNERS (donors, NGOs)



■NSDC SECRETARIAT: PPP CAPACITY BUILDING

ACTIONS FOR IMPLEMENTING National POLICY

TTCs / TSCs PILOTING:

DEVELOP MODEL SKILLS TRAINING INSTITUTES

- INSTITUTIONAL MANAGEMENT – Industry representation
- INDUSTRY-DEMAND SKILLS CURRICULUM & TEACHERS
- COMPETENCY BASED TRAINING (CBT)
- QUALITY ASSURANCE
- INDUSTRY CERTIFIED INSTRUCTORS
- TRIALS, UPGRADATION, FEEDBACK, IMPROVEMENT
- ORGANIC REPLICATION OF SUCCESSFUL MODELS - PHASE-WISE



ACTIONS FOR IMPLEMENTING National POLICY

▪ GOB TO INCENTIVIZE INDUSTRY 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)

▪ MIGRANT WORKERS' TECHNICAL ASSISTANCE

(TESDA model)

▪ BILATERAL TECHNICAL ASSISTANCE for TTC/TSC

(BD-Korea TTC)

▪ BILATERAL TECHNICAL ASSISTANCE FOR INSTITUTE COMPONENTS (TEACHERS' TRAINING, CBT, QA, M & E)



ACTIONS FOR IMPLEMENTING National POLICY

- **PERFORMANCE-BASED MPO FOR PRIVATE TRAINERS**
- **NATIONAL HRD FUND** – Donor matching Funds
- **DONORS TO UTILIZE EXISTING GOB TRAINING INFRASTRUCTURE BY RENOVATION/UPGRADATION**
 - Private Sector to lease GOB Infrastructure for training
 - new facilities not required
- **BIM – Convert into PPP COEs** via B-School LINKAGES
- **TVET REFORM PROJECT NEEDS INSTITUTIONAL CONTINUITY WITH STRONG DONOR COORDINATION**





WORKFORCE

EMPLOYERS

GOVERNMENT

TRAINERS

DEVELOPMENT
PARTNERS

Thank you