

Bangladesh Social and Economic Forum (BASEF)

Overall Theme-

Bangladesh: A Country of Middle Standard of Living by 2021: Pathways, Potentials & Challenges

Keynote paper on “Approaches to Skills Development”

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RECENT INITIATIVES IN SKILL DEVELOPMENT IN INDIA

- South Asian countries have high proportion of working age population.
- This demographic dividend can be fruitful if qualitative profile of labour force enhanced.
- Region has to develop skills
- As per local and global skill-needs.



Indian Skill Development-Issues



- Only 5 per cent labour force has formal skills
- Large chunk has informal unrecognized skills, issue of certification and employability
- Need to ensure quality standards
- Formal system can take 3-4 million persons while annual accretion of labour force are 12.8 million

Skill Development Interventions and Factors for Inadequate Success



- Divided responsibility & plethora of organizations
- Supply based approach for skill development
- Inadequate linkages with industries.
- Institutional rigidities- infrastructure, syllabus, time schedule, etc.
- Traditions and Value systems - discourage youth to prefer vocational education
- Inadequacy of Labour Market Information System

New Initiatives – National Policy on Skill Development (2009) - Highlights



**Life-long
Learning**

**Focus on
Emerging
occupations**

**Public-Private
Partnership**

**Expansion of
outreach**

**Demand
driven skill
development**

**Inclusive Skill
Development**

**Competencies
as per
standards**

**Innovative
Approach**

**National
Vocational
Qualification
Framework**

From Policy to Practice

Institutional Mechanism



P.M. Council on Skill Development
Chaired by
Prime Minister

- Policy direction
- Programme review
- **Coordination-
public/private initiatives**



Goal

To train 500 million
by 2022

P.M. Council on Skill Development

National Skill Development
Coordination Board Chaired by Deputy
Chairman, Planning Commission.

National Skill Development Corporation
Ministry of Finance (Including government
and private sector member)

- Develop implementation strategies
- Existing infrastructure integration
- Involve pvt. Sec. in skill dev.
- Encourage States to put Ins Mech.
- Map Skill deficit
- Coordinate accreditation system
- Monitor

- Identification of skill needs
- Development of skill dev. Plans
- Determining competency standards
- Standardization of accreditation process
- Participation in affiliation, accreditation, examination and certification
- Trainers training
- Establishment of sector specific LMI

Public-Private Partnership

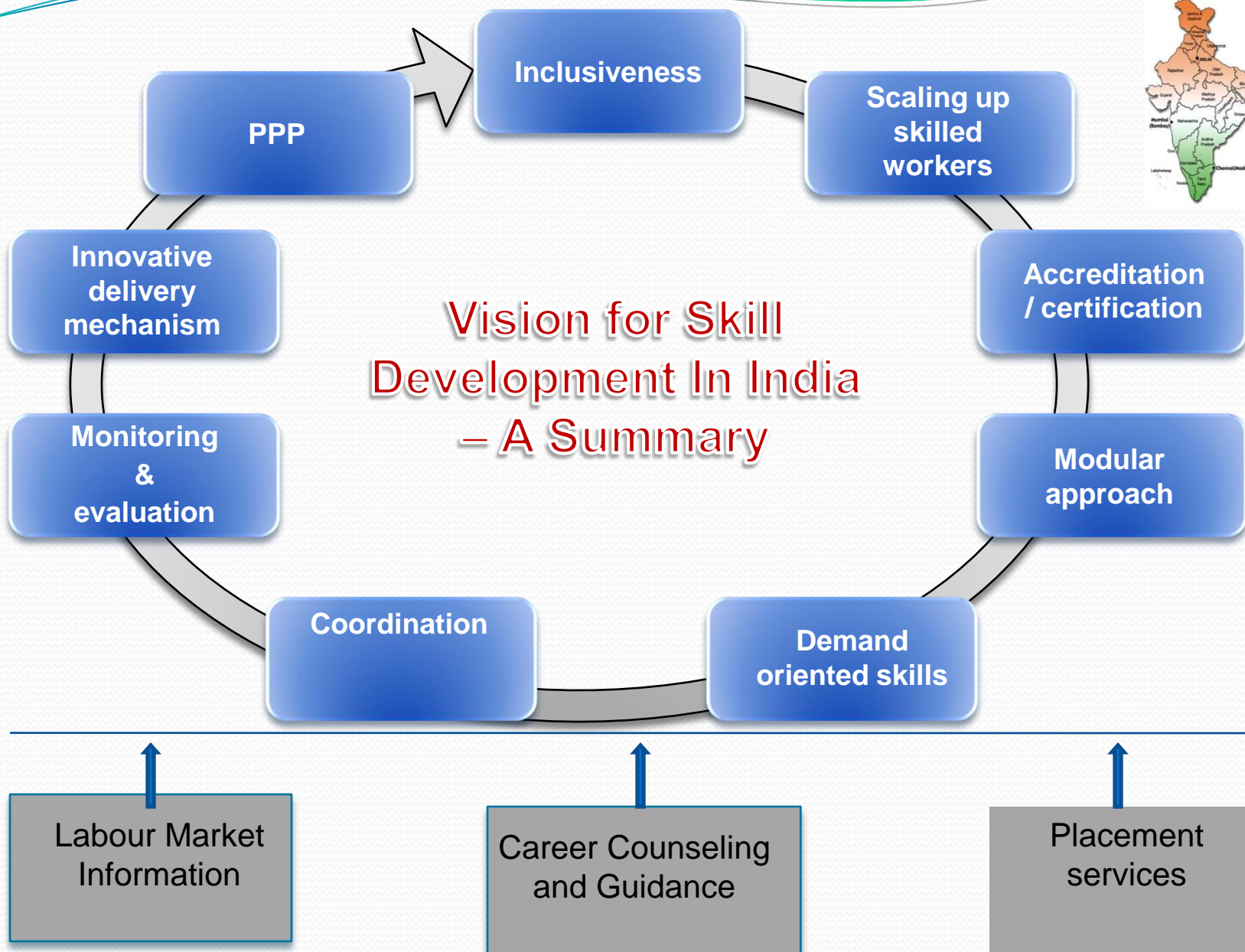


Skill development schemes are implemented in PPP mode

- Private sector and industries are participating. 

PPP mode is in the areas: Identification of skill needs, development of curriculum, instructional material preparation, trainers' training, assessment of standards, etc.

- Participation at all steps in all areas. 



Expansion of On-going Programs

- **500 ITI's to be upgraded as Centers for excellence to produce multi-skilled workforce.**
- 1396 ITI's to be upgraded with modern infrastructure and equipment.
- Scope of apprenticeship training to be enhanced to include all types of graduates.
- Vocational education to be enhanced from one million children to 2.5 million up to 2012.
- **Focus upon language, mathematical and computer skills as well as inter-personal skills.**

Bangladesh's Vision for Skills Development



- Renewed focus on maximizing national economic and social returns from human capital
- **Public-private partnership model in governance and apply best practices**
- Focus on technical and vocational skills training, English and IT training
- Enhanced coordination and integration with Government Ministries/Agencies

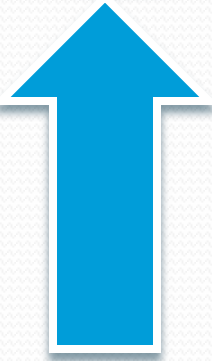
National Skills Development Council



- National Skills Development Council (NSDC) formed by the Ministry of Labour and Employment on 3 September 2008 is an upgraded version of its earlier version named National Council for Skill Development and Training formed sometime in 1991, headed by Minister of Labour and Employment

GOAL

- Train 20M workers: 2021
- MIC by 2021



- Industry Demand-driven
- High Quality
- Cost-Effective
- Int'l Competency Standards
- Monitoring/Evaluation/Improvement
- Valued- Added
- Technology-responsive
- Innovation

NSDC

19 GOB MEMBERS
19 INDUSTRY MEMBERS



EC-NSDC

EXECUTIVE COMMITTEE



9

INDUSTRY
SKILLS
COUNCILS
(ISC)

19

MINISTRIES
& AGENCIES



Demand-driven
Training Needs



Training Programs

PPP

GOB – INDUSTRY LINKAGE

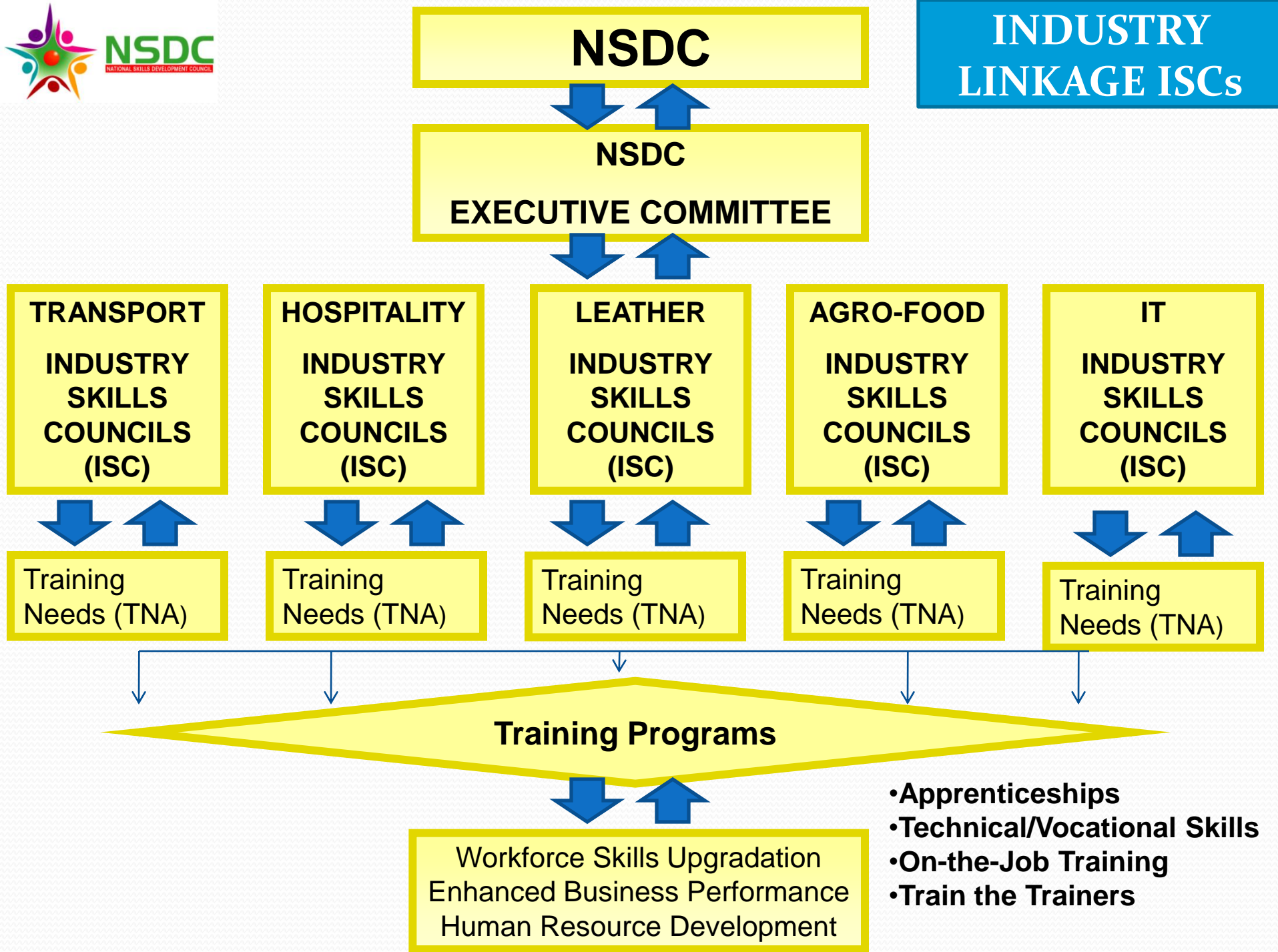
- PPP apex body headed by Prime Minister
- Public-Private Partnership (PPP) Forum – a 36 member body
- Facilitate, Coordinate, supervise, monitor implementation GOB & industry skills development programmes
- Develop policies, incentives, financing, for Skills Development
- Implement National Skills Development Policy
- Implement National Skills Development Action Plan

Ministries/Agencies

1. Youth and Sports
2. Health and Family
3. Women & Children Affairs
4. Civil Aviation and Tourism
5. Defense
6. Local Government and RD and Cooperative
7. Environment and Forests'
8. Social Welfare
9. Shipping
10. Fisheries and Livestock
11. Science & ICT
12. Energy and Mineral Recourse
13. Bangladesh Power Development Board
14. Bangladesh Jute Mills Corporation
15. Bangladesh Railway
16. Bangladesh Chemical Industries Corporation
17. Bangladesh Industrial Technical Assistance Center(BITAC)
18. Bangladesh Hand Loom Board
19. Bangladesh Small and Cottage Industries Corporation



Coordinate, supervise, monitor implementation of GOB & Industry skills development programmes between all 19 Ministries & Agencies



National Action Plan

1. National Skill Development Council (NSDC) established
2. Bangladesh National Skills Development Policy final draft under consideration of GOV.
3. Establish industry-led PPP Industry Skills Councils (ISC)
4. Convert existing BIM into a private sector oriented Management Institute
5. Make TVET institutes industry- oriented and demand-driven
6. TOT focusing on functional English and IT proficiency
7. Orientation training for would-be Migrant Worker
8. English and IT proficiency courses in all training institutes
9. Develop practical Micro- entrepreneurship and SME Skills Resource Mobilization
10. Increased budget allocation for TVET
11. Establishment of National HRD Fund
12. Conduct National Survey and establish a Skill Development Database
13. Set up an independent HRD Ministry Institutional Capacity building
14. Establish regional world-class public library facilities

SKILLS DEVELOPMENT POLICIES TO SUPPORT MANUFACTURING IN MALAYSIA

- Singapore's 1979 Skills Development Fund was used as a model to frame the Malaysian skill development policies.
- The Human Recourse Development Fund was then started and it was coordinated by the Human Resource Development Center in 1993 (HRDF).
- Off- formal education skills training has been identified as key driving of industrialization.
- Two exemplar skills development centers evolved-the first **PSDC** and the second **SHRDC** - but capacity confined to two regions (**Penang & Selangor**)



A case of Malaysian PPP Model of Excellence

PENANG SKILLS DEVELOPMENT CENTRE (PSDC)

- In 1989, Leading MNCs in Penang met with the Government to discuss the chronic skill shortages
- Off-formal education skills training has been identified as a key driver of industrialization
- PSDC originated from an strategic alliance established by an actively local government that played the role of problem solving in the state of Penang
- The PSDC is arguably the most successful skills training centre in the country. Its training focus shifted from generic skills, and specialized skills (financed by members directly) to designing activities.
- **Key lesson for Bangladesh: Useful to look at both the strengths and weaknesses of the Malaysian framework to frame a broad-based human resource development policy**

