

# Assessment of Promising Youth Employment Areas at National Level

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*Submitted to*



**World Vision Bangladesh**

Abedin Tower (2nd Floor), 35, Kamal Ataturk Avenue, Banani, Dhaka - 1213

*Prepared by*

Sk Ali Ahmed MA, MBA

Aminur Rahman MSS

Faisal M Ahmed MS



House 5, Road 8, Mohammadia Housing Society, Mohammadpur, Dhaka 1207

Phone: (+88 02) 58150381, 58157621, 8101704, Cell +88 017 0074 3020

E-mail: [info@hdc-bd.com](mailto:info@hdc-bd.com), [hdc.bd@gmail.com](mailto:hdc.bd@gmail.com), Website: [www.hdc-bd.com](http://www.hdc-bd.com)

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# Executive Summary

Livelihoods Technical Program (TP) of World Vision of Bangladesh (WVB) is working for the transformation of the youth of age 15 to 35 years into human resources to become employable and ready to start a career, operate a business or other economic activities. To this end, WVB's TP seeks to incorporate targeted vocational education and training and small business skills development training and cross-cutting livelihood interventions. This study aimed to assess priority sub-sector for youth employment and demand of skill set of potential employers as well as types of trades imparting by the training provider to formulate her future policy and program in the area of youth development.

## Methodology

To achieve the objectives of the assignment, the study adopted both quantitative and qualitative tools to collect data and information from primary and secondary sources. Promising youth, potential employer and training institution level survey was conducted to collect primary data on the job demand, skills gap and causal factors of skills gap by interviewing both employer and employee using semi-structured interview schedule. For primary data collection, this study followed probabilistic sampling for youth survey among 500 target youths within project areas and adopted purposive sampling strategy for surveying 88 training institution and 90 employers. These surveys used structured questionnaires for data collection. Officially published data, as well as relevant policies by Government of Bangladesh, was also used and reviewed extensively. Furthermore, focus group discussions and key informant interviews were conducted among stakeholders using semi-structured guidelines. Both quantitative data and qualitative information were analyzed separately and their findings were synthesized.

## Demographic Background of the youths

450 households have been surveyed where 52.9% were female youths and 47.1% were male. In term of ethnicity, 91.6% were Bengali while only 8.4% from the tribal community. Further, in consideration of religious identity, most of the youths 82.0% have come from the Muslim community while 8.2% from Hindu, 3.1% from Christian and 6.7% from Buddhist are noticed.

As an important issue of ages for the youth, it has been distributed into different age groups with the age limit 15-35. 69.3% are counted in the age group of 15-20 of which 70.2% are female and 68.4 are male. In addition, 24.5% youths are included in the age group of 21-25, of them the percentage for male and female is 22.7% and 27.4% respectively. Furthermore, 3.6% of the youths are counted in the group of 26-30 while 4.6% are female. There are also 2.2% youths in the group of 31-35.

40% of youths are under SSC, of them 43.3% are female and 36.3% are male. Only 26% have passed SSC while 26.9%, equal for both male and female, have achieved this certificate. On the other hand, a few of them, 17.1% have passed HSC including 15.12% for female and 19.3% for male. 4.9% have achieved the certificate of higher than HSC degree.

## **Status of Youth Engagement in Labour force and Vocational and Skill Development Training**

Right now the majority of the surveyed youths (92.2%) are unemployed and looking for any kind of job or self-employment. On the other hand, the percentage for engagement in work is 7.1%. It should be mentioned here that Most of the youths (99.1%) have the background of general education, significantly higher than that of vocational training (0.2%).

On the other hand, 72.2% of the youths are highly interested to receive vocational or skill training while it is highly noticed that the highest 92.6% are observed in the regions of Southern Bangladesh. More interestingly, 42.2% of all the youths are demanding the computer application training which is significantly higher than any other type of trainings like tailoring (28.3%), Motor driving (10.2%), Electrical and parlor (6.8%), Mobile servicing (5.5%), electronic (4%), block boutique (3.7%) including AC and refrigerator repairing (2.8%).

According to the qualitative findings almost all the youths are demanding the trainings of Agro-Food Processing, Beautification, Computer Application, Computer Hardware Servicing, Computer Outsourcing, Motor Driving, Mobile Servicing, Motor Driving And Mechanic, Pipefitting, Welding, House Wearing (Electrical), Sewing Machine Operation, Handicrafts (Bamboo and Cane), Agricultural Production Practices, Block And Boutiques, Nursery, Food Processing and Packaging, Aquaculture, Embroidery, Pastry and Bakery, etc.

According to the youths, searching for jobs, 66.7% think that they are not getting jobs because of shortage of job experience while other articulated reasons are 43.1% for shortage of proper skill, 27.5% for not having friends and family, 27.5% for information gap and 23.5% for not having strong academic background etc.

Most of the youths (51.7%) want to be independent and the same percentage of them need additional income for the family. On the other hand, 40% of them are in a vulnerable position as a family cannot sustain them.

## **Availability of Vocational Training Institutes/organizations and Job Opportunity**

According to our surveyed training institutes, 47.7% are general training organizations while TTC (22.7%), TSC (13.9%), Polytechnic institute (5.7%) etc. Within the surveyed training institutes and organizations, the highest trade course (72.2%) is ICT based while other highlighted courses are Light Engineering (43.2%), Construction (52.3%), Ready-Made Garments (47.7%), Agricultural Food Production and Processing (59.1%), Tourism and Hospitality Management (34.1%) etc.

72.1% of the training institutes make a recommendation for a job in other organization while other supports are like job placement 11.6%. Further, in reference with other benefits from the organizations, 59.1% of them manage stipend and 44.3% provide tuition-free courses while 30.7% manage job placement for the students.

## **Employment opportunity in Organizations:**

Among our surveyed organizations, 7.8% were heavy industries, 13.3% were medium industries, 27.8% were small industries and 51.1% were micro industries.

Every year, the surveyed organizations require 47.8% Technical Or Associate, 37.8% Service, and Salesman, 42.2% Labour, 16.7% Machine Operator, 17.8% Semi-Skilled/Primary Occupation, 11.1% Welding Service, 3.3% Lab Assistant Etc. on in average. On the other hand, according to the response of the organizations, 23.9% Technician Or Associate, 16.1% Worker And Labour, 11.6% Service And Sales Worker, 16.7% Sewing Machine Operator, 4.8% Plant And Machine Operator, 0.3% Welder, .6% Driver, .3% Lathe Machine Operator etc. are currently available against their requirement.

92.2% organizations hired labors through the support of their known persons like close one, relatives and friends while only 15.6% circulate the demand of workforce in required positions through the office notice board. In addition, 12.2% organizations advertise the job circular on the newspapers. More importantly, 5.6% of organizations hire labour force from the training centers. In order to minimize the skill gap, 53.3% fresh workers are employed while 34.4% are taken as a temporary basis.

#### Status of Vocational Education and Training:

Vocational training is currently being imparted through education institution, training institution, union information and digital center (UIDS) and offices like skill training with the setting of public or private management. The training courses of BTEB Affiliated and the non-affiliated public, private and NGO led institutions to include so many trainings associated with agriculture, livestock, apiculture, fishery, some farm and non-farm sectors which have been enlisted under grade eight. As traditional VET is less capable to make the trainee competent, a new system called CBT focusing on training in practice, has been introduced.

#### Role of Potential Partners and Stakeholders

SEIP currently being implemented with a view to providing the support of trainings to estimated 1.5 million people for skill development and up-skilling in fifteen priority sectors like readymade garments and textiles, construction, information technology, light engineering and manufacturing, leather and footwear including shipbuilding within the session of 2014-2021 while it is planning to include more 1.24 million people. TSC, Govt Polytechnic Institute, Textile Institute, Technical school and college are providing the SEIP training. Further, Bangladesh Bank has been working on providing training through SME and Special program for encouraging entrepreneur. Further, Ministry of Expatriates Welfare and Overseas Employment is imparting training through 68 TTCs. PKSF is also playing an active role for providing training support to the partner organizations.

Small and Medium Enterprises is a huge source of employment. SME Foundation imparts training on electronics and electrical, ICT, light engineering, agro-processing, leather goods, knitwear and readymade garments, plastics, and others.

#### Cost of Training and Courses

Mainly the cost of training depends on the acknowledgment and accreditation of the training institutes. Primarily, the average cost of basic trade course stays between 2000 to 3000 BDT. Further, the findings of surveyed training institutes show that average 3000 BDT for light engineering, 6500 BDT for construction, 5000 BDT for ICT, 1000 BDT for readymade garments, 1000 BDT for agro-food production and processing and finally 10000 BDT is required for tourism and hospitality management.

## Challenges

- As most of the traditional TVET model is based on theoretical, they are unable to make the trainees competent. And so they are less valued. So it is a challenge to make the trainees competent to reduce the skill mismatch.
- The percentage of women participation in TVET is only 14. Because of the family barrier, social stigma, early marriage, it has become difficult to take them under this skill development sector. So, it would be difficult to include the more female youths in skill development.
- The greater part of the organizations cannot maintain the quality of training as most of them are not affiliated with BTEB. As a result, after receiving training, most of the students are unable to manage job opportunity. So it would be a challenge to ensure quality training for the youths.
- Job placement and management is another challenge because most of the youths have no idea about the process and media for job searching.

## Recommendations:

The study has explored the sub-sectors and potential employers who have a demand for a skilled workforce. In addition to demand-side, the study also examined the supply side. Along with understanding, the needs of the promising youth, skills demand in the existing labour market, and existing skills ecosystem, this study also collected and analyzed the insights of the relevant stockholders and experts and finally, finds some recommendations as follows:

- *It is important to obtain NTVQF training:* To minimize this mismatch, courses should impart through registered training organization (RTO)—who are providing competency-based training and assessing the result by Assessors accredited from Bangladesh Technical Education Board (BTEB).
- *Certification for the achievement of skills should be nationally recognized:* It is important for the participants, particularly in vocational/trade training, to obtain a certificate of achievement which is following the common national standard—National Technical and Vocational Qualifications Framework (NTVQF). That will provide national and international recognition of skills and knowledge as well as pathways to upgrade their skills further under the formal program in Bangladesh.
- *Recognition of prior learning is important to get a decent job and anticipated salary/wages:* Youth who have acquired skills through work or their life experience. They may obtain recognition of their skills through Recognition of Prior Learning (RPL) system, which provides them some opportunity to get a decent job as well as enhanced pathways into further training, to upgrade their qualifications.

- *Explore the government and donor-led skills development initiatives and participate accordingly:* It is important to explore those training and participate accordingly. Youth Development Training Centers—run by the Ministry of Youth and Sports, and Skill Employment and Investment Program (SEIP)—under the Ministry of Finance are providing skills training without any free. In addition, there is some center of excellence and a special program for skills development those who are providing competency-based skills training with minimum fees. Employability of those training is usually high.
- *Obtain skills training from institution have job placement and counseling support:* PKSF, DTE, BB-SME, BRAC-ISD, and some business associations are imparting high-valued skills training in collaboration with SEIP and their won initiatives, and BRAC-ISD also providing competency-based on-the-job apprenticeship training local markets' demand-driven and connected with job placement opportunity and providing nationally accredited certificate.
- *Training need assessment for the potential job seekers is important particularly considering the location of industries, priority and SME booster sectors is important:* There are some geographical location suitable for any industry or agricultural farming—like milch cow rearing, goat rearing, fashion garment or industries—like Garment and Textile, Shipbuilding, Light Engineering, Footwear, Tourism, Hospitality and SME clusters, depend on natural advantage, availability of technological facilities, linkage with market. Plan of training based on that information could make the trainees more employable.
- *Access to virtual skills development system could be an easier way to be skilled:* NSDC has established 'Online Karigori Pathshala". This market-driven free accredited easy to access and free courses could be an easier way to access good training.
- *Consider skills development initiatives to get low-cost market-driven training for self-employment:* There are skills development programs which imparting market-driven training for self-employment. Partner NGOs of PKSF, BRAC, training center under Department of Youth Development and some business association are providing skills training in order to create income-generating activities, and established SME with financial support.
- *To remove the existing negative mindset and social stigma it is important to make our students and guardians aware to consider new CBT&A for their future carrier:* There is a high demand for skilled workforce in the job market. But employers are usually searching for a skilled person who has the competency rather than theoretical knowledge without competency. Existing theory-based training produced a person who knows how to but not able to perform accordingly. That is why employers are not paying recognition of outcomes of VET accordingly and offer a non-attentive package. Sometimes trained persons are remained unemployed or took any job for which they were not trained. This situations creates a negative mindset and makes vocational education and training (VET) stigmatized. This scenarios is changing through introduction new CBT&A—a system of skills development which imparting competency-based hands-on training following the competency standards prepared with the help of Industry Skills Council (ISC) and accredited by Bangladesh Technical Education Board (BTEB). But this

message is not available and clear neither to the students not to the guardians as well. So, conveying the message and aware the guardian and potential youth about the new system is needed to be developed.