

Final Draft

Apprenticeship Pilots – TVET Reform Project

Component 5



Bangladesh
March, 2011

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Background

The primary goal of the ILO is to achieve full and productive employment and decent work for all, including women and young people, a goal which has now been widely adopted by the international community. Working towards this goal is the fundamental aim of the ILO. In cooperation with the Government of Bangladesh, the ILO is implementing an EU funded project to reduce poverty through reforms to the technical and vocational education and training (TVET) system. These reforms will enable more people to acquire employable skills and thus generate decent work and income through wage-earning jobs or self-employment.

The TVET Reform Project has five interrelated components:

1. TVET policies, systems and legislation reviewed and strengthened at the central and decentralized levels;
2. Enhanced flexibility, quality and relevance of TVET;
3. Strengthened TVET institutions through improved knowledge and skills of managers and teachers;
4. Improved skills development resulting in enhanced productivity and competitiveness in key growth and export-oriented industries in the formal industrial sector; and
5. Increased access of underprivileged groups to TVET.

Under Component 5 of the project there has been considerable study on how apprenticeship systems currently work in Bangladesh. Based on these findings and international experience, seven pilots to test new models are soon to get underway.

This paper provides a brief description of the pilots which aim to test various approaches to apprenticeship both formal and informal ranging from highly structured to more loosely structured and which are targeted at different groups, for example, working children, persons with disabilities, women.

Note: Additional apprenticeship models are being developed and piloted under Component 4 of the TVET Reform project and will be presented in a separate document. After the pilots, these draft documents will be consolidated into one apprenticeship models document.

Apprenticeship Pilots - Features

	Apprenticeship Type	Formal or Informal	Pilot Description	Industry Type	Training at a Training Institute (TI)	Formal Assessment at TI	Formal Units of Competence	Structure On the Job Training (OTJ)	OTJ formal assessment	Comp. Skills Log Book	NTVQF Level
High	Training Institute & On the Job	Formal	CRP/Interfab	RMG shirts	Yes	Yes	Yes	Yes	Yes	Yes	2
		Formal	AMDA/Dutch Bangla	Ind Sewing Ind Bags	Yes	Yes	Yes	Yes	Yes	Yes	2
		Semi Formal	UCEP/MC industries	Motor Cycle Service Mechanic	Yes	Yes	No	Yes	Yes	Yes	2
Low Structure structure	Training Institute only	Semi formal Pre Apprenticeship	UIE working children	2 trades	Yes	Yes	No	No	N/A	Yes	N/A
		Semi formal Pre Apprenticeship	UNICEF working children	8 trades	Yes	Yes	No	No	N/A	Yes	N/A
	All On the Job	Informal	UPPR	Many trades	No	N/A	No	Yes	Yes	Yes	2
		Informal	Motor Cycle Service Mechanic	Motor Cycle	No	No	No	Yes	No	Yes	N/A

Pilot 1

Apprentice-ship Type	Formal or Informal	Pilot Description	Industry Type	Training at a Training Institute (TI)	Formal Assessment at TI	Formal Units of Competence	Structured On the Job Training (OTJ)	OTJ formal assessment	Comp. Skills Log Book	NTVQF Level
Training Institute & On the Job	Formal	CRP/Interfab	RMG shirts	Yes	Yes	Yes	Yes	Yes	Yes	2

Pilot Name: CRP – Interfab Industrial Sewing – Machine operator - **NTVQF Level 2**

Target number: 12

Duration: 4 months at CRP Training Centre followed by 8 months on the job training at Interfab Shirt Manufacturing.

Brief description:

This pilot was developed as a result of an industry skills analysis conducted by an international expert & the component 5 team.

12 female students including 6 with disabilities, 4 underprivileged and 2 existing RMG workers will be trained as Machine Operators at CRP training centre for 4 months. The training centre has undergone a complete upgrade with painting, 18 new sewing machines, new generator lighting etc. The students will be accommodated at the training centre which has also been upgraded. The students will also have social activities after the training like movies, games etc run by the Social Activities Coordinator. The accommodation facilities will enable those living in remote areas access to quality TVET training. Two instructors from near by TTC and TSC will also play a valuable role as co instructors along side of the CRP instructor.

The CRP training will be conducted by an instructor who has completed the new CBT&A training under Component 3 as are the 2 Government instructors. Formal units of competence have been developed in consultation with industry by an international expert along with new teaching & learning materials. All training will be mapped in a competency skill log book that has been specially developed for the pilot. This log book will also map the skills gained in industry.

On completion of the 4 months training institute component, students will then be employed at Interfab Shirt manufacturing company. They will be trained on the job by supervisors who have been trained in workplace training & assessment for the following 8 months.

Pilot 2

Apprentice-ship Type	Formal or Informal	Pilot Description	Industry Type	Training at a Training Institute (TI)	Formal Assessment at TI	Formal Units of Competence	Structured On the Job Training (OTJ)	OTJ formal assessment	Comp. Skills Log Book	NTVQF Level
Training Institute & On the Job	Formal	AMDA/Dutch Bangla	Ind Sewing Ind Bags	Yes	Yes	Yes	Yes	Yes	Yes	2

Pilot Name: AMDA – Dutch Bangla, Machine Operator - **NTVQF Level 2**

Target number: 12

Duration: 4 months at AMDA Training Centre followed by 8 months on the job training at Dutch Bangla Industrial Bags.

Brief description:

This pilot was developed as a result of an industry skills analysis conducted by an international expert & the component 5 team. 12 under privileged female students will be trained as Machine Operators at AMDA training centre for 4 months. The training centre has undergone an upgrade with painting, new equipment, lighting etc. The students will be accommodated at the training centre which has also been upgraded. The accommodation facilities will enable those living in remote areas access to quality TVET training.

The AMDA training will be conducted by an instructor who has completed the new CBT&A training under component 3. Formal units of competence have been developed in consultation with industry by an international expert along with new teaching & learning materials. All training will be mapped in a competency skill log book that has been specially developed for the pilot. This log book will also map the skills gained in industry.

On completion of the 4 months training institute component, students will then be employed and accommodated at Dutch Bangla Industrial Bag Company. They will be trained on the job by trained workplace supervisors for the following 8 months and the skills will be mapped in the same CSLB from the training institute. The apprentices will also have improved nutrition, hygiene & social activities after the work & on weekends like movies, games etc run by the Social Activities Coordinator. A study will be conducted before and after the pilot to determine levels of productivity, migration, levels of absenteeism and worker satisfaction.

The units of competence will be put forward to the BTEB for formal recognition.

Pilot 3

Apprentice-ship Type	Formal or Informal	Pilot Description	Industry Type	Training at a Training Institute (TI)	Formal Assessment at TI	Formal Units of Competence	Structured On the Job Training (OTJ)	OTJ formal assessment	Comp. Skills Log Book	NTVQF Level
Training Institute & On the Job	Semi Formal	UCEP/MC industries	Motor Cycle Service Mechanic	Yes	Yes	No	Yes	Yes	Yes	2

Pilot Name: Motor Cycle Service Mechanic - UCEP – linked with several Motor Cycle workshops

NTVQF Level: 2

Duration: 4 months UCEP VTC followed by 8 months on the job training

Target number: 12

Brief description:

All apprentices will be from under privileged backgrounds and aged 14 to 20. There is No grade 8 entry requirement but all apprentices must complete an entry challenge test that is designed to assess their basic literacy & numeracy skills.

Apprentices will be trained at UCEP at Mirpur for 4 months. UCEP's automotive training centre will be upgraded to cater for specific motor cycle training that meets industry needs. The instructors at UCEP have completed the component 3 Instructor training program and will return to industry to make sure their practical skills are current to industry demands. New teaching & learning materials will be introduced complete with an electronic text book and videos. Emphasis is on hands on training to develop the Knowledge & skills to service common motor cycles. A new competency skill log book (CSLB) has been developed by an international expert in the automotive field and input from motor cycle industries around the Dhaka area.

This training will be followed by an additional 8 months on the job where the apprentices will be employed in motor cycle workshops around Dhaka. All skills gained both on & off the job will be mapped in the CSLB.

This training is at NTVQF Level 2 and will provide the skills necessary to **service** common motor cycles. This training will also provide a pathway for those who wish to advance to the more advanced skills of repair at an NTVQF level 3 or 4.

Pilot 4

Apprentice-ship Type	Formal or Informal	Pilot Description	Industry Type	Training at a Training Institute (TI)	Formal Assessment at TI	Formal Units of Competence	Structured On the Job Training (OTJ)	OTJ formal assessment	Comp. Skills Log Book	NTVQF Level
Training Institute only	Semi formal Pre Apprenticeship	UIE working children	2 trades	Yes	Yes	No	No	N/A	Yes	N/A

Pilot Name: UIE Project, 2 trades - Motor Cycle Mechanics and Tailoring & Dressmaking

Duration: 6 months at 4 UIE/DAM Vocational Training Centres.

NTVQF: N/A

Target number: 1,000

Brief description:

The ILO - Urban Informal Economy (UIE) project have removed around 2400 working children out of the worst forms of child labour. The children first complete a Life Skills Training program followed by vocational training in one of 8 trades. Component 5 has developed a Pre Apprenticeship model to enhance the skill training for the UIE project. Currently the ILO/UIE is piloting 2 trades - Motor Cycle Service Mechanics and Tailoring & Dressmaking in conjunction with the UIE Vocational Training Centres (VTC). Component 5 National Professionals led by an International Expert have developed Competency Skill Log Books (CSLB) for each trade through consultations with industry experts and instructors from Government and Non government training institutes. Each student has a CSLB & will complete a portfolio of their work by the end of their training. The CSLB's are designed as a curriculum tool and to map the skills/competencies obtained and show evidence of assessments and how the training was achieved.

These students come from extremely poor backgrounds, so the focus is on “hands on practical” training & strategies so the students will enjoy their time at the training centre. Every student will complete a portfolio that provides evidence of the training and skills/competencies obtained during the training. The portfolio is a valuable tool when seeking employment after the training as graduates can show prospective employers evidence of the skills they have achieved. Component 5 also run awareness building workshops around the vicinity of the VTC's. The target is for prospective employers, master crafts person and parents of the students to inform them of what the new Pre Apprenticeship training program is about and promote employment opportunities for the graduates.

Pilot 5

Apprentice-ship Type	Formal or Informal	Pilot Description	Industry Type	Training at a Training Institute (TI)	Formal Assessment at TI	Formal Units of Competence	Structured On the Job Training (OTJ)	OTJ formal assessment	Comp. Skills Log Book	NTVQF Level
Training Institute only	Semi formal Pre Apprenticeship	UNICEF working children	8 trades	Yes	Yes	No	No	N/A	Yes	N/A

Pilot Name: UNICEF - BEHTRUWC Project, 8 Trades

Target number: 5,000

Duration: 6 months at 10 UNICEF Vocational Training Centres through out Bangladesh.

Brief description:

UNICEF has developed a Basic Education for Hard to Reach Urban working Children (BEHTRUWC). Under phase one of the project, UNICEF has implemented 5 VTC's through out Bangladesh where 1000 students are being trained in various trades. All of the students were previously involved in the worst forms of child labour. The children were removed by the BEHTRUC project from this hazardous environment and put them through a life skills training program before entering the vocational training program.

Component 5 has developed a Pre Apprenticeship model to enhance the skill training for the UNICEF - BEHTRUWC project. Currently the ILO/UNICEF is piloting 8 trades through the UNICEF Vocational Training Centres (VTC). UNICEF National professionals with technical assistance from Component 5 and International Expert have developed Competency Skill Log Books (CSLB) for each trade through consultations with industry experts and instructors from Government and Non government training institutes. Each student has a CSLB & will complete a portfolio of their work by the end of their training. The CSLB's are designed as a curriculum tool and to map the skills/competencies obtained and provide evidence of assessments and how the training was achieved.

These students come from extremely poor backgrounds, so the focus is on "hands on practical" training & strategies to ensure the students enjoy their time at the training centre. Every student will complete a portfolio that provides evidence of the training and skills/competencies obtained during the training. This is valuable when seeking employment after the training as graduates can show prospective employers evidence of the skills they have achieved. Component 5 also run awareness building workshops around the vicinity of the VTC's. The target is for prospective employers, master crafts person and parents of the students to inform them of what the new Pre Apprenticeship program is about and promote employment opportunities for the graduates.

Pilot 6

Apprenticeship Type	Formal or Informal	Pilot Description	Industry Type	Training at a Training Institute (TI)	Formal Assessment at TI	Formal Units of Competence	Structured On the Job Training (OTJ)	OTJ formal assessment	Comp. Skills Log Book	NTVQF Level
All On the Job	Informal	UPPR	Many trades	No	No	No	Yes	Yes	Yes	N/A

Pilot Name: UPPR – Informal Apprenticeship - **NTVQF N/A**

Target number: 1,000 plus

Duration: 6 months on the job training with Master Crafts Person (MCP)

Brief description: The UPPR have been providing skill training to urban youths over 18 years of age. Currently there is No structure, just work placement with a MCP. At present, there is No identification of what skills are to be obtained or any progress monitoring.

Under the new pilot, Component 5 aims to strengthen the training by implementing the following:

- Competency Skill Log Books (CSLB) containing list of skills identified by industry experts. This will become a curriculum document & maintain consistency between work places;
- Code Of Practice (includes OSH, min age, rate of pay, working conditions etc);
- Training contracts that stipulate commitment to code of practice, use of log books, skills & assessment procedures, apprenticeship duration & pay rates;
- Induction training for MCP & Apprentices prior to commencement (includes Gender awareness);
- Recognition for MCP as “on the job trainers”;
- On the job Formal assessment’s by trained assessors from UPPR;
- Equipment incentives are provided for MCP on successful completion of the structured on the job training. This will encourage MCP’s to stay with the system & take on further apprentices;

Apprenticeship Type	Formal or Informal	Pilot Description	Industry Type	Training at a Training Institute (TI)	Formal Assessment at TI	Formal Units of Competence	Structured On the Job Training (OTJ)	OTJ formal assessment	Comp. Skills Log Book	NTVQF Level
All on the job	Informal	Motor Cycle Service Mechanic	Motor Cycle	No	No	No	Yes	No	Yes	2

- Progress assessment & monitoring.

Pilot 7

Pilot Name: Informal Apprenticeship – Motor Cycle Service Mechanic - NTVQF Level 2

Target number: 8

Duration: 6 months on the job training in industry – various trades.

Brief description: The current system of informal apprenticeship takes many years for apprentices to learn the skills of the trade with little or No pay. Many apprentices are exploited and often are under age. Currently MCP's are apprehensive to provide training for the fear of the apprentice starting their own business in the future which will be in opposition to the MCP. Realistically the apprentice is only a helper and skills obtained vary between workplaces.

Component 5 aims to strengthen the training by implementing the following:

- Competency Skill Log Books (CSLB) containing list of skills identified by industry experts. This will become a curriculum document & maintain consistency between work places;
- Code Of Practice (includes OSH, min age, rate of pay, working conditions etc);
- Training contracts that stipulate commitment to code of practice, use of log books, skills & assessment procedures, apprenticeship duration & pay rates;
- Induction training for MCP & Apprentices prior to commencement (includes Gender awareness);
- Recognition for MCP as “on the job trainers”;
- Equipment incentives are provided for MCP on successful completion of the structured on the job training. This will encourage MCP's to stay with the system & take on further apprentices (pilot only, with the hope of replication under Government incentives);