

TVET Leadership & Management Development Programme

FACT SHEET



CONCEPT OVERVIEW

The TVET Leadership and Management Development Programme trains principals and senior staff in modern management and leadership practices, to ensure that the institutions which they lead can effectively deliver quality education and training. The programme equips participants with the skills to effectively lead change, through ensuring they can:

- Identify their roles and responsibilities for improving the quality of teaching, learning and management practices in their institutions.
- Strategically plan for short-term as well as long-term goals and develop monitoring and evaluation tools to measure achievement.
- Reflect critically on their existing relationships with stakeholders and take the actions needed to develop the partnerships necessary to implement reform initiatives.
- Develop the competency required under the National Skills Development Policy to operate a training centre and design a quality assurance system, and demonstrate this competency through implementing a Workplace Institutional Performance Improvement Project.
- Develop and implement occupational safety and health policies that include awareness of environmental issues, health and hygiene.

TARGET AUDIENCE

This certificate is **designed for people working as or aspiring to work as principals or managers in public and private technical and vocational training institutions**, including:

- Principals, Vice-Principals, Head of Departments of Polytechnic Institutes, Technical Schools and Colleges, Technical Training Centres, Textile Vocational Institutes and other public TVET providers
- Directors, Principals, Managers, Head Teachers and Training Coordinators of private training institutions
- Potential industry experts/human resources managers

WHY IT IS NEEDED

The management of public and private training organizations needs to be improved if the skills system in Bangladesh is to effectively deliver quality education and training.



International
Labour
Organization



European Union

The TVET Leadership and Management Development Programme is an initiative of the TVET Reform Project, implemented by the Government of Bangladesh with the support of the ILO and funded by the European Union. The project is working towards reforming technical and vocational education and training in Bangladesh.



The Skills Development Policy advocates for the introduction of competency-based training and assessment into Bangladesh, which is significantly different from the traditional methods of training and assessment used in Bangladesh. Principals and managers have a significant role in this transition in that they will be leading their institutions through it. They need to be able to monitor and assess new teaching practices, understand why reform is necessary in Bangladesh and actively promote reform initiatives.

The newly-developed Leadership and Management Development Program equips principals and managers with the skills to become change managers, to manage CBT&A programs and to ensure reform happens in Bangladesh's TVET sector.



EXPECTED IMPACT

- TVET principals and managers will have the skills, knowledge and ability to lead whole institutional improvement initiatives.
- Institutions will deliver nationally recognized qualifications under the NTVQF using competency-based training and assessment methodology
- Institutions will maintain accurate and reliable data on student enrolment, course completion, employment outcomes, gender, disability and indigenous status, which will contribute to the national skills data system and allow for improved performance monitoring.
- Institutions will take part in providing timely and effective career guidance to students, using industry developed information and resources. A simple system will be developed so parents, learners, employers, workers and providers can make more informed decisions on their skill development options.

KEY RESULTS ACHIEVED

- The TVET Leadership and Management Development Programme has been finalized by the Islamic University of Technology with technical support from the ILO.
- The program is currently being trialed with two groups of 25 principals and managers from public and private institutions across Bangladesh.



NEXT STEPS

- Institutions will have greater academic autonomy to close down courses in areas of low market demand and be empowered to develop and deliver new courses with BTEB to respond to emerging industry needs.
- There will be an increased focus on student employment outcomes which will be measured by a new system of tracer studies implemented by all training institutions.
- An affirmative action strategy will be developed and implemented to ensure that at least 30% of managerial and senior faculty positions are held by women and that the participation of persons with disabilities and other underrepresented groups is encouraged.
- The government, industry and social partners will investigate the options for grading training institutions as a means of encouraging a quality culture and rewarding excellent performance.

FURTHER INFORMATION

To get involved in skills development in Bangladesh and find out how you can become qualified, contact the TVET Reform Project at ILO Dhaka via email using tvetreform@ilo.org or visit us on the web: ilo.org/tvet