

# Industry Skills Councils (ISCs) in Bangladesh

## FACT SHEET



### CONCEPT OVERVIEW

A key driver of current efforts to reform skills development in Bangladesh is the need to strengthen linkages between industry and the national training system. Industry Skills Councils (ISCs) help to achieve this by bringing together the major enterprises and industry bodies within an industry sector to discuss skill development issues affecting their sector.

ISCs organise industry along sectoral lines to provide specific advice on occupations and skills in demand, and to identify key skills priorities in sectors. They ensure a tripartite approach to continuously improving the skills development system by bringing employers, workers and government representatives together. As ISCs continue to develop, they will become the primary point of contact for skill issues within industries in Bangladesh.

Some of the key roles of ISCs are to;

- Monitor and review **skill development practices** in industry sectors.
- Provide **leadership and strategic advice** to government on skill development needs.
- Support the **delivery of industry relevant training and/or professional development** programs for instructors and trainers.
- Improve **partnerships between industry and public and private training organizations**.

### TECHNICAL SUB-COMMITTEES (TSCs)

An important part of ISCs are the Technical Sub-Committees (TSCs), which deal specifically with maintaining the quality and relevancy of nationally-recognised competency standards in their sector. The diagram below shows how this maintenance process occurs:

<b>1</b>	Competency standards/ updates drafted by TSC, circulated to ISC	<b>2</b>	Content reviewed/ endorsed by ISC, sent to BTEB	<b>3</b>	BTEB commissions SCDC* to review then submit to BTEB	<b>4</b>	BTEB Board gives final approval
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\*Standards and Curriculum Development Committees (SCDCs) are chaired by the relevant ISC chairperson and are comprised of representatives from the ISC, government organizations, private and public institutions and a representative from a quality assurance body.



International Labour Organization



European Union

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National Industry Skills Councils are a key 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.



## WHY THEY ARE NEEDED

It is imperative that skills training institutions are aware of the **changing skill needs in industry** and understand the **latest employment and technology trends**. Without this knowledge, the skilled workers produced by institutions will not meet the needs of industry.

There is also a growing need for **improved social dialogue** and strengthened partnerships in the skills development sector. One of the major reasons for this is to encourage **public/private/donor partnerships**.

A more effective skills data system is being developed in Bangladesh which **strengthens industry's role in data collection and analysis**, and integrates the existing disparate efforts of a number of government agencies within an expanded and nationally coherent system. It is therefore vital that industry is **coordinated along sectoral lines** to ensure the 'demand' side data is correct, relevant and continually updated by the ISCs.

ISCs will help to ensure that **industry supports the government's efforts to reform Bangladesh's skills development system**, and that efforts are **coordinated, cohesive and working towards the same goals**.

## RESULTS ACHIEVED

- **ISCs have been established in five industry sectors;** agro-food processing, transport equipment, leather and leather goods, hospitality and tourism, and information technology. **These all contain SDCs** and are all functioning in a number of ways, from arranging specialist training courses for workers to organizing public-private-donor partnerships and developing curriculum material for new occupations.
- **Two Centres of Excellence has been established**, in the leather sector and in the agro-food processing sector. The first is operating as a successful donor-funded private skills institution and the second is operating within a renowned public training institution.
- In the National Skills Development Policy, the **government committed to working with industry and development partners to develop the network of ISCs**, make their operation sustainable, and have them established as the primary point of contact for industry skill issues in Bangladesh.



*(Above) A transport sector apprentice at Western Marine Shipyard in Chittagong taking a break in the yard between welding jobs.*

*(Below) A master craftsperson in the beauty trade and her three proud beauty therapy trainees in their training salon in Chittagong.*



## NEXT STEPS

- Build the capacity of the five existing ISCs with the support of the government, industry and workers' associations.
- Support partners to develop ISCs in new industry sectors.
- Work with the Asian Development Bank-funded Skills Development Project to develop the four similar councils established by them into full ISCs.

## FURTHER INFORMATION

To get skilled and get involved in skills development in Bangladesh, contact the TVET Reform Project at ILO Dhaka via email using [tvetreform@ilo.org](mailto:tvetreform@ilo.org), on the web: [ilo.org/tvet](http://ilo.org/tvet) or visit the Bangladesh Technical Education Board (BTEB) on the web: [www.bteb.gov.bd/](http://www.bteb.gov.bd/)