

Initiatives		November 2011
Overview Component 1 continued its series of capacity development workshops in collaboration with UNICEF for managers; provided on-going support to the functioning of the NSDC Secretariat, and maintained its efforts relating to the TVET database development and the upcoming skills survey funded by the SDC. The Bangla translation of the TVET Act was completed and both English and Bangla version was sent to BTEB for delivery to Government for consideration and adoption of revised Act. Under Component 2, some fine-tuning of the Quality Assurance documents was completed and these will soon be used with the institutions scheduled to run the programme trials. The project sent a team to visit these institutions to physically inspect renovations and/or installation of equipment for the programme trials. Renovations at Dhaka Polytechnic are nearing completion. Chittagong TTC is requesting extra funds for additional works. Instructors continue to work on their CBLMs for next level NVQs and fine-tune their materials for Level 1. They are also preparing instructor notes, assessment plans, etc. New Component 2 Expert, Mr. Gabriel Bordado from TESDA is expected to join the project in January. Component 3 plans to follow-up with BMET and DTE on their review/approvals of Principal's IPIPs. The project awarded a contract to complete preparation and delivery of the Leadership and Management Development program to Islamic University of Technology. IT training was provided to instructors in the programme trials. Meetings are planned with SDP for further discussion on integrating their two teacher training programmes. Component 4 continues its support for running Kaizen programme in two agro-food companies. The apprenticeship programme at COEL proceeds well and plans are finalized for launching a new apprenticeship programme for welders at Western Marine Institute. A workshop on case studies reflecting effective skills training in industry was held and short video produced with interviews from industry partners. Assisted Chittagong TTC in its work to develop a customized OSH programme for industry. Training on bicycle assembly continued in more upazillas. Component 5 progressed preparations for solar technician training in cooperation with different partners including BMET. Meanwhile, an agreement was prepared for a partnership with UNICEF and BRAC on training 1000 adolescents using CSLBs and methodologies developed by project. In addition preparations continue for launching motorcycle servicing programme for low education trainees at UCEP. Development of pre-voc courses for this and other programmes is underway as is development of linkages with formal training providers – Gazipur TSC for RMG machine operator and Bangla-German TTC for motorcycle servicing. All twelve women in the pilot RMG course at CRP completed their training and started their work / on-job training activity at Interfab Company. A new group of trainees will start the programme at CRP soon.		
Component 1: TVET Systems, Policy & Management		
The Result Area	Status/ Key Information	Issues/Comments
Result 1: Improved TVET policy and implementation mechanisms	- NSDC approved National Skills Development Policy submitted to MoE for Cabinet meeting. - IT training was organized 18-19 November at DTE as a part of UNESCO-ILO Capacity strengthening programme. 6th joint UNESCO-ILO Capacity Building workshop for agency staffs on strategic planning exercises scheduled 09 – 12 December.	Policy to be presented in the cabinet meeting for Govt.'s approval.
Result 2: Improved legal and regulatory environment	Finalized Bangla draft of revised Technical Education Act submitted to BTEB.	BTEB to progress approval of Act.
Result 3: Improved structure and coordination of TVET system	- Continue progress towards strengthening of NSDC Secretariat. - Progressing deputation of two senior staffs from Ministry of Education. - EC NSDC meeting held with a series of recommendation for NSDC secretariat. - Sanction of GoB budget for NSDC Secretariat is in progress.	Draft Action Plan should be finalized. Approval of NSDC organogram. Both need to be approved by ECNSDC and NSDC.
Result 4: Improved monitoring of resources and outputs and improved accountability in TVET	- CEO of NSDC Secretariat met other projects to explore possibility of support for NSDC Secretariat and ISC's. 2nd Data Group meeting held in November and 3rd meeting is scheduled on 7th December involving ISC/SWC heads and other projects. Workshop also to begin the National Skills Survey process. - Meeting held with BBS to outsource some	SDP requested MoE for a forum for development Partners. All the ISC's should be covered in that forum and how ISC's will be connected with NSDC Secretariat needs to be finalized.

	activities on skills survey.	
Component 2: Enhanced flexibility, quality and relevance of TVET		
Result 1: Developed National Qualifications Framework	- The Framework is embedded in the National Skills Development Policy has been considered by GOB on 8 September, 2011. - New staff is under process of recruitment at BTEB.	There appear to be serious issues to resolve concerning the recruitment of staff to the new CBT cell at BTEB.
Result 2: Developed or revised competency standards for occupations in selected economic sectors	- Competency standards – Some fine-tuning is continuing which will be completed at the end in December 2011. - Draft Course Accreditation Documents of 12 Occupation / 52 courses Course Accreditation Documents were submitted by BTEB to the Board meeting. It has been decided in the Board meeting that a review committee will review the Draft Course Accreditation Documents and a summary report will be submitted to the Board meeting next time for approval. Draft Course Accreditation Documents are in the process of review. - BTEB organized a meeting at the end of November 2011 with the principals of the institutions hosting Program Trials to discuss preparations. BTEB may start with manual system for NTVQF record-keeping first. - Programme trial institutions to discuss student recruitment issues and determine fees, etc.	It is understood the review is complete and favourable to the CADs. Board Meeting needs to be called to formalize approval. Student recruitment process by BTEB for programme trials needs to be expedited. Several institutions are anxious to start including NHTTI, Graphic Arts Institute and others.
Result 3: Developed courses and curricula based on the competency standards (for selected economic sectors)	- Learning Materials development is progressing; currently focusing on NVQF Level 1 & 2 (80 modules). 60 modules are completed. At the moment Level one courses can be trialled. - Procurement underway for Transport, IT, Agro Food and Leather & Leather Goods sector is completed about 90%;	
Result 4: Enhanced quality-assurance mechanisms in TVET	QA consultant has updated the QA manual.	Needs some BTEB staff to work with him part-time on beginning review of programme trial institutions
Component 3: Strengthened TVET institutions through improved knowledge and skills of managers and teachers		
Result 1: Improved capacity of TVET managers	- Meeting held with DG, DTE, Director Planning DTE, and Director Training Operation, BMET regarding the status of approval of IPIP documents submitted by the TVET institutions' Principals as a part of their LMD program. The IPIPs were forwarded to the respective GOB TVET agencies (DTE, BMET) for endorsement and financing where appropriate on August 15, 2011. No feedback received so far. Endorsement from each Agency is essential before principals can begin projects. - Project has signed a contract with Department of TVE, Islamic University of Technology, Gazipur to finalize development of LMD program for TVET Managers. - The 2nd Residential LMD program for the 1st batch	Need DTE and BMET to review project proposals and show positive support for proposed improvement activities. A small number of IPIPs require funds from agency to support implementation. No funds available from TVET project for these activities as it is seen as 'normal work for an institution' and we need to see commitment from GOB through engagement with this institutional improvement process.

	will be organized as soon as new consultant is on board.	
Result 2: Improved TVET instructor training	- Component 3 team is currently reviewing the competency standard of CBT&A developed by the SDP for TVET teachers and working on the development of common approach for both projects. - Plans are in hand to progress the development of a CBT&A Level V Master Teachers Training program. - Comp 3 organized a 3-day computer training on Bangla Typing for pilot teachers.	There is a need for positive government commitment to support return to industry programs for current teachers to facilitate much needed technical up-skilling.
Result 3: Enhanced capacity of training NGOs and private TVET institutions	NGO's are invited to participate in related component activities e.g. Teachers Training, Leadership and Management Training, workshop etc.	Need GOB to actively adopt SD policy and NQAS thus bringing NGO's and Private training institutions into line with quality expectations for public providers.
Result 4: Enhanced management, governance, flexibility, effectiveness, and efficiency of TVET institutions	- Currently this is being addressed through the TVET managers program. - TOR prepared for the invitation of RFQ from the potential consultants to complete decentralization report and for the development of TVET Management Handbook. - Managers have been introduced to new draft NQAS through the LMD program and the IPIPs are being used as a vehicle for improving institutional quality and agreed areas. - Follow-up on TVET financing meeting held in September.	According to approved National Skills Development Policy recruitment of teachers and funding mechanisms need to be made more flexible and managers need more autonomy to make decisions at local level. DTE and BMET need to communicate progress re plans for regionalization. More effort required to reactivate this dialogue in the MOED and with other partners such as Ministry of Finance.
Component 4: Improved skills development resulting in enhanced productivity and competitiveness in key growth and export-oriented industries in the formal industrial sector		
Result 1: Employers' demands for higher skills raised	- Prepared video documentation on case study findings. - Coordinated with 05 industry reps for organizing the workshop. - Produced final report on case study findings in Transport Equipment and Leather Sector.	Video needs further editing. Awareness building program on case study report will be organized on December.
Result 2: Improved linkages between TVET and enterprises	- Arranged a discussion platform between representatives of Chittagong TTC and industry stakeholders to introduce competency based tailor made course on OSH. - Organized workplace trainer programme at COEL for 45 supervisors in 2 phases. - Organized 03 days workplace trainer programme in Chittagong for 23 industry representatives.	TOR and Budget are in process. Training manual development is in progress. A trainee list of WPT will be finalized from different sectors.
Result 3: Modern work practices facilitating the utilization of skills and skills-productivity linkages in industry introduced	- Complemented 1st Cycle of Kaizen implementation program at NUR Foods. - Completed the 2nd cycle of Kaizen implementation program at AHZ Agro Food products, Gazipur. - Advisor participated in the SCORE training program in India.	Schedule for 2 nd and 3 rd Kaizen implementing program with NUR Foods and AHZ have been coordinated respectively. Pilot SCORE program will be started.
Result 4: Learning at work supported	- Completed Bicycle training program in 10 Upazilas. 200 workers are already trained. - Received the final short term training program	Training in another 9 upazilas are under process.

	proposal for welding apprenticeships from WMI.	
Result 5: Formal apprenticeship system improved and supported	- Completed fifth apprenticeship training program at COEL. - Registered apprentices from COEL is now 571. - Visited various industries of transport equipment sector to promote apprenticeship program.	Sixth batch of apprenticeship training program are in progress. National conference of apprenticeship program.
Component 5: Increased access of underprivileged groups to TVET		
Result 1: Community-based training mainstreamed into TVET	- Contribution continued to TOT on Solar Home System organised by ILO's Green Job Project in collaboration with Grameen Shakti - Preparations for skills analysis on Solar Home System applying CB-TrEE methodology completed in collaboration with BMET & TTCs.	BMET will be main agency to lead the process for mainstreaming CB-TrEE methodology into TVET
Result 2: Increased access of working children to TVET	- Vocational skills training on 8-trades for UNICEF-BEHTRUWC Project graduate child workers continued under the technical guidance of TVET Reform project at MAWTS; - Planned training strategies for mainstreaming trainee child workers into TVET system for linking them to formal TVET qualifications.	Training strategies will be finalized based on experiences from implementation of these pilots
Result 3: Informal apprenticeships improved and supported	- Collaboration with UNICEF and BRAC has been agreed with specific role of TVET Reform Project for capacity building of 500 MCPs & inclusion of institutional mechanism involving BMET to develop informal apprenticeship models for child workers - Preparations completed for apprenticeships training for underprivileged groups on welding trade in collaboration with Component 4 at Western Marine Institute in Chittagong.	An agreement with BRAC for the capacity building training of MCPs will be finalized
Result 4: A system for recognition of prior learning (RPL) developed	Planned for updating RPL documents.	International consultant on RPL will be recruited early next year for updating RPL documents for Bangladesh
Result 5: TVET extended to people with low education levels	- CSLBs on RMG Sewing Machine Operator, Motor Cycle Service Mechanic & Welder are being developed for Pre-Voc 2. - Arrangements are finalised for initiating a pilot course with Western Marine Institute for Welders at Pre-Voc 2 level. - Arrangements completed for initiating a pilot on motor cycle service mechanic course in collaboration with UCEP.	Course accreditation documents will be developed in the ensuing months.
Result 6: Enhanced capacity of key agencies (e.g. DTE, BTEB, BMET) to support skills development in the informal economy and for underprivileged groups	- Planned to include a NTVQF certificate course on NTVQF level on 'RMG Sewing Machine Operator' course at TSC-Gazipur. - The TSC instructor on 'Tailoring & Dress Making' successfully completed 4-month technical capacity building assignment through the CRP pilot for PWDs and underprivileged groups. - Bangla-German TTC will take part as co-trainer in the pilot on 'Motor Cycle Service Mechanic' course to build capacity to run similar course.	Capacity development of key government agencies on gender equality promotion is planned for December 2011.
Result 7: Access of females to TVET and employability increased	Initiated measures to develop a national strategy on promoting gender equality in TVET.	Planned for consultation of wide range of stakeholders during December 2011 and January 2012.
Result 8: Access for people with disabilities to TVET and employment	Successfully completed the 4-month pilot CBT&A program on 'RMG Sewing Machine Operation' at	Pilot demonstrates access of PWDs into TVET through an

improved	CRP-VTC • All 12 trainee girls qualified & employed at Interfab Shirt Mnf. Ltd as Machine Operators • Closing ceremony held on the pilot at CRP participated by RMG industries, DTE & employer-Interfab Shirt Mnf. Ltd.	inclusive training strategy.
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Any Other Matters		
Item to Discuss	Background	Comments/Questions
Strengthening BTEB capacity	BTEB submitted a request to hire more than a dozen new staff some months ago and recently requested from MOED approval to hire nearly 90 new staff to establish a Competency Based Training Cell. So far no staff have been hired.	Strengthening the BTEB is critical for the success of the NTVQF and the reform agenda overall. What can be done to trouble-shoot this issue?
Inter-project cooperation	Request for Bangladesh to become a pilot country focusing on skills project cooperation (under G20 scheme) was verbally agreed by Secretary and Additional Secretary (Dev.) but passed on to the ERD for clearance.	It is understood the ERD will release a letter approving the request.