

Technical and Vocational Education & Training (TVET) Reform Project

Phase 1 Workplan (Dec 2007 – Dec 2009)

**Government of Bangladesh (GOB)
European Commission (EC)
International Labour Organisation (ILO)**

July 2008

GOB TVET Reform Project

Introduction

The project is funded by the European Commission (EC) and executed by the International Labour Organisation (ILO) with the support of the Government of Bangladesh (GOB).

It aims to assist Bangladesh in reducing poverty through reforms of technical and vocational education and training (TVET) policies and systems, so that more people can acquire employable skills and thus generate income through wage-earning jobs or self-employment.

The project also intends to contribute to the improvement of productivity in industry. This will be achieved through a number of measures, including more effective assessments of industry skill needs, more timely development and delivery of training programs and through improved employability of vocational education and training graduates.

The project also aims to enhance labour market participation, social inclusion and empowerment of disadvantaged groups such as youth with low literacy and numeracy, child labourers, women, and rural communities. The project's logframe and activities follow the requirements of the National Strategy for Accelerated Poverty Reduction (PRSP) in the areas of TVET.

The project will be implemented over a five year period through five interrelated components which will:

1. Review and strengthen TVET policies, systems and legislation at the central and decentralized levels;
2. Enhance the flexibility, quality and relevance of TVET;
3. Strengthen TVET institutions through improving the knowledge and skills of managers and teachers;
4. Improve skills development practices to enhance productivity and competitiveness in key growth and export-oriented industries in the formal industrial sector; and
5. Increase access of underprivileged groups to TVET.

Workplan (December 2007 – December 2009)

The following workplan presents a program of outputs for Phase 1 of the project. It includes:

- a. activities from the Project Plan of Action for Phase 1 (shown in Column 1);
- b. draft detailed outputs and timings for Phase 1 (shown in Column 2); and
- c. verifiable indicators from the Project Logframe (shown in Column 3).

It should be noted that (a) and (c) above, the activities and indicators, are drawn from the formal project document which has been agreed to by the GOB, EC and ILO.

Component 1:

- TVET policies, system and legislation reviewed and strengthened at the central and decentralised levels

Activities from Plan of Action Phase 1	Proposed Outputs		Verifiable indicators from Logframe
	2008	2009	
Result 1.1: Improved TVET policy and implementation mechanisms	a. Baseline established through mapping report on TVET data from short term national consultancy completed by Jul 2008 (as per activity 1.5.1).	b. Project impact collected through follow-up study in Phase 2.	i. Employment rate of TVET graduates increased by more than 50 % after 5 years.
1.1.1 Examine current TVET policies	a. Policy mapping report from short term national consultancy completed Sep 2008; b. Assessment of TVET policy report completed Dec 2008.		
1.1.2 Draft national TVET policy in consultation with stakeholders and have it adopted	a. Policy drafting committee established by Dec 2008.	b. Policy committee review TVET policy assessment report by Mar 2009; c. Draft new TVET policy outline developed if required and reviewed through consultations with stakeholders by Jul 2009; d. TVET policy and implementation strategy developed if required and reviewed through consultations with stakeholders Sep 2009; e. Finalised proposal submitted to GOB Dec 2009.	i. TVET policy and mechanism for its implementation are drafted within two years with a planned implementation over the following three years.
1.1.3 Assess applicability of ILO Conventions and Recommendations in TVET policy	a. Short-term consultant on ILO Conventions and Recommendations recruited by Oct 2008; b. Report from short term national consultancy completed by Dec 2008.	c. Report provides input into to policy development process by Sep 2009 (as per activity 1.1.3).	

1.1.4 Train and recruit national consultants in TVET policies and system development	a. Draft training and recruitment plan for national professionals and consultants developed for consultation by Dec 2008.	b. Final training and recruitment plan developed by Feb 2009; c. Pool of trainee national professionals and consultants recruited by Apr 2009; d. Trainee development program implemented by May 2009; e. Successful graduates recruited as national professionals & consultants by Jul 2009.	
1.1.5 Execute study tour to a country with well-developed TVET policies, laws and systems	a. Fellowship program developed for consultation with GOB by Oct 2008; b. Approval for fellowship program obtained by Dec 2008.	c. Planning for fellowship completed by Feb 2008; d. Fellowship conducted in Mar 2009; e. Evaluation of fellowship completed by May 2009.	
1.1.6 Recruit international expert of TVET policies, systems and management	a. Fixed-term international expert recruited June 2008.		
1.1.7 Recruit international consultant on ILO Conventions and Recommendations	a. (as per activity 1.1.3a)		

Result 1.2 Improved legal and regulatory environment

Activities from Plan of Action Phase 1	Proposed Outputs		Verifiable indicators from Logframe
	2008	2009	
1.2.1 Review legal environment in TVET	a. Mapping report from short term national consultancy completed by Sep 2008; b. Assessment report of mapping consultancy completed by Dec 2008.		

1.2.2 Review existing rules, regulations and procedures in TVET	a. Mapping report from short term national consultancy completed by Sep 2008 (as per activity 1.2.1a); b. Assessment report of mapping consultancy completed by Dec 2008 (as per activity 1.2.1b).		
1.2.3 Propose improvement to TVET laws and regulations	a. Policy drafting committee established by Dec 2008.	b. Policy committee reviews TVET legal and regulatory assessment reports by Mar 2009; c. Draft TVET laws and regulations outline developed if required and reviewed through consultations with stakeholders by Jul 2009; d. TVET laws and regulations developed if required and reviewed through consultations with stakeholders by Sep 2009; e. Finalised proposal submitted to GOB Dec 2009.	i. An account of national TVET laws and regulations compiled and reviewed. ii. Proposal on the improvement of TVET laws and regulations developed.
1.2.4 Recruit national consultant on national legal practice (short-term)	a. Legal practice issues included in TOR for national consultant recruited (as per activity 1.2.1).		

Result 1.3 Improved structure and coordination of TVET system

Activities from Plan of Action Phase 1	Proposed Outputs		Verifiable indicators from Logframe
	2008	2009	
1.3.1 Review division of tasks and responsibilities between TVET agencies, identify deficiencies	a. Fixed-term international expert reviews TVET system, functions and coordination by Dec 2008.		

1.3.2 Propose and implement improvements in tasks and mechanisms of coordination between TVET agencies and reflect them in the policy statement		a. Assessment report on TVET system, functions and coordination completed by Jan 2009; b. Review of system, functions and coordination included in draft national policy outline developed by Mar 2009; c. Proposal for revised TVET system, functions, coordination and stakeholder participation submitted as required to GOB by Dec 2009.	i. Structure of the TVET system, functions and coordination between agencies involved in TVET (DTE, BTEB and BMET) reviewed within two years with timebound plan for reform over the following three years. ii. Mechanism for stakeholder participation in TVET introduced after three years.
1.3.3 Hold national consultations on new structure and propose mechanism for implementation	a. National consultations on proposed TVET system, functions and coordination mechanism completed Nov 2009.		

Result 1.5 Improved monitoring of resources and outputs and accountability in TVET

Activities from Plan of Action Phase 1	Proposed Outputs		Verifiable indicators from Logframe
	2008	2009	
1.5.1 Develop and agree on accountability framework in TVET	a. Mapping report on sources & availability of TVET data from short term national consultancy completed by Jul 2008; b. Assessment report on TVET data consultancy completed by Sep 2008; c. National consultations on TVET data, labour market information and accountability issues completed by Dec 2008.	d. TVET accountability concept developed through consultations by Apr 2009.	

1.5.2 Design national database on TVET		a. Outline for national database and labour market information system proposed by Jun 2009.	i. National database on TVET developed. ii. Accountability framework developed.
1.5.3 Recruit international consultant on national database on TVET	a. Short-term consultant on TVET data management and database development recruited by Dec 2008.		

Component 2:

- Relevance and quality of TVET

Result 2.1: Developed National Vocational Qualifications Framework

Activities from Plan of Action Phase 1	Proposed Outputs		Verifiable indicators from Logframe
	2008	2009	
2.1.1 Undertake consultation process of educational and skills training agencies in the country and establish a committee to design a National Qualifications Framework	a. Agency consultations on national technical and vocational qualifications framework (NTVQF) completed by Nov 2008; b. National workshop on NTVQF held by Dec 2008.	c. NTVQF reform committee established by Jan 2009.	

2.1.2 Develop a National Qualifications Framework and a set of relevant procedures and publish it		a. Linkages between NTVQF and general education are reflected in NTVQF committee TOR by Jan 2009;	i. A system of modular and competence-based training introduced through policy and organisational changes.
2.1.3 Develop and agree on the concept of competency-based TVET qualifications		b. Draft NTVQF developed by Mar 2009;	ii. Number of recognised training qualifications and courses at least doubled over 5 years.
		c. National consultations on proposed NTVQF undertaken during Mar-May 2009;	iii. National Qualifications Framework published after 3 years.
		d. Proposal to GOB for implementation of NTVQF finalised by Jul 2009.	iv. Skills standards developed for 2 economic sectors after 3 years.
			v. Manual on development of national TVET qualifications available after 2 years.
2.1.4 Conduct a workshop for agencies involved in education and training to agree on and apply the framework	a. Workshop on implementation of NTVQF conducted by Oct 2009.	b. Relevant agencies agree to NTVQF implementation program by Jan 2010.	
2.1.5 Execute study tour to countries with well-developed competency-based qualifications and courses	a. Fellowship program developed for consultation with GOB by Dec 2008.	b. Approval for fellowship program obtained by Jan 2009;	
		c. Final planning for fellowship completed by Feb 2009;	
		d. Fellowship completed by May 2009;	
		e. Fellowship evaluation completed by Jul 2009.	

2.1.6 Recruit international consultant on qualifications frameworks development	a. Consultant recruited by Sep 2008.		
2.1.7 Train and recruit national consultants in the development of competency based qualifications	a. Draft training and recruitment plan for national professionals and consultants developed for consultation by Dec 2008.	b. Final training and recruitment plan developed by Feb 2009; c. Pool of trainee national professionals and consultants recruited by Apr 2009; Trainee development program implemented by May 2009; d. Successful graduates recruited as national professionals & consultants by Jul 2009.	

Result 2.2 Developed or revised skills standards for occupations in selected economic sectors

Activities from Plan of Action Phase 1	Proposed Outputs		Verifiable indicators from Logframe
	2008	2009	
2.2.1 Appoint skills standards drafting committees	a. Priority industry sectors and occupations finalised by Dec 2008.	b. Skills standards drafting committees established by Jan 2009.	
2.2.2 Implement pilot project on drafting national skills standards and TVET qualifications for selected growth and export-oriented economic sectors in cooperation with industry and TVET professionals.		a. Draft skill standards and qualifications for priority trades in selected industry sectors completed by May 2009; b. Skill standards and qualifications endorsed by stakeholders and published by Jul 2009.	

2.2.3	Recruit international consultant on qualifications frameworks development	a. International expert on relevance & quality of TVET recruited by Sep 2008.		
2.2.4	Train a group of graduates, staff of public agencies, private and public TVET institutions and NGOs on how to develop skills standards and vocational qualifications	a. Draft training and recruitment plan for national professionals and consultants developed for consultation by Dec 2008.	b. Final training and recruitment plan developed by Feb 2009; c. Pool of trainee national professionals and consultants recruited by Apr 2009; d. Trainee development program implemented by May 2009; e. Successful graduates recruited as national professionals & consultants by Jul 2009.	
2.2.5	Recruit trained graduates as national consultants			

Result 2.3 Developed courses and curricula based on the skills standards (for selected economic sectors)

Activities from Plan of Action Phase 1	Proposed Outputs		Verifiable indicators from Logframe
	2008	2009	
2.3.1 Identify TVET programmes in high demand in particular by high-growth and export-oriented economic sectors	a. Priority industry sectors and occupations identified from mapping study by Dec 2008 (as per activity 2.2.1); b. Priority TVET programmes identified from TVET data availability study by Dec 2008 (as per activity 1.5.1).		
2.3.2 Conduct national workshops to introduce concepts of competence-based and modular courses		a. National program of workshops delivered to industry, providers and government stakeholders during Jan – Mar 2009.	

2.3.3 Implement a pilot on development of competence-based modular training programmes for priority occupations and industry sectors	a. Priority industry sectors and trades identified from mapping study by Sep 2008 (as per activity 2.2.1).	b. Development of CBT programmes for pilot in priority trades undertaken in selected industry sectors undertaken during May – Aug 2009; c. Teaching and learning materials for pilot CBT programmes in place by Dec 2009; d. Basic skills issues are accounted for in programme and materials development by Dec 2009. e. Pilot programs implemented in Phase 2.	i. Courses and curricula developed and published after 3 years and in use in institutions within five years.
2.3.4 Recruit international consultant on competency based modular courses and curriculum development	a. Development of competency based curriculum included in TOR for international consultant on relevance & quality recruited by Sep 2008.		
2.3.5 Train a group of graduates, staff of public agencies, public and private TVET institutions and NGOs in competence-based and modular course and curriculum development and implementation	a. Draft training and recruitment plan for national professionals and consultants developed for consultation by Dec 2008.	b. Final training & recruitment plan developed by Feb 2009; c. Pool of trainee national professionals and consultants recruited by Apr 2009; d. Trainee development program implemented by May 2009; e. Successful graduates recruited as national professionals & consultants by Jul 2009.	
2.3.6 Recruit trained graduates as consultants			

Result 2.4 Enhanced Quality Assurance Mechanisms in TVET

Activities from Plan of Action Phase 1	Proposed Outputs		Verifiable indicators from Logframe
	2008	2009	
2.4.1 Assess quality of a sample of TVET courses	a. Priority TVET programmes from TVET data availability study identified by Sep 2008; b. Course assessment methodology agreed by Dec 2008; c. Curriculum for sample programs translated into English by Dec 2008.	d. Sample courses assessed against quality criteria by Mar 2009; e. Course assessment report presented to national workshop by May 2009.	
2.4.2 Conduct a workshop to propose the quality assurance (QA) concept in TVET and assess its implications on TVET system management and funding		a. Course assessment report for key quality requirements reviewed by Jun 2009; b. Current course accreditation & provider registration systems reviewed by Jun 2009; c. Draft TVET QA framework, including guidelines for accreditation of TVET institutions and courses, quality-assurance procedures etc developed by Jul 2009; d. National consultations on draft TVET QA framework completed by Aug 2009; e. Proposed TVET QA framework submitted to GOB by Nov 2009; f. Implementation undertaken during Phase 2.	i. Quality Assurance Procedures drafted and introduced
2.4.3 Recruit international consultant on quality assurance in TVET.	a. TVET quality assurance included in TOR for international consultant on relevance & quality recruited by Sep 2008.		

2.4.4 Train a group of graduates, staff of public agencies, public and private TVET institutions and NGOs in quality assurance in TVET	a. Draft training and recruitment plan for national professionals and consultants developed for consultation by Dec 2008.	b. Final training and recruitment plan developed by Feb 2009; c. Pool of trainee national professionals and consultants recruited by Apr 2009;	
2.4.5 Recruit successful graduates as national consultants		d. Trainee development program implemented by May 2009; e. Successful graduates recruited as national professionals & consultants by Jul 2009.	

Component 3:

- Strengthened TVET institutions through improved knowledge and skills of managers and teachers

Result 3.1 Improved Capacity of TVET managers

Activities from Plan of Action Phase 1	Proposed Outputs		Verifiable indicators from Logframe
	2008	2009	
3.1.1 Execute study tour to countries with well-developed TVET management	a. Fellowship program for consultation with GOB developed by Sep 2008; b. Approval for fellowship program obtained by Nov 2008.	c. Planning for fellowship completed by Feb 2009; d. Fellowship completed by Mar 2009; e. Fellowship evaluated by Apr 2009.	
3.1.2 Review status, employment and selection of public-sector TVET staff	a. TOR for short term national consultancy developed by Sep 2008; b. Short term national consultant recruited by Oct 2008;	d. Assessment report completed by Jan 2009.	

	c. Regulations governing selection, employment and status of public sector TVET staff identified and compiled by Dec 2008.		
3.1.3 Review management practices and management skills of TVET administrators and identify training needs	a. Sample of TVET institutions identified and approved for review of management skills by Nov 2008.	b. Procedures for review agreed by Jan 2009; c. Review undertaken during Jan – Mar 2009; d. Review report identifying training needs completed by May 2009; e. Outline of national qualification in TVET management and administration developed by Jun 2009; f. Program delivery and certification links with international providers finalised by Sep 2009; g. Course finalised and outline for pilot developed by Dec 2009.	i. TVET manager qualification at the certificate, diploma, or degree level introduced after five years - Phase 2. ii. More than 100 TVET managers trained after five years – Phase 2.

Result 3.2 Improved TVET Teacher Training

Activities from Plan of Action Phase 1	Proposed Outputs		Verifiable indicators from Logframe
	2008	2009	
3.2.1 Review teacher training system and identify needs for change	a. TOR for review of teacher training system finalised in Dec 2008.	b. Review conducted during Jan – Feb 2009; c. Report of review and training/retraining needs produced in Mar 2009.	

3.2.2 Conduct a workshop to propose a new teacher training and upgrading system		a. National consultations on review report completed by May 2009; b. Outline for improved teacher training and upgrading system developed by Jun 2009; c. Consultations on outline for improved teacher training and upgrading system completed by Jul 2009; d. Proposal for improved teacher training and upgrading system finalised by Aug 2009; e. Proposal submitted to GOB by Oct 2009.	i. More than 500 teachers from public and private TVET providers trained in modern teaching methods, and emerging & new technologies (Phase 2) ii. Modular system for pre-service and in-service teacher training designed after two years & tested after 3 years (Phase 2)
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Result 3.3. Enhanced capacity of NGOs and private TVET institutions

Activities from Plan of Action Phase 1	Proposed Outputs		Verifiable indicators from Logframe
	2008	2009	
3.3.1 Ensure that the national TVET policy recognizes the role of private providers and NGOs		a. Input to national TVET policy outline completed by Jul 2009 (as per activity 1.1.2).	i. NGOs and private institutions equally participate in TVET management courses and trainer training courses (Phase 2)

Result 1.4 Enhanced management, governance, flexibility, effectiveness and efficiency of TVET institutions¹

Activities from Plan of Action Phase 1	Proposed Outputs		Verifiable indicators from Logframe
	2008	2009	
1.4.1 Select sample of training centres and polytechnics for review	a. Sample of TVET institutions for review of management, governance flexibility, effectiveness and efficiency agreed by Nov 2008.		
1.4.2 Develop and agree on procedures for review of management, governance, flexibility, effectiveness, and efficiency of institutions	a. Procedures for review develop and agreed by Dec 2008.		
1.4.3 Conduct review of sample TVET institutions		a. National consultants for review of TVET institutions trained and recruited by May 2009; b. Review conducted by Jul 2009.	
1.4.4 Produce a review report and proposal for improvement		a. Report and proposal for improvement developed and reviewed through consultations by Sep 2009.	
1.4.5 Review funding mechanisms across the TVET system and propose new mechanisms		a. Short-term consultant for financing review recruited by Apr 2009; b. Review report and proposal mechanism completed by Jun 2009; c. Assessment report completed and utilised by activity 1.4.4 by Aug 2009.	

¹ Result 1.4 appears in the workplan for Component 3 in order to enhance alignment of component activities.

1.4.6 Propose a decentralization scenario in TVET to provide more autonomy to institutions		a. Outputs of 1.4.3 (institutional governance), 1.2.2 & 1.2.3 (legal & regulatory issues), 1.4.5 (financing) and 1.3 (structure & co-ordination) reviewed by Aug 2009; b. Decentralisation scenario developed for consultation by Aug 2009; c. Consultation completed and final decentralisation proposal submitted to GOB for approval and implementation by Oct 2009.	i. Model management structures for TVET institutions proposed after 30 months (Phase 2). ii. Greater managerial & academic powers are devolved to TVET institutions after 3 years (Phase 2) iii. Public-private partnerships in TVET in at least two sectors established after five years (Phase 2) iv. Operational handbook for TVET institutions developed (Phase 2)
1.4.7 Execute study tour to countries with decentralized TVET management	a. Fellowship program for consultation with GOB developed by Sep 2008; b. Approval for fellowship program obtained by Nov 2008.	c. Planning for fellowship completed by May 2009; d. Fellowship completed by Jul 2009; e. Fellowship evaluated by Aug 2009.	
1.4.8 Recruit international consultant on institutional management, decentralisation and operations	a. Institutional management, decentralisation and operations included in TOR for international consultant on TVET institutional management and teacher training recruited by Sep 2008.		
1.4.9 Recruit international consultant on TVET funding	a. TVET funding included in TOR for short-term financing review consultant recruited by Dec 2008.		
1.4.10 Train and recruit national consultants in assessment of TVET institutions	a. Draft training and recruitment plan for national professionals and consultants developed for consultation by Dec 2008.	b. Final training and recruitment plan developed by Feb 2009;	

		c. Pool of trainee national professionals and consultants recruited by Apr 2009; d. Trainee development program implemented by May 2009; e. Successful graduates recruited as national professionals & consultants by Jul 2009.	
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Component 4:

- Improved skills development resulting in enhanced productivity and competitiveness in key growth and export-oriented industries in the formal industrial sector

Result 4.1 Employers' demand for higher skills raised.

Activities from Plan of Action Phase 1	Proposed Outputs		Verifiable indicators from Logframe
	2008	2009	
4.1.1 Conduct mapping of the economy to identify key growth and export-oriented industry sectors and their demand for skills	a. Mapping study completed by Sep 2008; b. National workshop on findings conducted in Nov 2008.	c. Report published by Jan 2009.	i. Mapping of growth industry sectors and demand analysis completed
4.1.2 Review demand for knowledge and skills at the enterprise level in key sectors and identify skills shortages and their impact on productivity	a. (as per activity per 4.1.1)		

4.1.3	Commission several industry sectors to produce strategic scenarios for future industry development and their implications for skills development	a. Relevant key sectors are identified in consultation with stakeholders by Oct 2009; b. TOR for workforce scenarios developed by Nov 2008; c. Industry organisations and/or consultants contracted to develop scenarios by Dec 2008.	d. Future workforce scenarios developed during Dec 2008 - Jan 2009; e. Assessment report with recommendations for TVET system and future workforce development activities completed by Jun 2009.	
4.1.4	Recruit international consultant on industry skills training & productivity	a. Recruitment completed by Jul 2008.		
4.1.5	Develop a strategy on increasing companies' awareness of benefits of skills training and productivity improvements	a. Industry mapping report reviewed by Sep 2008 (as per activity 4.1.1); b. Review of existing international literature on links between skills development and productivity completed by Nov 2008; c. Consultations on industry training practices and levels of awareness of benefits of skills training and productivity improvements conducted during Jul – Nov 2008.	d. Report on industry training practices and skills/productivity links completed in Jan 2009; e. Strategy to improve awareness and employer training practices developed by Mar 2009.	a. Increased demand for skills training for workforce (Phase 2)

Result 4.2 Improved linkages between TVET and enterprises

Activities from Plan of Action Phase 1	Proposed Outputs		Verifiable indicators from Logframe
	2008	2009	
4.2.1 Ensure that employers' and workers' representatives participate in the national TVET policy development committee	a. Industry stakeholders actively participate in TVET policy development activities Jan - Dec 2009.	b. Consultations with industry and stakeholders on improving industry advice to Bangladesh TVET system conducted during Mar – Apr 2009;	i. Companies appoint professionals to lead the development of competency-based vocational qualifications for selected trades
4.2.2 Ensure that employers' representatives are appointed to the skills standards drafting committees and qualifications development committees		c. Draft proposal and charter for industry training organisations developed by Jun 2009; d. National consultations on establishment of industry training organisations completed by Aug 2009; e. Concluding report with recommendations submitted to stakeholders by Sep 2009; f. Recommendations implemented in Phase 2.	

Result 4.3 Modern work practices introduced

Activities from Plan of Action Phase 1	Proposed Outputs		Verifiable indicators from Logframe
	2008	2009	
4.3.1 Conduct a workshop on modern work practices	a. Consultations with industry and specialist consultants to ascertain demand for workshop and determine scope of content completed by Nov 2008; b. Workshop materials & schedule developed by Dec 2008; c. Workshop delivered in Dec 2008.	d. Workshop evaluated and future project interventions identified in Jan 2009.	
4.3.3 Identify needs of enterprises in knowledge management and use of high-performance work practices			

4.3.2 Develop and implement training course for employers' associations on modern work practices capable to boost productivity		a. Outline for workshops and other activities developed for consultation by Feb 2009; b. Workshop/activity design and content finalised by Mar 2009; c. Workshops/activities delivered Mar – Jun 2009; d. Evaluation report completed by Aug 2009.	
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Result 4.4 Learning at work supported

Activities from Plan of Action Phase 1	Proposed Outputs		Verifiable indicators from Logframe
	2008	2009	
4.4.1 Ensure that workplace learning is recognised in the national TVET policy		a. Workplace learning recognised in proposed TVET policy by Sep 2009 (as per activity 1.1.1); b. Review of apprenticeship legislation and system conducted by Mar 2009.	i. Implement pilot project on apprenticeships in selected industry sectors (refer activity 5.3.1)
4.4.2 Conduct a workshop on learning at work 4.4.3 Commission a study on workplace learning methods for productivity improvement	a. Consultant recruited by Oct 2008; b. Study on methods and techniques to implement workplace learning initiatives to support productivity improvement undertaken during Oct - Dec 2008;	c. Consultations with industry and specialist consultants to ascertain scope of workshop/activities conducted during Jan - Feb 2008; d. Workshop materials and program schedule developed by Apr 2008; e. Workshops delivered during Apr - Jul 2009; f. Workshop evaluation completed by Sep 2009.	i. Employers recognize the need for certification of skills of employees. ii. At least 5 pilot training initiatives are implemented with 5 employer associations (Phase 2)

Component 5:

- Increased access of under-privileged groups to TVET

Result 5.1 Community-Based Training mainstreamed into TVET

Activities from Plan of Action Phase 1	Proposed Outputs		Verifiable indicators from Logframe
	2008	2009	
5.1.1 Ensure that community learning is recognised in the national TVET policy	a. Key urban and rural stakeholders identified and involved in consultation by Dec 2008.	b. Community learning reflected in draft TVET policy by Sep 2009 (as per activity 1.1.2).	
5.1.2 Review and document experiences learned from UNDP/ILO Pilot Project on community-based training and income generation	a. Review and document past UNDP/ILO project outcomes and assess potential contribution to TVET reform project by Dec 2008.		
5.1.3 Conduct a workshop on lessons learned from community-based training project implemented by the ILO	a. Best practice examples of community based training in Bangladesh identified by Dec 2008.	b. Workshop with key stakeholders to discuss successful experiences and plan for Phase 2 activities completed by Jan 2009; c. Program of Phase 2 pilot activities for TVET reform project finalised by Mar 2009.	

Result 5.2 Increased access of working children to TVET

Activities from Plan of Action Phase 1	Proposed Outputs		Verifiable indicators from Logframe
	2008	2009	
5.2.1 Ensure that need for improved training and employability of working children is recognised in the national TVET policy	a. Key stakeholders identified and involved in consultations by Dec 2009.	b. Community learning reflected in draft TVET policy by Sep 2009 (as per activity 1.1.2).	
5.2.2 Review & document experiences learnt from ILO-implemented projects which focus on methodologies and techniques of skills training of working children	a. UIE project consulted in review of past successful project outcomes and an assessment of the potential contribution of skills development to decreasing reliance on child labour by Dec 2008.		
5.2.3 Develop a concept and strategies for skills training, education, and employability of working children in cooperation with the ILO child-labour projects, local communities and social partners		a. Workshop with key stakeholders to discuss strategies for the training, education, and employment of working children and develop possible pilot interventions held by Jan 2009; b. Potential links for urban pilots with ILO UIE project identified by Feb 2009.	i. Working children are provided with learning opportunities enabling to acquire a trade

Result 5.3 Informal apprenticeships improved and supported

Activities from Plan of Action Phase 1	Proposed Outputs		Verifiable indicators from Logframe
	2008	2009	
5.3.1 Conduct study on the existing practices of informal apprenticeship and identify areas of intervention	a. Study on existing practices and potential areas of intervention for informal apprenticeships completed in partnership with ILO UIE by Dec 2008.	b. Report completed and discussed at consultative workshop by Feb 2009.	
5.3.2 Develop a new policy framework for informal apprenticeships and discuss it at a workshop		a. Intermediate review of 2009 ILO UIE skill training pilots completed by Jun 2009; b. Draft policy framework for consultation with key stakeholders developed by Jul 2009; c. Consultations and workshop completed by Sep 2009; d. Proposed policy and legislative framework for improved informal apprenticeships finalised by Oct 2009; e. Pilot program for new arrangements developed by Nov 2009; f. Potential links with ILO UIE program identified by Dec 2009; g. Pilots approved by Jan 2009; h. Pilots implemented in Phase 2.	i. Apprenticeship Act revised after three years (Phase 2) ii. Mechanism and procedures relating to the implementation of the Apprenticeship Act designed and supported in at least two industry sectors after 3 years (Phase 2) iii. Steering Boards for apprenticeships established and operational in more than 5 sectors (Phase 2)

Result 5.4 System for recognition of prior learning (RPL) developed

Activities from Plan of Action Phase 1	Proposed Outputs		Verifiable indicators from Logframe
	2008	2009	
5.4.1 Ensure that recognition of skills acquired on the job is recognised in the national TVET policy		a. Concept of RPL reflected in draft TVET policy Sep 2009 (as per activity 1.1.2)	i. System for recognition of prior learning designed after 2 years (Phase 2)
5.4.2 Develop a methodology for certifying skills acquired through non-formal learning	a. Key stakeholders identified and involved in consultation by Dec 2008.	b. Draft methodology for RPL of informal learning developed and reviewed through national consultations by Jan 2009; c. RPL methodology piloted through ILO UIE project during Jan – Apr 2009; d. RPL pilot evaluated by Jun 2009; e. Proposed final framework, methodology and implementation procedures for RPL completed and submitted to GOB by Oct 2009; f. RPL system implemented in priority sectors during Phase 2.	
5.4.3 Identify groups of the labour force in the formal and informal economy who acquired skills on the job		a. Key labour market groups involved in consultations over proposed final framework, methodology and implementation procedures by Jul 2009 (as per activity 5.4.2).	
5.4.4 Recruit international consultant on skills recognition (short-term)	a. RPL included in TOR for international expert on underprivileged groups recruited by Oct 2008.		

Result 5.5 TVET Extended to People with low Education Levels

Activities from Plan of Action Phase 1	Proposed Outputs		Verifiable indicators from Logframe
	2008	2009	
5.5.1 Ensure access of people with low literacy levels to training is recognised in national policy	a. Draft TVET policy makes provisions for access by people with low-literacy levels by Sep 2009 (as per activity 1.1.2);		i. A need for extending public training capacity to people with lower literacy levels recognized in policy
5.5.2 Review entry educational requirements for formal TVET programmes		a. Review of formal entry requirements for TVET programmes included in TOR of national professionals / consultants by June 2009; b. Review report completed by Aug 2009.	
5.5.3 Examine feasibility of developing recognised qualifications and courses for people with low educational levels		a. Review report used to develop new courses & qualifications for people with low education levels by Nov 2009 (linked to activity 2.1)	i. National trade qualifications aiming at people with lower educational levels produced and tested (Phase 2)
5.5.4 Examine feasibility of introducing basic skills and special bridge short courses in TVET institutions		a. Review report used to identify feasibility of introducing new foundation skills and bridging short courses for people with low literacy levels by Sep 2009; b. Alternate teaching & learning methodologies for underprivileged groups reviewed by Oct 2009; c. Concept for new qualifications developed by Nov 2009 (linked to activity 5.5.3);	

		d. Alternate teaching & learning methodologies for underprivileged groups piloted in conjunction with UIE project in Phase 2.	
5.5.5 Recruit an international consultant in skills training of people with low literacy levels (short-term)	a. Literacy issues included in TOR for international expert on underprivileged groups recruited by Oct 2008.		

Result 5.6 Enhanced capacity of key agencies (DTE, BTEB, BMET)

(No activities scheduled for Phase I)

Result 5.7 Access of women to TVET and employment increased

Activities from Plan of Action Phase 1	Proposed Outputs		Verifiable indicators from Logframe
	2008	2009	
5.7.1 Ensure that expansion of access of girls to TVET is recognized in the national TVET policy		a. Draft TVET policy makes provisions for access by girls and women to TVET by Sep 2009 (as per activity 1.1.2).	
5.7.2 Collect data on female vocational participation and identify barriers to their entry into TVET	a. Consultancy report on availability of TVET data reviewed by Dec 2008 (as per activity 1.5.1).	b. Review report of baseline data on female participation and barriers to participation completed by Feb 2009; c. Report and recommendations reviewed through national workshop by Apr 2009.	i. Share of women attending TVET courses more than doubled over five years ii. More than 20 % of the trainees are female after 5 years

5.7.3 Conduct a feasibility study on more gender-friendly trade courses attractive to girls.		a. Report on participation and barriers reviewed and used to consult with industry to identify gender friendly trades and training programs attractive to girls by Jun 2009; b. Report on feasibility of alternate trades and programs for women developed by Jul 2009.	
5.7.4 Develop a national strategy for increasing vocational participation of girls and agree on it with stakeholders		a. Report from activity 5.7.3 used to review participation and social marketing strategies for consultation by Aug 2009; b. Consultations with key stakeholders undertaken to review and finalise revised strategy by Oct 2009; c. Proposed strategy submitted to GOB by Nov 2009; d. Outline for pilot projects to be implemented in Phase 2 developed by Dec 2009.	
5.7.5 Recruit an international consultant on gender-sensitive skills training (short-term)	a. Gender sensitive skills training included in TOR for international expert on underprivileged groups.		