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Green Jobs in Asia Regional Conference Indonesia 30 August 2012

Green Jobs creation in renewable energy
Green Jobs in Asia Project
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Background



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- Severe energy crisis. 49% of population (Or 78.4 million) are not connected to national power grid.
- 70% of people live in rural areas and majority of them depend on energy such as kerosene lanterns, mantle lamps, candle light
- Kerosene lamps has many drawbacks. They fill a room quickly with smokes and fumes, causes indoor pollution. Women & children are the most exposed. Kerosene (1 liter = BDT 61 or US\$ 0.75) is becoming more expensive as the subsidy is being withdrawn
- Government plans to meet 10 percent of the national demand for power by 2020 from Solar energy

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Background -Cont



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- IDCOL has revised its target to 2.5million SHS by 2014.
- SHS Installation up to October 2011 is 1,154,923 (60MW) SHS
Installation up to October 2011 is 1,154,923 (60MW)
- Potential for new job creation both directly and indirectly.
- Definite and predictable increase in demand
- Strong partners (both public & private) and willingness to collaborate (MOU signed between GS and BMET)
- A successful pilot testing in 3 TTCs & good employment record from previous phase

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Green Jobs Employment Model



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Objectives

- Green employment /skill expansion through public-private partnership
- Mainstreaming green skills into national training provider and service providers
- Viable business plan development for women solar entrepreneurs

Pilot

Skill Development & Access to Finance

Solar Home System (SHS) Curricula (Technical + Entrepreneurial) including Occupational Safety and Health and Labour Standards
Access to Finance for Entrepreneurs
Training of 100 Master SHS Trainers

Roll-out

In: 10 Bureau of Manpower, Employment and Training's Technology Training Centers in rural areas
For: 1500 Trainees (women/ youth)

Technical Modules = Solar Technician

+

Entrepr. Module = Solar Entrepreneur

Selection by trainees

Employment

Supply & Contract

+ 28 Solar Home System Service Providers

Framework

- Bangladesh Climate Change Strategy (2009)
- Renewable Energy Policy (2008)

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- **Partners and their role**
- **BMET**
 - Select ion of 10 TTCs and assign trainers for the TOTs
 - Arranged logistics & infrastructure for actual training at the TTCs;
 - Developed admission criteria in collaboration with GS
 - Advertised for the training program & provide application form
 - screening process to select the trainees with support from GS
- **GS**
 - ToTs on SHS
 - Resource persons (TOT plus actual training)
 - Curriculum & course contents for skill training in consultation with BMET & ILO
 - Solar Panel set at TTCs for practical work and Supply the required number of tools/tool boxes, raw materials for training (PCB, Ballast Circuits, led etc.)
 - Supply necessary training manuals
- **ILO**
 - Overall technical and financial support and supervision of the training programme & post training monitoring and support
- **Other IDCOL Pos (SRIZONY, RSF and TMSS)**
 - Participated in ToTs and other green jobs activities

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green Employment Model Cont



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Activities

- Implementation period: Nov. 2011 to June 2012
- Conducted 4 ToTs in 2011 and 100 trainers received ToT
- Technician Training in 10 TTCs based on geographical mapping of growth of SHS
- 40 batches of technician training completed and 1509 trained. Each of training is 6 weeks long including 7 days field attachment at GS centers.
- Development of Curriculum and manual (based on previous phase added OSH)
- Public advertisements for technician training enrollment (National daily, local news paper, leaflet, mike)

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green Employment Model- Cont.



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Results

- 185 trainees got Job since June 2012 in GS, RSF, AVA, BGEF, NUSRA, SRIZONY, IDF out of 28 POs (service providers) of IDCOL. Information collection are underway from others
- List with details shared with service providers
- Recruitments are direct from the list as well as via vacancy announcements
- GS will absorb more than 50% of the total trainees, already recruited 100 & 360 applications under recruitment process
- Current open vacancies (news paper) are from GS, RSF, GHSL, RDF, TMSS
- In 3 months, 1544 skill personnel will be recruited by GS (650), RSF (330) BGEF (75), SRIZONY (75) AVA(54), NUSRA (60), SolarEN(90), IDF (30), RDF (180).

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Challenges



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- Partnership Development (IDCOL on board)
- Selection of right type of trainees .
- Motivation for trainees (not willing to take up hard job)
- Low participation of women in training and in employment.
- Employers reluctance to employ women.
- Post training support and Job Placement
- Time constraints (tight deadline of project)

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Opportunities



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- Employability of trained graduates is very high
- Scale up & other new partners who are keen to collaborate
- Mainstreaming of the SH Technician course in the formal institutions
starting with TTCs & other public & private sector providers
- Project able to built rapport, partnership and useful link with major
service providers and this network would serve a leverage in future for
further scale up

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Lessons learnt



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- Training is effective if demand-driven (relevance).
- Existence of good partners is a major step forward.
- Employers are willing to invest in training if demonstrable benefits to them.
- Participation of employers at all stages enhances the credibility of training.
- Close monitoring, supervision and follow up (post-training support) is as important as running the training programme itself.

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Way forward



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- ILO TVET project component 5 has taken this technician training as case study and mainstreaming through inclusion in TVET certification system (nationally-recognized qualifications -NTVQF Level 1)
- Piloting would be in 2 TTCs with same partnership arrangements
- Reliable mapping of skills demand.
- Regular and effective monitoring & feedback from the clients (trainees & employers).
- Increase female participation through pro-active measures (i.e. flexible timing, admission criteria, incentives to the employers)
- Keeping strong engagement with the employers – regular & in-built institutional mechanisms.

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