

Tracer Study to examine employment outcomes of B-SEP supported TVET Graduates,
Micro-entrepreneurs and Apprentices, under
Bangladesh Skills for Employment and Productivity (B-SEP) Project.

Questionnaire by Specific objective

Sub-objective	Section	Question NO	Remarks
1. The employment and income status of the graduates prior to their participation in the TVET project?	Section 3: Pre-Training Employment and Income status	Q57 Q65	Page No: 12
2. The time it took for the TVET graduates and apprentices in different occupation to get employment after completing the training?	Section 4: Time to get employed after training	Q66 Q67	Page No: 13
3. The current employment and income status of TVET graduates? (Whether the TVET graduates and self-employed micro-entrepreneurs are able to continue in or whether they relapsed back to their previous informal work or moved to employment not related to skills acquired or for higher learning)	Section 2: Current employment and income status	Q29 Q40	Page No: 7
4. The occupation with higher and quicker absorption of the trained graduates, especially girls and persons with disabilities?	Questionnaire	S12 S15 - S17	Page No: 17 Also in qualitative tool
5. If TVET graduates are meeting the knowledge, skill, and attitude expectations of employers and are more productive?	Section 5: Graduates' perception on training	Graduate Q: Q72 Supervisor Q: Error! Reference source not found.	Page No: 14 Also in qualitative tool
6. The social and economic (i) enablers and (ii) barriers facing graduates, especially women, and men and women with disabilities in securing valued employment?	Section 6: Social and economic enablers for Training and employment	Q73 Q82 - Q84	Page No: 15 Also in qualitative tool
7. The perceived social and economic outcome of the project on graduates' families and the wider community?			Qualitative Questionnaire

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Consent

Assalamualaikum/adab. I am _____, working for ARCED Foundation. As a part of the study team, I am conducting a survey in your area on behalf of ILO which is a part of their “Tracer Study to examine employment outcomes of B-SEP supported by TVET Graduates, Micro- entrepreneurs and Apprentices”, under “Bangladesh Skills for Employment and Productivity (B-SEP)” Project.

ILO has been implementing “Bangladesh Skills for Employment and Productivity (B-SEP)” project in Bangladesh. ARCED is conducting a “Tracer Study” on the graduates, micro-entrepreneurs and apprentices who received skills training from Bangladesh Skills for Employment and Productivity (B-SEP) project few times back. As a part of the study, I would like to ask you some questions about your training, workplace and development of livelihood. The survey will take about 30 minutes to complete. Some part of this interview may be audio recorded for management purpose, and all audio recordings will be deleted within 30 days of the collection. You can choose not to participate in the survey or refuse to answer any or all of the questions. If you feel uncomfortable answering any question, you do not have to answer it. There is no direct benefit or risk for you, your family or your community if you either choose to participate or choose not to participate.

We will be doing similar interviews with trained graduates in different districts of Bangladesh. All information collected will be held in strict confidential and your name, and any identifying details such as home address or position will not be disclosed. Collected all information from you will be stored in a place that only the research team can access.

If you want to know more about the study or the project, you can talk to Mr. Zahirul Islam, RDM, ARCED Foundation at 01688831919.

If there are no questions, can I start the interview?

- 1 Yes
- 2 No

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Tools for Graduates and Apprentices

Section 1: Survey date and identification of sampled respondent

Survey date and time

SL	Question	Response
Q1.	ID	_ _ _ _ _ _ _
Q2.	Enumerator name	
Q3.	Name of supervisor	
Q4.	Date of survey	
Q5.	Location of survey	District Sub-district Union/ward Landmark
Q6.	GPS coordinates	

Identification

(Data will be pulled from the project information)

SL	Question	Response	
Q7.	Name of training service provider (TSP)/ workplace	[pulled from project data]	
Q8.	Component	Component-2	NTVQF courses
		Component-3	Apprenticeship (Formal Occupation)
			Apprenticeship (Informal Occupation)
		Component-4	Skills training, particularly to girls in non-traditional occupations
			Self-employment, including green jobs
			Skills training and self-employment programmes for persons with disabilities
Q9.	Trainee's ID	[pulled from project data]	
Q10.	Enrolment date	[pulled from project data]	
Q11.	Name	[pulled from project data]	
Q12.	Birth date	[pulled from project data]	
Q13.	Father's/husband name		
Q14.	Mother's Name		
Q15.	Gender	1	Male
		2	Female
		3	Transgender
Q16.	Persons with disabilities (PWD)	1	Yes
		2	No
Q17.	Type of disability	1	Autism

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SL	Question	Response	
		2	Physical
		3	Psychosocial
		4	Visual Impaired
		5	Speech Disability
		6	Intellectual Disability
		7	Hearing Disability

Finding the correct respondent:

SL	Questions	Code	Response	Skip
Q18.	Have you found the correct respondent?	1	Yes, agreed to continue interview	
		2	Yes, but refusal from the respondent	
		3	No	Go to Q24
Q19.	If the answer is yes in Q18, where have you found the correct respondent?	1	Home town	
		2	Husband/Wife's place	
		3	Present work place	
		Other (specify.....)		
Q20.	Methods of reaching the respondent	1. Through regular random sampling 2. Through snowballing sampling 3. Alternative sampling method		
Q21.	Phone number	_ _ _ _ _ _ _ - _ _ _ _ _ _ _ _		
Q22.	Alternative phone number	_ _ _ _ _ _ _ - _ _ _ _ _ _ _ _		
Q23.	If question Q18 answer is 2 then why?	1. We did not get the expected facilities from the training center 2. Sick 3. The parent's disagreement 4. Stay out of the area for urgent work Other (specify.....)		End of the Survey

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When the sampled respondent is not available:

SL	Questions	Code	Response	Skip
Q24	If no in Q18, why the graduate could not be found in the present location?	1	The graduate moved to another town or village	
		2	Contact information in the trainee profile was wrong	
		3	Mobile number is not reachable	
		4	Mobile number was wrong	
		5	Nobody does not know his/her address	
		6	Dead	
		Other (specify.....)		
Q25	If the Q24 answer is 2 then, what was the wrong information in the profile?			
Q26	If the Q24 answer is 1 then, why?	1	Marriage	
		2	To seek employment	
		3	Started business there	
		Other (specify.....)		
Q27	Relationship of the information provider with the sample graduates or apprentices	Name: Sex: Age: Relation: Phone Number:		

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Section 2: Current employment and income status

SL	Questions	Code	Response	Skip
Q28.	Are you currently engaged in any income earning activities?	1	Yes	
		2	No	Go to Q53
Q29.	If Q28 answer is Yes, please tell us the nature of employment?	1	Full time permanent-Wage	
		2	Full time contractual - Wage	
		3	Part time permanent – Wage	
		4	Part time contractual – wage	
		5	Self-employed	Go to Q45
		6	Both self and wage employed	
Q30.	Current level (<i>For all</i>)	1	Semi-skilled Helper	
		2	Skilled worker	
		3	Supervisor/Master craft person/ Head mechanic	
Q31.	Occupation of employment	1	Same as training	Go to Q33
		2	Different than training [exact list of trades – will be used]	
Q32.	If current occupation is different than the training in Q31, why do you choose the different occupation?	1	The training was insufficient	
		2	The work is risky	
		3	Has low income compare to other	
		4	Lack of family support	
		5	This jobs were available	
		6	Present job / work is honorable	
		Others (please specify)		
Q33.	How did you find your current job? (<i>Multiple responses possible</i>)	1	Advertisement in the newspapers	
		2	In the same factory where I joined as apprentice	Go to Q53
		3	Personal contact (own or family)	
		4	Recruiting agency	
		5	Friends circle	
		6	Relatives	
		7	Social media (Facebook, Internet)	
		Other (specify.....)		
Q34.	How do you get your payment?	1	Daily basis	Go to Q35
		2	Weekly basis	Go to Q36
		3	Monthly basis	Go to Q37

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SL	Questions	Code	Response	Skip
Q35.	If daily basis (1 in Q34)- on average, how many days do you work in a month?	On average _____ days in a month		
Q36.	if weekly basis (2 in Q34)- - on average, how many weeks do you work in a month?	On average _____ weeks in a month		
Q37.	What is the mode of your payment?	1	Hand cash	
		2	Bank transfer	
		3	Mobile banking	
		Other (specify.....)		
Q38.	What is your remuneration in taka? <i>Note: Ask according to the unit selected in the above question [Please convert the earning income in month]</i> <i>For example:</i> <i>- If receives daily wage, multiply the daily wage with average days' work in a month</i>	____ ____ ____ ____ ____ BDT		
Q39.	What other benefits do you get for working here apart from the salary/wage you received as mentioned in Q38 ? <i>(Multiple responses allowed)</i>	1	Food	
		2	Accommodation	
		3	Dress	
		4	Incentives (Financial help, motivation, decision making, etc.)	
		5	In kind	
		6	No benefit without salary	
		7	All types bonus	
		8	Transport facilities	
		Others (specify.....)		
Q40.	What is the monetary value of the other benefits you got from work? <i>Note:</i> apart from the salary/wage you received as mentioned in Q38?	____ ____ ____ ____ ____ BDT		

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SL	Questions	Code	Response	Skip
	<i>[Please convert the monetary value of the facility/benefit in Month]</i>			
Q41.	Do you have any other income sources?	1	Yes	
		2	No	Please go to Q44
Q42.	If yes in Q41, please mention the source of other income?	1. Petty business 2. Driving Others (please mention)		
Q43.	If yes in Q41, what is your average monthly income from other sources?	_ _ _ _ BDT		
Q44.	Considering your expectation before the training – how do you mark your salary/income?	1	Same as expectation	
		2	More than expectation	
		3	Less than expectation	
		4	I did not have any expectation	

For Self-Employment

SL	Questions	Code	Response	Skip
Q45.	Type of business/job you are currently involved	1	Mushroom cultivation	
		2	Organic vegetable production	
		3	Seed production	
		4	Waste collection and segregation	
		5	Inorganic waste trading	
		6	Organic compost production	
		7	Boutique	
		8	Mobile phone servicing	
		9	Crab fattening	
		10	Furniture making	
		11	Eco tourism	
		12	Pharmacy Assistant	
		Other (specify.....)		
Q46.		1 – yes		

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SL	Questions	Code	Response	Skip
	Is your current job/business linked with the training you have received from B-SEP? Note: for enumerators, please link with the training center name.	2 – No		
Q47.	If no in Q46, please specify the occupation	1 Mushroom cultivation 2 Organic vegetable production 3 Seed production 4 Waste collection and segregation 5 Inorganic waste trading 6 Organic compost production 7 Boutique 8 Mobile phone servicing 9 Crab fattening 10 Furniture making 11 Eco tourism 12 Pharmacy Assistant 13 – petty business Others (please specify)		
Q48.	Why did you move to the occupation from that you have received your training in B-SEP			
Q49.	How much do you earn in a month? Please note that – it is an earning for one month, not total revenue or sale.			

For unemployed graduates

SL	Questions	Code	Response	Skip
Q50.	Did you try for any employment?	1	Yes	
		2	No	
Q51.	If Q50 answer is yes, what type of employment?	1	Full time permanent-Wage	
		2	Full time contractual - Wage	
		3	Part time permanent – Wage	
		4	Part time contractual – wage	
		5	Self-employed	
		6	Both self and wage employed	
Q52.	If Q50 answer is no, why?	1 Insufficient skills 2 Insufficient fund/capital 3 Trying to go abroad 4 Want to be self-employed but no business development skills		Skip to Q54

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SL	Questions	Code	Response	Skip
		5	Waiting for better opportunities	
		6	I don't want to work	
		7	Continuing education	
		Other (specify.....)		
Q53.	If the Q28 answer is no, what are the probable reasons you think for that? [multiple responses possible]	1	Insufficient skills	
		2	Insufficient fund/capital	
		3	Trying to go abroad	
		4	Want to be self-employed but no business development skills	
		5	Waiting for better opportunities	
		6	I don't want to work	
		7	Continuing education	
		Other (specify.....)		
Q54.	Do you want to be employed later?	1	Yes	
		2	No	
Q55.	In which modality – you want to be employed?	1	Full time permanent-Wage	
		2	Full time contractual - Wage	
		3	Part time permanent – Wage	
		4	Part time contractual – wage	
		5	Self-employed	
		6	Both self and wage employed	
Q56.	If yes, in which occupation you want to be employed?	Code		

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Section 3: Pre-Training Employment and Income status

SL	Question	Code	Response	Skip
Q57.	Did you work anywhere before attending the training?	1	Yes	Go to Q58
		2	No	Go to Q70
Q58.	What were you used to do before taking the training?	1	Wage employed	
		2	Self Employed	
		3	Unemployed	
		4.	Student	
Q59.	What was the trade/occupation that you were engaged in immediately before receiving the training?	[Trade code]		
Q60.	What was your job position?	1. Unskilled worker/helper/labour 2. Semi-skilled Helper 3. Skilled worker 4. Supervisor/Master craft person/ Head mechanic		
Q61.	How did you get your payment?	1	Daily basis	Go to Q62
		2	Weekly basis	Go to Q63
		3	Monthly basis	
Q62.	If daily basis - on average, how many days did you work in a month?	On average _____ days in a month		
Q63.	If weekly basis - on average, how many weeks did you work in a month?	On average _____ weeks in a month		
Q64.	What was the mode of your payment?	1	Hand cash	
		2	Bank transfer	
		3	Mobile banking	
		Other (specify.....)		
Q65.	What was your income from that work? [please add the monetary value of all other benefits with income] <i>[Please convert the monetary value of the facility/benefit in Month]</i> Immediate last month	__ __ __ __ __ BDT previous 1st month		

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Section 4: Time to get employed after training

SL	Questions	Code	Response	Skip
Q66.	Have you ever been employed after getting the training? <i>[Please cross check with unemployed section]</i>	1	Yes – currently employed	
		2	Yes currently unemployed	
		3	Still unemployed after receiving the training	Go to Q70
Q67.	How long did it take to find employment after receiving training?	1	less than one month	
		2	1 month	
		3	2 months	
		4	3 months	
		5	4 months	
		6	5 months	
		7	6 months	
		8	More than 6 months	
Q68.	If answer to question above is “more than 6 months” then give reason? (Multiple responses allowed)	1	Family did not support me to work	
		2	For marriage (either got married or family wanted me to get married)	
		3	Other family problem and social problem	
		4	Lack of awareness/ information about job vacancy	
		5	Lack of support from training service providers	
		6	Lack of capital	
		Other (specify.....)		
Q69.	Please mention the occupation’s name – you joined/worked first after the training.		[code list]	

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Section 5: Graduates' perception on training

SL	Question	Code	Response	Skip
Q7	What was your training completion status?	1	Completed and certified	
		2	Completed but not yet certified	
		3	Partially completed	
		4	Did not participate	
Q7	If Q7o answer is 2 or 3, why?	1	Moved to job	
		2	Not relevant with the job/profession	
		3	Higher learning	
		Others (specify.....)		

Q72. Rate on a scale of 1 to 5:

Q/2: Rate on a scale of 1 to 5: How do you rate your skills compared to other graduates for the following workplace related skills?						
Code: 1 very bad 2 Bad 3 Not bad/ appropriate 4 Good 5 Very Good						
Skill level	1	2	3	4	5	
Efficiency on work	1	2	3	4	5	
Professionalism	1	2	3	4	5	
Willingness to learn	1	2	3	4	5	
Willingness to adopt new technology	1	2	3	4	5	

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Section 6: Social and economic enablers for Training and employment

SL	Questions	Code	Response	Skip
Q73.	What are the influencing factors that motivated you to participate in this training?		1. Work / job guarantee 2. Efficiency increase 3. Getting Income Growth 4. Encourage by the trainer 5. Encourage by the family members 6. Encourage by the friends 7. Encouragement from relatives / neighbors 8. As a result of training in the areas through public representatives Others (specify.....)	
Q74.	Did you face any challenge, while receiving training	1 2	- yes - No	
Q75.	If yes , please mention.		1. Tied to family 2. Social bondage 3. Distance of the training center 4. Lack of security 5. Financial problems 6. Religious affiliation Others (specify.....)	
Q76.	How did you - solve or overcome this challenge		1. Take the loan from the bank 2. Doing business with family members 3. Taken micro credit from local association 4. The trainer arranges the job 5. Training providers arrange jobs Others (specify.....)	
Q77.	Did you face any problems / challenges/ issues after completing the skills training	1 2	- Yes - No	
Q78.	If yes - what are those		1. Didn't get job in the trained trade 2. Job opportunity is not enough in the trained trade 3. No money to start the business in the trained trade 4. Society didn't accept the trained trade job.	

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SL	Questions	Code	Response	Skip
			Others (specify.....)	
Q79.	How did you - solve or overcome this challenges		6. Take the loan from the bank 7. Doing business with family members 8. Taken micro credit from local association 9. The trainer arranges the job 10. Training providers arrange jobs Others (specify.....)	
Q80.	Do you have any suggestion/ recommendation to tackle the challenges?	1 2	Yes No	
Q81.	If yes - Please mention		1. If the training provider provides jobs 2. Provide employment based training in area based training 3. Training providers are recommended for loans from banks for business 4. Organizations for jobs / business in government-private sector Others (specify.....)	
Q82.	Do you find any challenges/impression in your society for attending training/ doing job based on the training -	1 2	Yes No	
Q83.	If yes - please mention	1 2 3	- Society value me more - Society appreciate my work - Society does not like my work	
Q84.	Considering the pre-training and current status - in which area of household expenditure you contribute from your income	1 2 3 4 5 6 7 8	Saving All type of hh expenditure Food Clothing Education Health Housing Loan - repayment	

Thank you for your time

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Questionnaire for supervisor or employer

[No need to ask for self-employed and unemployed graduates]

SL	Questions	Code	Response	Skip
S1.	Identification and linking with respective graduates		ID of graduates/ apprentices	
S2.	Working experience of the supervisor in supervising position		_____ years	
S3.	Supervising area		1 Mushroom cultivation 2 Organic vegetable production 3 Seed production 4 Waste collection and segregation 5 Inorganic waste trading 6 Organic compost production 7 Boutique 8 Mobile phone servicing 9 Crab fattening 10 Furniture making 11 Eco tourism 12 Pharmacy Assistant 13 – petty business Others (please specify)	
S4.	Number of supervisee		_____ Number	
S5.	How many of your current supervisee have received training form B-SEP		_____ Number	
S6.	For how long have you been supervising “sampled graduates”?		_____ years	
S7.	What are the qualities you are getting from the “sampled graduates”?		Open text _____	

S8. Rate on a scale of 1 to 5:

How do you rate the sampled graduates skill (please link the name of the sample graduates) compared to other graduates for the following workplace related skills?					
Code: 1 very bad 2 Bad 3 Not bad/ appropriate 4 Good 5 Very Good					
Skill level	1	2	3	4	5
Efficiency on work	1	2	3	4	5
Professionalism	1	2	3	4	5
Willingness to learn	1	2	3	4	5
Willingness to adopt new technology	1	2	3	4	5

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SL	Questions	Code	Response	Skip
S9.	What are the additional qualities do you think the “sampled graduates” must perform to do his/her job properly - apart from his/her skills?			
S10.	Do you supervise any other staff - who are not trained under this project		Yes No	
S11.	If yes - how do find the skill difference between the sampled graduates and other staff who did not receive the B-SEP training?		1. They both have same qualification 2. Sampled graduates have better skill and knowledge 3. Sampled graduates have less skill and knowledge	
S12.	Do you have any staff with disability working under your supervision?		Yes No	
S13.	If yes , are you aware of any challenges they are facing in the workplace?		Yes No	
S14.	If yes - what are those? (multiple responses possible)		1. Difficult to cope with work 2. Have less acceptability in work 3. Receive less support from colleagues Others (please specify)	
S15.	Do you have any female staff working under your supervision?		Yes No	
S16.	If Yes , are you aware of any challenges they are facing in the workplace?		Yes No	
S17.	If Yes - please mention. (Multiple response possible)		1- Does not receive proper respect 2- Does not receive cooperation from colleague Others (please specify)	

Thank you for your time