

FORMALISING INFORMAL SKILLS



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COLLABORATION BETWEEN THE ILO, UNICEF, BRAC AND THE GOVERNMENT OF BANGLADESH WITH FUNDING FROM THE EUROPEAN UNION WILL...

1

Develop a model that demonstrates that informal apprenticeships can be structured and effective in creating skilled workers

2

Equip master crafts persons across multiple trades with skills on minimizing hazardous work and occupational safety and health

3

Link formal and non-formal organizations for large-scale national up skilling and formal qualifications across the country



International
Labour
Organization



European Union



BACKGROUND: Bangladesh is one of the most densely populated countries in the world, with a total population exceeding 152 million (BBS 2012). Young people make up a huge segment; almost 60 million people are below 18 years of age. In the informal sector, the majority of child workers aged 5-14 are engaged in hazardous work.

Many young people with low education are forced to support their families through low-skilled, repetitive employment choices such as picking through waste. Education choices are limited and if young people cannot achieve a minimum Grade 8 qualification, until the recent approval of the National Skills Policy, they could not pursue a technical trade.



PILOT APPROACH: To mitigate the limitations of inadequate education, young people need access to skills training to increase their employability.

The pilot consists of a structured apprenticeship programme in which 500 master crafts persons in a range of trades are each assigned two apprentices for six months. Training is delivered collaboratively by UNICEF, BRAC and the ILO to ensure sustainability and capacity building. The master crafts persons are chosen from the highest need trades in five divisional areas across Bangladesh. Gender stereotypes are challenged by enrolling female apprentices in non-traditional trades.



PILOT OUTPUTS:

- Successful replication model for structuring informal apprenticeships in Bangladesh and reducing hazardous work.
- 1000 young people qualified with a nationally recognized pre-vocational certificate, removing the barrier for them to enter into further informal or formal skills development programmes to attain NTVQF* certificates.
- 500 master crafts persons equipped with skills to better train young people and minimize hazardous working conditions.
- Competency Skill Log Books developed by industry.

*National Technical and Vocational Qualifications Framework



PILOT ACTIVITY STRUCTURE:

Training of master crafts persons in effectively working with young people, safety and reducing hazards in the workplace

6 months of partnering apprentices with master crafts persons leading to certification at NTVQF Pre-Vocational 2

Large-scale replication by other government, NGO and industry bodies and expansion to other trades

To get involved in skills development in Bangladesh and find out how you or your employees can get nationally qualified, contact the TVET Reform Project at the ILO Dhaka via tvetreform@ilo.org or visit us on the web: ilo.org/tvet