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## EMPLOYABLE SKILLS FOR DECENT WORK

**2.2 million** young people enter Bangladesh’s workforce every year, but **three out of every four business leaders** report that **skilled workers are scarce**.

### THE CHALLENGE

Young people in Bangladesh face a precarious future, despite living in one of the fastest growing economies in the world. Over 2 million people enter the potential labour force annually, but two out of every five young people are not in employment, education or training. Approximately ten million young people are currently unemployed or underemployed.

More than 755,000 people left for overseas employment in 2016. Economic migrants face myriad challenges, from high fees charged by recruitment agencies to low wages, lack of information on migration opportunities and risks, exploitation and abuse.

### THE APPROACH

We offer high quality training to people from all backgrounds, and link graduates with decent work opportunities that respect the rights of workers.

We work both in formal and informal sectors. We identify occupations in demand and skills in short supply in partnership with market actors and employers.

We offer technical vocational training, enterprise and institution-based apprenticeships, entrepreneurship and enterprise development, especially for startups in the informal sector, working to improve working conditions and strengthen market value chains.

We support the government in their goal of ensuring employable skills for all, and our training is in line with the National Skills Development Policy, with a special focus on women, people with disabilities and other marginalised groups.

We promote safe, regular and responsible migration, providing support to labour migrants at every step of their journey to ensure that they know their rights and can exercise them.

This includes ensuring potential and departing labour migrants pursue safe migration routes, financing, have appropriate skills to avail decent work in host countries and supporting reintegration.



### BUSINESS INTELLIGENCE SYSTEM MEANS EFFICIENCY AT SPEED

Our flagship project, skills training for advancing resources (STAR), innovates upon the age-old practice of employment through formalising apprenticeship-based skills training, and it is making changes at scale to the skills landscape.

One of the keys to our success is data management, which allows us to constantly map the effectiveness of our operations. This year we significantly invested in improving that through a real-time business intelligence solution.

The solution allows us to track the progress of our learners during and after

course completion, master craftspeople who offer apprenticeships, as well as the enterprises and institutions where graduates are employed. We have comprehensive performance metrics for all these groups, which demand constant and rigorous follow up and support.

Our frontline staff sync the data collected during every household and firm visit on their tablets and smartphones. The data feeds into the real time analytics being used by staff at all levels, enabling them to take immediate decisions and actions. The new system is particularly useful to monitor apprenticeship activities and job placements, and ensure that progress is on track through a real-time mechanism.

The solution is being used across all 43 districts that we operate in.

Our goal is to provide employable skills to 500,000 people and ensure their decent employment by 2020. Through this tech-based solution, we hope to be able to generate big data to validate our results and achieve big goals in the skills development sector.



### THE IMPACT

USD 1 invested in our STAR skill development programme = USD 3.

Our training intervention supported by UNICEF reduced early marriage by 62%.

We opened doors for women in the pharmacy, hospitality and tourism sectors through successful projects with support from the International Labour Organization.

Our institutional training enabled us to work with partners in the construction, electronic and energy sector at home and abroad.

11,689 people equipped with skills, 57% of whom were female and 10% people with disabilities, across 143 sub-districts.

931 women received training in traditionally male dominated occupations.

5,189 potential migrants reached with pre-departure, health and life skills training.

BDT 7,668,500 recovered through social arbitration on behalf of migrant workers who faced fraud.

600,000 potential labour migrants and their family members equipped with information on safe migration, remittance and financial management.