

SKILLS TRAINING for ADVANCING RESOURCES STAR

Both young people and businesses in Bangladesh are facing a skills crisis. 2 million young people enter the workforce every year but 75% of business leaders claim that skilled workers are scarce.

Half of the population are illiterate or semi-literate, and most young people end up with irregular, informal jobs. 87% of Bangladesh's workforce is employed in the informal sector.

Skilling Bangladesh's youth will unlock the potential of future generations and create opportunities for better jobs. In parallel, working with employers to improve the quality of jobs will ensure that people are able to access decent work opportunities in the informal sector.

INNOVATING ON TRADITION: SKILLS THAT LEADS TO JOBS

The Skills Training for Advancing Resources (STAR) project is an on-the-job apprenticeship model that delivers the skills that employers need in the shortest timeframe possible. Apprentices are paired and partnered with master crafts people who run their own businesses and have been trained on competency based training techniques.

WHY IT WORKS



Formal structure

Learners are work-ready in less than six months through a combination of theoretical and on the job training



Certifiable

Skills are aligned with the new National Technical and Vocational Qualifications Framework, meaning all learners can get nationally certified



Trade specific education

Specific terminologies, practical skills and basic English conversation skills are included



Soft skills

Entrepreneurship, rights and social issues, labour rights, gender equality and financial literacy are discussed



Social inclusion and decent work

Employers are supported to meet BRAC-promoted work standards, and orphans, children of sex workers and ethnic minorities are included



Demand-driven

Trades are selected based on local market demands and all trainees are connected with job opportunities

CHALLENGES

1/3 of Bangladesh's population is

10-24 years old but

41% of young people aged 15 to 24 are not in employment, education or training

OUR IMPACT

18,900 young people equipped with skills

95% are employed after graduation.

Their income increases **8 times**

Every **\$1** invested in STAR returns **\$3**

WHERE WE WORK

Nilphamari
Lalmonirhat
Kurigram
Rangpur
Gaibandha
Naogaon
Nawabganj
Rajshahi
Bogra
Seraiganj
Pabna
Jhenaidah
Magura
Faridpur
Jessore
Narail
Khulna
Bagerhat
Barisal
Jhalkati
Sherpur
Jamalpur



Programme area/ 132 sub-districts

Netrokona
Mymensing
Tangail
Manikganj
Dhaka
Gazipur
Narayanganj
Brahmanbaria
Narsingdi
Kishoreganj
Sunamganj
Sylhet
Hobiganj
Moulavibazar
Chandpur
Comilla
Feni
Chittagong
Khagrachari
Rangamati
Bandarban
Cox's Bazar

BRAC: THE WORLD'S BIGGEST FAMILY

We are the largest development organisation in the world, operating in 11 countries across Asia and Africa. We act as a catalyst, creating opportunities for people living in poverty to realise their potential to transform their own lives.

We specialise in taking an idea, testing it, perfecting it and then scaling it up rapidly in a cost-efficient manner without compromising quality. We stand out from others not just for the scale and range of our work, but because of our relentless drive to innovate and correct our own errors.

We work like a business, but instead of maximising profit, we maximise gains in quality of life, for all.



CAN PEOPLE WITH DISABILITIES WORK?

Abdus Sobhan's life stopped in 2008. He was working with his father on their farm when their plow power tiller hit his foot, and did so much damage that he ended up losing his leg. His relatives helped to cover his medical expenses, but he could not continue his education or find a job.

In Bangladesh, approximately 80 per cent of persons with disabilities are unemployed. For most employers it is a fact that disabled people cannot work. This belief is costing the country billions of dollars each year. International Labour Organization studies show that the economical loss when people with disabilities are excluded from the job market can up to 7 per cent of GDP.

For some, simple solutions can make all the difference. In 2016, Abdus started an apprenticeship as a tailor. His trainer Tachmina helped him to get his self-confidence back, through teaching him how to run a business. BRAC helped him with the next step just before his 18th birthday; financing an artificial limb. Now Abdus can walk alone, and is well on his way to showing the world that he can be an independent businessman.

10% of our learners are people with disabilities.



“Skills development is an urgent need in Bangladesh, because of the high number of underemployed young people and our increasing dependence on skilled manpower from neighbouring countries.”

Sir Fazle Hasan Abed

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