



SKILLS DEVELOPMENT

Unlocking
the potential of
Bangladesh



THE TIME IS **NOW**

A third of Bangladesh's population is 10-24 years old, and two million young people enter the labour market every year. Half of the adult population is illiterate or semi-literate, and most young people end up with irregular, informal jobs.

"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

Young Bangladeshis face a precarious future, despite living in one of the world's fastest growing economies. This is not because of a lack of job opportunities, but because of a lack of skills. Many industries are forced to import mid-level skilled manpower due to such gaps.

WHY **BRAC**

Founded in Bangladesh in 1972, BRAC is considered "by most measures the largest, fastest-growing non-governmental organization in the world – and one of the most business-like"

(The Economist, 2010).

#1 out of the top 100 NGOs in 2013 (*The Global Journal*)

#1 out of the top 500 NGOs in 2016 (*NGO Advisor*)

#1 International Microfinance Non-Profit by Philanthropia



WHAT WE DO

We launched the Skills Development Programme to support the Government of Bangladesh to implement the National Skills Development Policy.

We focus on three areas:

1. skills for jobs:

apprenticeship and institution-based training for young people and adults and connecting them to jobs in growth sectors, with a special focus on disadvantaged groups and labour migrants.

2. entrepreneurship and market development:

supporting entrepreneurs to start enterprises, improving working conditions in micro, small and medium enterprises and strengthening value chains to create better jobs.

3. skills sector development:

developing the sector's business and management capacity through public-private partnerships and technical consulting.



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.

Our approach is comprehensive, from health, education and legal aid to environmental sustainability, disaster preparedness and emergency response.

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.



OUR PROJECTS

- **Skills Training for Advancing Resources:** Dual apprenticeship model that reintegrates dropouts back into learning and supports entrepreneurship development.
- **Tailored courses:** Specifically for training women in non-traditional sectors, such as pharmacy and hospitality and tourism.
- **Skillling Youth through Partnerships:** Institution-based training and job placement within the country and abroad, based on public-private partnerships.
- **Business incubation and mentoring support:** Includes customised micro loans through Business Incubation Support for Youth in the Informal Market and establishing a youth entrepreneurs network.
- **Technical consulting:** Support to professionals, institutions and trainers on Fire Safety and Occupational Health and Safety.
- **Social Inclusion:** Engaging community members to create safe spaces for young people of all sexual orientations and gender identities.

WHY IT WORKS

Closing market gaps	Work ready skills	Market ready	Increasing productivity	Industry linkages
Focusing on high demand occupations	Hands-on training	Soft skills, labour rights and social issues	Developing the capacity of enterprises and encouraging decent work standards	Connecting skilled graduates with employers offering better jobs

WHAT WE OFFER

We offer training in basic electronics, beauty care, block batik and screen printing, electrical installation and maintenance, embroidery and sequin crafts, graphic design, hardware maintenance, housekeeping, food and beverage service, IT support, mobile phone servicing, motorcycle servicing, refrigeration and air conditioning servicing, sewing machine operation, tailoring and dress making, Thai aluminum fabrication and carpentry.

95% of our learners secure jobs after graduation. Over half of our learners are female, **11 per cent** are persons with disabilities and **70 per cent** are in rural areas.

Our programme contributes to achieving the following Sustainable Development Goals:



NEXT STEPS

- ➔ We aim to reach 500,000 young people, labour migrants, and marginalised groups, ensure 400,000 people are employed or creating jobs and 300,000 people are promoting decent work and social inclusion by 2020. We will do this by increasing the scale of our existing projects and through new initiatives.
- ➔ The Pro-poor Growth of Rural Enterprises through Sustainable Skills Development (PROGRESS) project will support the growth of the light engineering sector, through developing socially inclusive and dynamic micro and cottage enterprises in rural markets. Enterprises will be managed by skilled entrepreneurs and employ skilled workers. The project will reach an estimated 110,000 people.
- ➔ The BRAC Institute of Skills Development, a social enterprise, will operate as a registered training organisation. The institute will offer market driven training in emerging sectors, starting with ready-made garments, retail, construction and hospitality and tourism. These four sectors have the largest potential for local and overseas employment.

The National Skills Development Policy provided a vision for skill development that has been officially recognised by government, industry and employers. Now is the time to work together to make that vision a reality. An estimated 19 million skilled workers are needed for Bangladesh to become a middle-income country by 2021.

JOIN THE WORLD'S BIGGEST FAMILY, AS WE UNLOCK THE POTENTIAL OF A SKILLED BANGLADESH.

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Strategic partnership arrangement – delivering real results together