

Pilot Completion Report



PRE VOCATIONAL SKILL TRAINING PROGRAM
REACHING OUT OF SCHOOL CHILDREN (ROSC)-II TA PROJECT

March 2017

1. Background

There are an estimated 28 million adolescents aged 10-19 in Bangladesh, comprising 22% of the population. Nearly 40% (38% or 10,640,000) of them are working adolescents between 15 and 18 years of age. Very few of these youths have marketable skills that will help them acquire decent employment or start their own businesses, and the vocational training that is available is generally outdated and disconnected from the local market. Furthermore, many training institutes require that children must complete grade 8 to access skills training, and this excludes a large percentage of the youth labor force, particularly in rural areas where many young people have only completed grades 3 or 5. The government has prioritized vocational skills training in its development agenda, and in 2011, the National Skills Development Policy was approved by the Government. To implement this policy, the GoB formed the National Skills Development Council (NSDC) and formulated the National Vocational Technical Qualification Framework (NVTQF). Save the Children and its partners have supported adolescent and youth workers aged 15-18 years through 6-12 months of market-relevant skills training, followed by placement in decent jobs through self or wage employment. SC has piloted rural vocational training programs for child laborers in the agricultural sectors in five districts of Bangladesh, using traditional TVET approaches to teach rural trades. ROSCI has also experience in piloting pre-vocational training in selected areas through Shishu Kallyan Trust (SKT). Considering these experiences and lessons learnt, the pre-vocational skill training pilot program has been designed by ROSC II, where Save the Children will support ROSCU in the implementation of the pilot.

Considering this background, Save the Children (SC) has been selected as a Specialized Technical Agency (STA) for the ROSC II pilots, as a result of its long-standing experience and areas of specialized expertise.

2. Summary of Progress

Reaching out of School Children (ROSC) phase-II started pre-vocational skills training pilot to support eligible ROSC and SKT ex-students older than 15 who have completed at least grade three. The objective of the program to provide skill development training for a sustainable livelihood option for the socially disadvantaged & ROSC-I graduate those who are not be mainstreamed largely due to extreme poverty and access to support system to ensure optimal use of life skill based basic education and livelihood skill to improve their life.

30 Upazilas under the ROSC-I project have been selected and approved by the Government, in which SC has conducted a labor market survey focusing on: a) mapping skill/vocational training institutes, b) strengths, weaknesses and opportunity analysis of the training institutes, c) identifying market demand driven trades and self-businesses/entrepreneurships and d) mapping out potential employers. 91 vocational training institutes were shortlisted through the labor market survey. In addition, 27 market demand driven trades, 307 potential employers and 149 microfinance institutes were identified.

SC has developed a good number of program related manuals, guidelines, materials and other necessary documents that have been approved by the PWC and QWC. The major documents are: i) short operational manuals, ii) voucher disbursement guidelines, iii) student selection, iv) teacher's orientation guideline and trade matching guideline, v) PVT flyer and trade description brochure, vi) ToR for the Service

Providers, vii) drafted MoU of service agreement for the service providers as well as developed all sorts of tools and format for student identification, enrollment, monitoring and supervision purpose.

SC has completed the shortlist of eligible ROSC-I students for the targeted 30 Upazilas from the LGED database who have completed grade 3 and are aged 15 years or older. SC has supported the ROSCU to conduct community mobilization, student tracking and student's application and registration process. During the reporting period, pre-vocational skills training has been completed in eight Upazilas . In consultation with ROSCU, SC has developed an annual, half yearly and Upazila wise implementation plan, which covers stakeholder's orientation, identification of Ex-Ananda school for students identification, students' identification and verification, data entry, agreement sign with training providers, students registration and training start and progress monitoring. As per implementation plan, eight stakeholders' orientation has been completed jointly with ROSCU at 08 upazilas to mobilize and enhance support from the key stakeholders for the PVT program implementation. As a result, a total of 6,046 eligible ROSC-I graduates were identified in eight upazilas out of which 1,360 students enrolled in the vocational training centers and 1287 students were completed 360 hours (3 months) training course at 08 upazila on 09 trades. Among the 1287 graduates about 653 graduates are became employed and 634 are on process for employment.

Monitoring checklist was developed for the training providers and compliance monitoring tools also designed in consultation with the LGED MIS Cell, ROSCU and Sonali Bank. SC team also conducted compliance monitoring and prepare the report. Joint inspection visit by ROSCU and SC performed to cross check and validate the training venues, equipment, logistics, environment and quality of the instructors before starting the training. SC team provided support to ROSCU and training providers to organize the course inaugural and course completion events at upazila level as well.

It is remarkable note that Mr. Mostafizur Rahman, Honorable Minister, Ministry of Primary and Mass Education visited Pre-Vocational Pilot Training (PVT) program at Kamalganj Upazila on 13 February 2015, where he distributed the course completion certificate and employment offer letter among the successful learners of PVT program followed by a colorful ceremony.

3. Detail Progress

a. Deployment of Training Providers (TPs)

SC facilitates the training provider's deployment process and has developed a short list of training providers and 4 number of training providers has been selected and deployed by the ROSCU for providing pre-vocational skills training to the targeted students. Training Providers were as follows:

- MAWTS-CARITAS
- UDDIPAN
- Society for Underserved Families (SUF) and
- Community Participation and Development (CPD)

b. Trade and area coverage

SC has been conducted a labor market survey to identify market responsive trades, training providers, employers and micro financial institute. 27 market demand driven trades were identified through labor market survey and 22 numbers of trade were finalized for providing training by ROSCU. Training providers conduct training at 08 upazila under ROSC I on 09 trades out of selected 22 trades.

Coverage upazila were mentioned below:

1. Kamalganj
2. Sarail
3. Narshingdhi
4. Nabunagar
5. Nagolkot
6. Trisal
7. Gopalpur and
8. Charfasion

Trades were mentioned below:

1. Electrical & H. Wiring
2. Motor Cycle R. & M
3. Mobile Phone Servicing
4. Electronics Technology
5. Beautification
6. Electrical house wiring and solar system
7. Petrol and Diesel Engine mechanics
8. Tailoring & Garments Machine Operation
9. Hand Embroidery

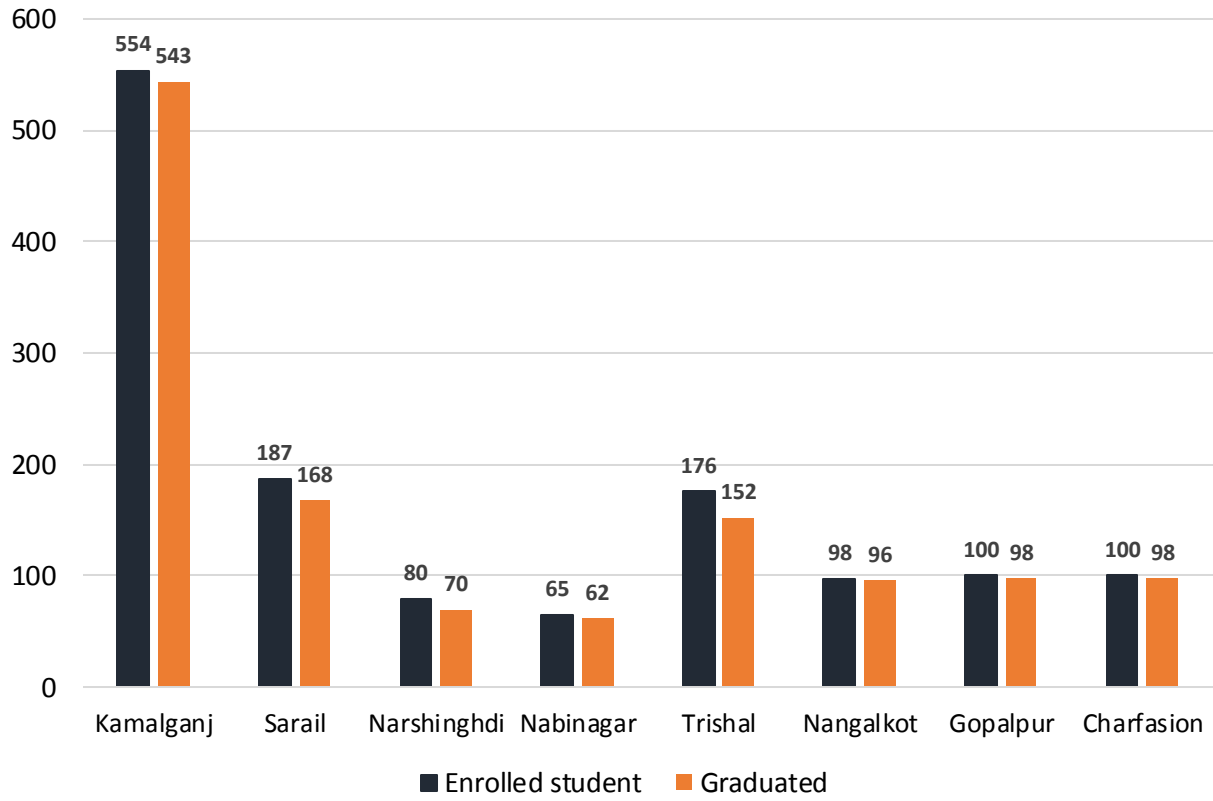
c. Enrollment and graduation of students

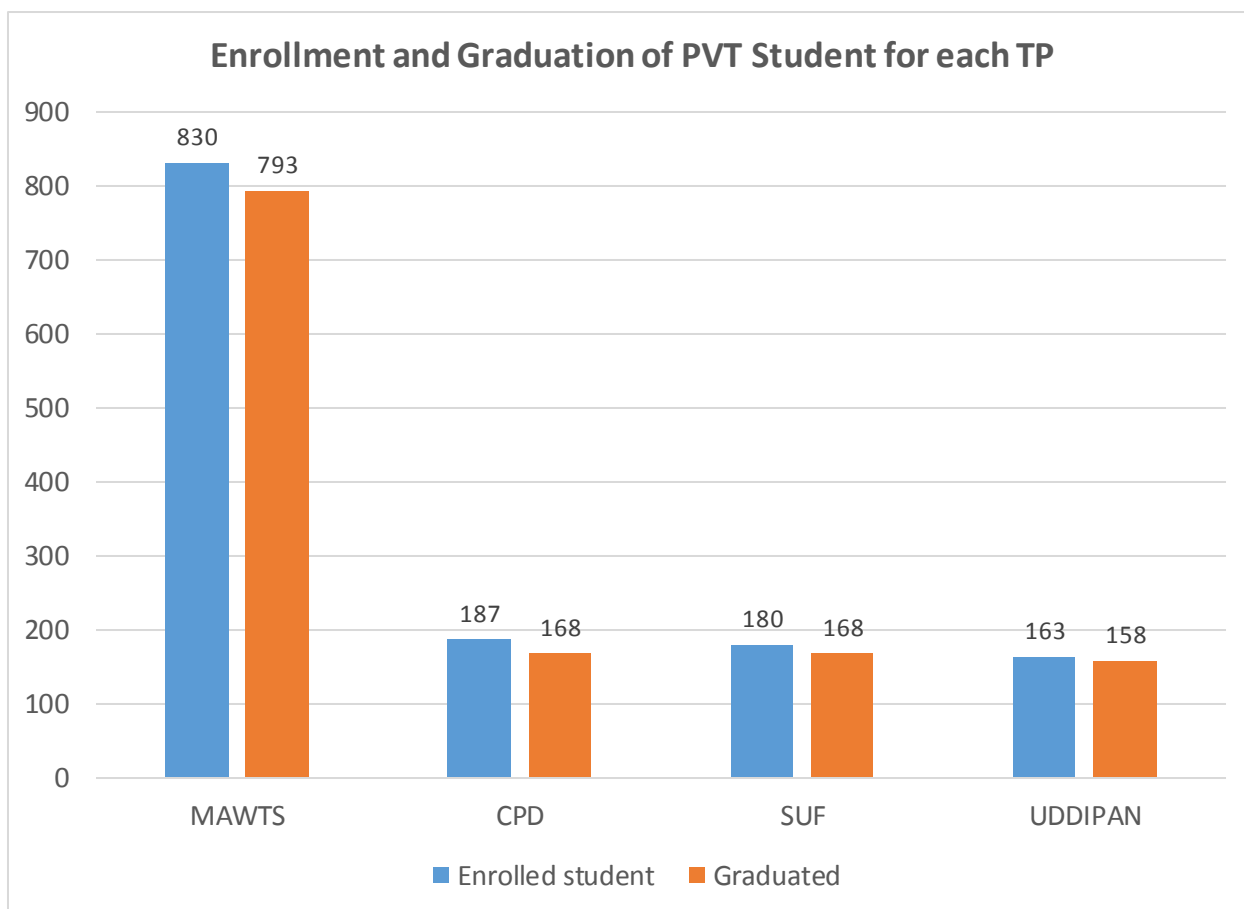
A total of 1287 students out of 1360 have successfully completed their skills training from mobile vocational training centers at 08 upazila on 09 marketable trades. Detail graduates statistics are given below:

Upazila	Training Provider	Trades	Enrolled student	Graduated
Kamalganj	MAWTS (1 st Batch)	Tailoring & Garments Machine Operation	53	51
		Hand Embroidery	26	26
		Electrical & H. Wiring	38	35
		Motor Cycle R. & M	41	35
		Mobile Phone Servicing	13	13
	Sub Total		171	160
	MAWTS (2 nd Batch)	Tailoring & Garments Machine Operation	74	74
		Electrical & H. Wiring	45	45
		Electronics & Mobile Phone Servicing	20	20
		Motor Cycle R. & M	42	42
	Sub Total		181	181
	MAWTS (3 rd Batch)	Tailoring & Garments Machine Operation	77	77
		Electrical & H. Wiring	77	77
		Electronics & Mobile Phone Servicing	24	24
		Motor Cycle R. & M	24	24
Sub Total		202	202	
Total			554	543
Sarail	CPD 1 st Batch	Tailoring & Garments Machine Operation	71	58
		Electrical & H. Wiring	25	20
	Sub Total		96	78
	CPD 2 nd Batch	Tailoring & Garments Machine Operation	46	46
		Electrical & H. Wiring	22	22
		Mobile Phone Servicing	23	22
Sub Total		91	90	
Total			187	168
Narshingdi	SUF	Electrical & H. Wiring	17	17
		Electronics Technology	17	14
		Tailoring & Garments Machine Operation	46	39
Total			80	70
Nabinagar	UDDIPAN	Beautification	15	14
		Tailoring & Garments Machine Operation	26	25
		Electrical house wiring and solar system	24	23
Total			65	62
Trishal	MAWTS 1 st Batch	Tailoring & Garments Machine Operation	30	26
		Electrical & H. Wiring	21	16

		Mobile Phone Servicing	27	23
		Motor Cycle R. & M	16	11
	Sub Total		94	76
	MAWTS 2nd Batch	Tailoring & Garments Machine Operation	26	26
		Electrical & H. Wiring	21	18
		Mobile Phone Servicing	20	20
		Motor Cycle R. & M	15	12
	Sub Total		82	76
Total			176	152
Nangalkot	UDDIPAN 1st Batch	Tailoring & Garments Machine Operation	23	23
		Electrical & H. Wiring	15	15
	Sub Total		38	38
	UDDIPAN 2nd Batch	Tailoring & Garments Machine Operation	44	44
		Electrical & H. Wiring	16	14
Sub Total		60	58	
Total			98	96
Gopalpur	SUF	Tailoring & Garments Machine Operation	50	49
		Electrical & H. Wiring	25	25
		Electronics	25	24
Total			100	98
Charfasion	MAWTS 1st Batch	Tailoring & Garments Machine Operation	50	48
		Petrol and Diesel Engine mechanics	25	25
		Electronics and Mobile phone Servicing	25	25
Total			100	98
Grand Total			1360	1287

Enrollment and Graduation of PVT Students





d. Job placement

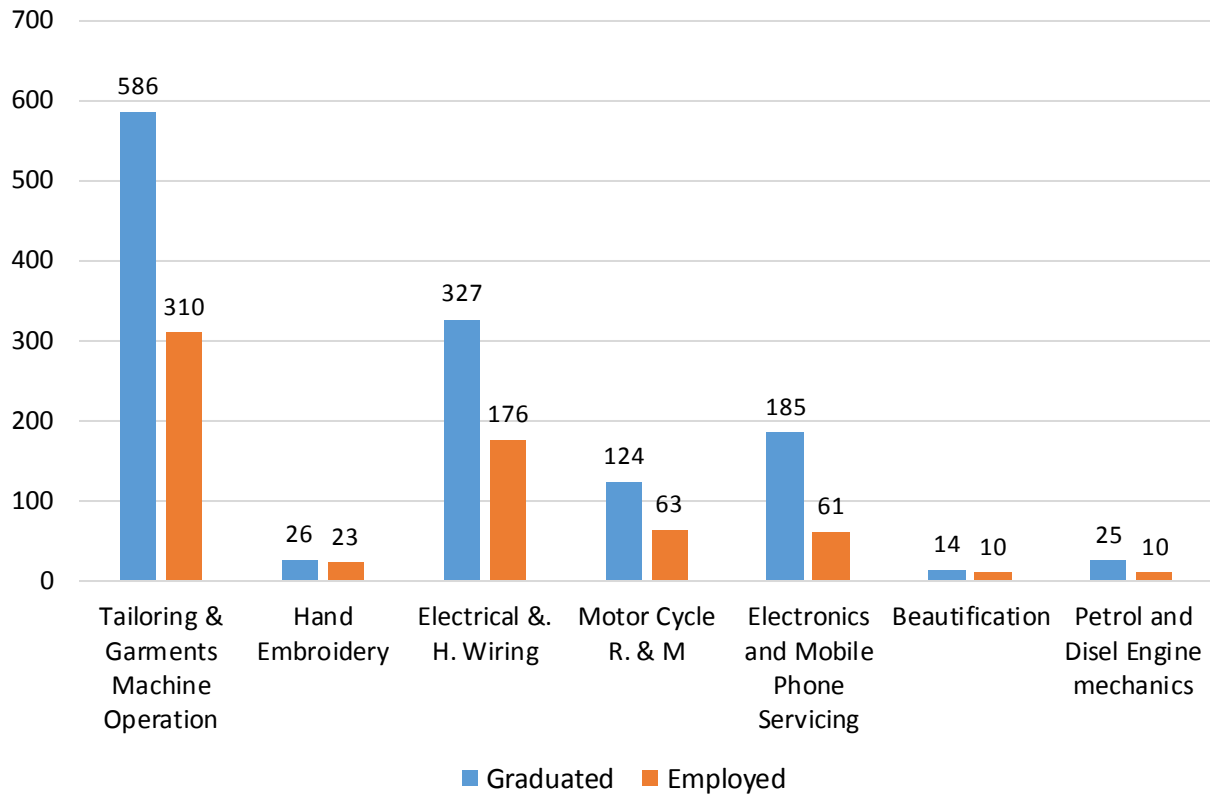
The project has generated employment for successful graduates at different industry located in Dhaka, Narayanganj, Comilla, Habingaj and upazila based. Number of 653 students were placed in job, out of which 495 were placed in wage employment and 158 were placed in self-employment. Moreover, 634 are on process to be employed at different industries. Detail job placement statutes were mentioned below:

Upazila	Training Provider	Trades	Graduated	Employment		Total Employment	On Process
				Wage	Self		
Kamalganj	MAWTS (1 st Batch)	Tailoring & Garments Machine Operation	51	25	22	47	4
		Hand Embroidery	26	13	10	23	3
		Electrical & H. Wiring	35	20	10	30	5
		Motor Cycle R. & M	35	21	11	32	3
		Mobile Phone Servicing	13	7	4	11	2
	Sub Total		160	86	57	143	17

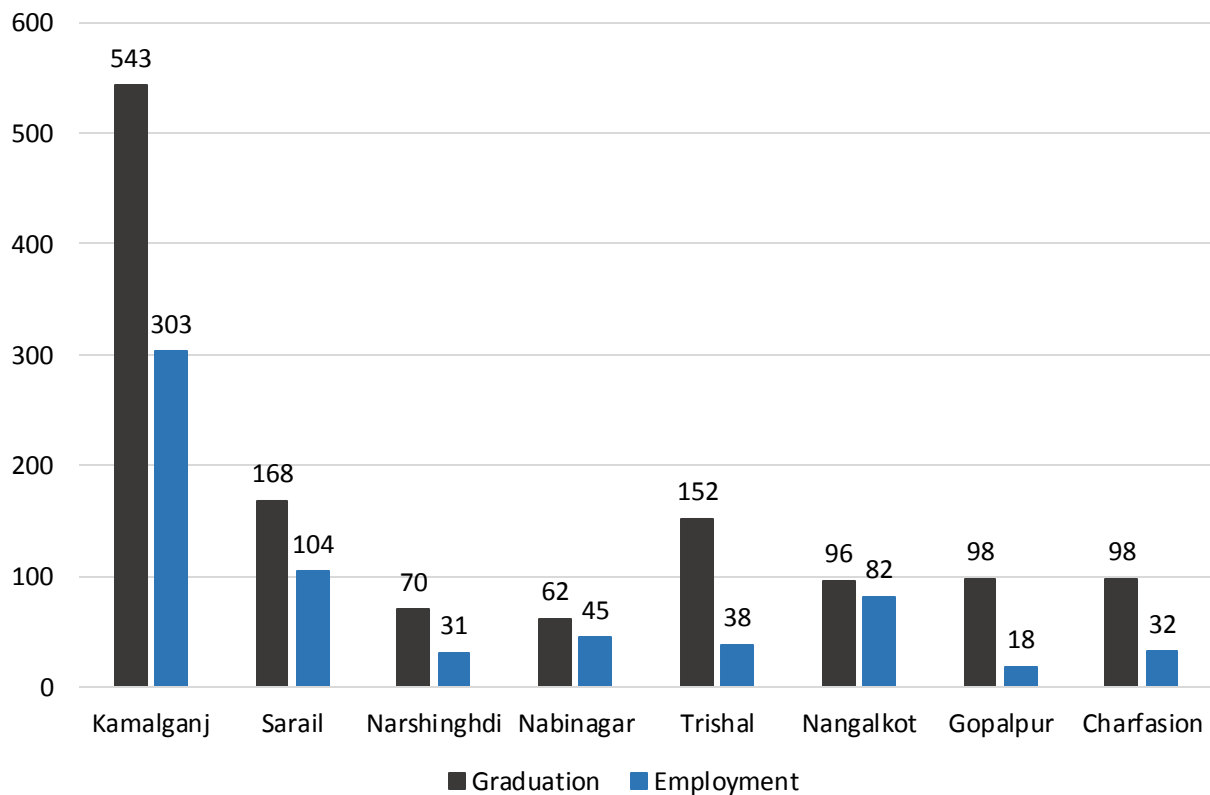
	MAWTS (2nd Batch)	Tailoring & Garments Machine Operation	74	23	0	23	51
		Electrical & H. Wiring	45	18	0	18	27
		Electronics & Mobile Phone Servicing	20	9	0	9	11
		Motor Cycle R. & M	42	12	0	12	30
	Sub Total		181	62	0	63	119
	MAWTS (3rd Batch)	Tailoring & Garments Machine Operation	77	35	0	35	42
		Electrical & H. Wiring	77	40	0	40	37
		Electronics & Mobile Phone Servicing	24	11	0	11	13
		Motor Cycle R. & M	24	12	0	12	12
	Sub Total		202	98	0	98	104
Total			543	246	57	303	240
Sarail	CPD 1st Batch	Tailoring & Garments Machine Operation	58	25	10	35	23
		Electrical & H. Wiring	20	16	2	18	2
	Sub Total		78	41	12	53	25
	CPD 2nd Batch	Tailoring & Garments Machine Operation	46	14	19	33	13
		Electrical & H. Wiring	22	11	0	11	11
		Mobile Phone Servicing	22	7	0	7	15
Sub Total		90	32	19	51	39	
Total			168	73	31	104	64
Narshinghdi	SUF	Electrical & H. Wiring	17	10	0	10	7
		Electronics Technology	14	5	0	5	9
		Tailoring & Garments Machine Operation	39	8	8	16	23
Total			70	23	8	31	39
Nabinagar	UDDIPAN	Beautification	14	4	6	10	4
		Tailoring & Garments Machine Operation	25	9	12	21	4
		Electrical house wiring and solar system	23	12	2	14	9
Total			62	25	20	45	17
Trishal	MAWTS 1st Batch	Tailoring & Garments Machine Operation	26	10	0	10	16
		Electrical & H. Wiring	16	3	0	3	13
		Mobile Phone Servicing	23	3	0	3	20
		Motor Cycle R. & M	11	2	0	2	9
	Sub Total		76	18	0	18	58

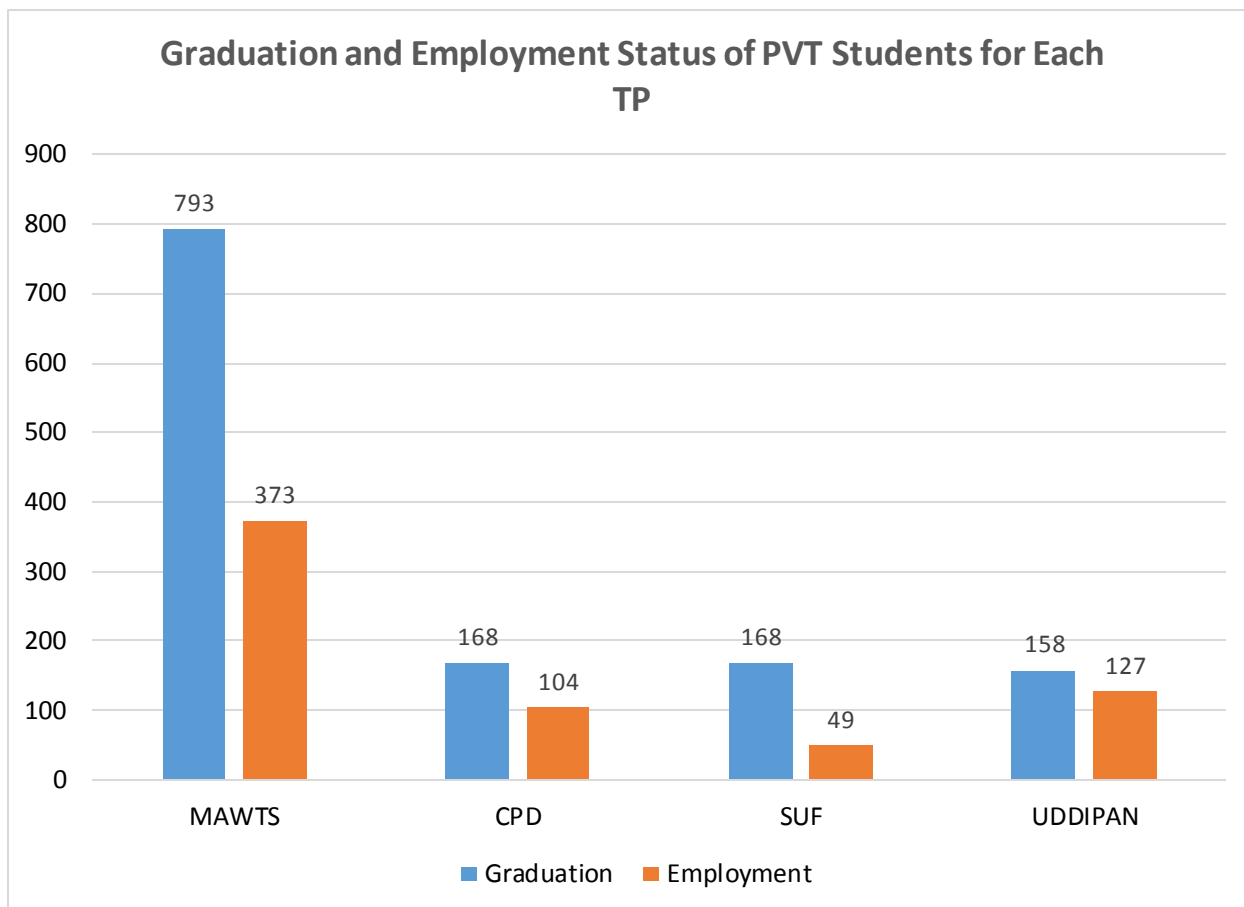
	MAWTS 2nd Batch	Tailoring & Garments Machine Operation	26	5	0	5	21
		Electrical & H. Wiring	18	5	0	5	13
		Mobile Phone Servicing	20	5	0	5	15
		Motor Cycle R. & M	12	5	0	5	7
	Sub Total		76	20	0	20	56
Total			152	38	0	38	114
Nangalkot	UDDIPAN 1st Batch	Tailoring & Garments Machine Operation	23	10	7	17	6
		Electrical & H. Wiring	15	14	0	14	1
	Sub Total		38	24	7	31	7
	UDDIPAN 2nd Batch	Tailoring & Garments Machine Operation	44	3	35	38	6
		Electrical & H. Wiring	14	13	0	13	1
	Sub Total		58	16	35	51	7
Total			96	40	42	82	14
Gopalpur	SUF	Tailoring & Garments Machine Operation	49	18	0	18	31
		Electrical & H. Wiring	25	0	0	0	25
		Electronics	24	0	0	0	24
Total			98	18	0	18	80
Charfasion	MAWTS 1st Batch	Tailoring & Garments Machine Operation	48	12	0	12	36
		Petrol and Diesel Engine mechanics	25	10	0	10	15
		Electronics and Mobile phone Servicing	25	10	0	10	15
Total			98	32	0	32	66
Grand Total			1287	495	158	653	634

Graduation and Employment Status of each Trade



Graduation and Employment Status of PVT Students





4. Lessons learnt and Challenges:

Lessons Learnt

- Parents and community awareness is important to motivate the ROSC-I graduates for participating in the vocational skills training as during the pilot phase it was observed that most of the parents and ex-students were unaware about the importance of Vocational skills training. As a result, a significant number of eligible ex-students did not participate in the PVT program.
- During pilot phase it was realized that different types of PVT models are required to attract and increase ex-student participation in the PVT. Therefore, an adaptable program that incorporates flexible modalities and is cost effective is required so that the Government can implement the Pre vocational program, with the support of the implementing agency and TA agency.
- Training Providers are often not available at Upazila level so mobile vocational training could be an effective concept to implement the vocational program successfully.

Challenges and Mitigation Strategy:

Challenges	Mitigation Strategy
1. There is no human resource/Focal Person at Upazila level to coordinate the PVT pilot activities	<ul style="list-style-type: none"> Project may engage implementing agency for PVT at Upazila level for community mobilization and students identification activities.
2. Inadequate budget for community mobilization	<ul style="list-style-type: none"> A budget of BDT 1,000 per student should be allocated in scale up phase for community mobilization which includes miking (announcements through loud speakers), postering, mass meetings, individual contact and transportation of Teachers (Ex-Anand School/GPS), kick off meeting and application
3. Lack of understanding about the age of learners (15 and above) among government and key stakeholders	<ul style="list-style-type: none"> According to the Labour law 2006 youth age of 14 (+) years can work with certain condition i.e. should not work more than 5 hours in a day, trained on particular job, nonhazardous job. This awareness need to build among the key stakeholders.
4. Sonali Bank did not agree to provide printed vouchers as it involved significant costs, time and security concerns. However, theWB and ROSCU wanted to introduce printed voucher. Therefore, voucher disbursement process and modalities took a long time to finalize.	<ul style="list-style-type: none"> Sonali Bank should be involved from the inception of PVT for developing voucher disbursement process and modalities.
5. The limited number of learners in the vocational training centers is not economically viable for the training providers, which has resulted in a loss of interest to expand the services.	<ul style="list-style-type: none"> Student selection criteria could be flexible, so that sufficient number of eligible student can enroll in the vocational training center. For example ROSC students of 2005, 2006 & 2010 could be consider besides 2007 & 2008 cohort. In addition, GPS long dropped out students could also be considered for the vocational training.

Photographs



Training on Electronics and Mobile phone servicing



Work at workshop after training



Training Center visit by the Mr. Mostafizur Rahman, Honorable Minister, Ministry of Primary and Mass Education



Industry visit by the Mr. D. M Mizanur Rahman, Project Director-ROSC