

Skill Development Training for Overseas Employment

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Introduction:

Skill development is the main prerequisite of economic development of a country through which planned human resource development (HRD) is possible. The issues of poverty alleviation, sustained economic growth and social progress are three fundamental challenges of Bangladesh, which postulated that human capability development is an essential precondition for successful achievement of the objectives. As the economy of a country grows, the demand for different types and levels of skill in different sectors expand. In the context of the globalization process, it is necessary to develop appropriate human resources as are required to meet the changing demands all over the country. Economic growth and human resources development are closely related issues in a developing country. Technological changes in the modern world require strong economic base and development of human resources along with the creation of employment opportunity for the population.

Skill Development Training system in Bangladesh:

In Bangladesh, 19 Ministries are providing skill training program, these are as follows :

- Ministry of Education
- Ministry of Expatriates' Welfare and Overseas Employment
- Ministry of Labour and Employment
- Ministry of Youth and Sports
- Ministry of Social Welfare
- Ministry of Women and Children Affairs
- Ministry of Industries
- Ministry of Agriculture
- Ministry of Civil Aviation and Tourism
- Ministry of Communication
- Ministry of Local Government, Rural Development and Cooperatives
- Ministry of Textile and Jute
- Ministry of Defense
- Ministry of Energy and Mineral Resources
- Ministry of Fisheries and Livestock
- Ministry of Health and Family Welfare
- Ministry of Science, Technology and Information & Communication Technology
- Ministry of Shipping
- Ministry of Forest and Environment

About 18 organizations are involved in TVET program, these are as follows:

- Directorate of Technical Education (DTE)
- Bangladesh Technical Education Board (BTEB)
- Bureau of Manpower Employment and Training (BMET)
- Department of Women Affairs
- Department of Social Welfare
- Department of Youth Development (DYD)
- Bangladesh Small and Cottage Industries Corporation (BSCIC)
- Bangladesh Industrial and Technical Assistance Center (BITAC)
- Bangladesh Parjaton Corporation (BPC)
- Bangladesh Chemical Industries Corporation (BCIC)
- Bangladesh Railway
- Bangladesh Rural Development Board (BRDB)
- Bangladesh Jute Mills Corporation (BJMC)
- Department of Shipping
- Department of Textile
- Bangladesh Computer Council (BCC)
- Directorate of Health
- Bangladesh Nursing Council

The highest policy level body is the National Skill Development Council, NSDC. Honorable Prime Minister is the chair of the Council.

There are two types of training available in Bangladesh – formal and informal. Formal training is provided by the educational, vocational and technical training institutes and informal training is imparted through on the job training, in plant training and apprenticeship training.

TVET is mainly provided by the Public institutes, Private training institutes and some NGOs. Some other Training programs are usually run by the Recruiting agencies for overseas employment market with a proven good quality. There are some other departments offering TVET courses exclusively for their own consumption. Presently BMET training capacity is about 50,000 per year. Other public TVET providers offer training program with capacity of around 40,000 per year. But the demand in the overseas employment market for skilled and semi-skilled workers is about 2,50,000 year. Beside that domestic labour market also need skilled manpower to the tune of 3,00,000. Private institutes cannot meet the demand with the supply of standard quality of training particularly for the overseas market.

Skill Development Training program under BMET:

Bureau of Manpower, Employment & Training (BMET) has been playing an ever-growing role in human resource development by providing vocational skill training through its institutional capacities. 37 Technical Training Centers (TTCs) located in different districts of the Country and one Bangladesh Institute of Marine

Technology (BIMT) are now in operation under Bureau of Manpower, Employment & Training (BMET). Two years (SSC voc.) regular course in different basic engineering trades including 4 years Diploma in Marine Engineering and Shipbuilding Engineering are now being offered in these TTCs and BIMT. Beside regular courses, many other irregular short-term skill up-grading courses, on request of employers, are also conducted at these TTCs in its evening program. Total output of these existing TTCs (both regular & special courses) stands at about 47,000 skilled persons per year.

Beside its regular institutional program, BMET also participates extensively in the in-plant, apprentice ship and other types of industry based or on the job training and also conducts specially tailored upgrading courses for industrial employees on request.

Training Programs of BMET may be summarized as follows:

a) Training Institutes:

1. Technical Training Centers (TTCs) : 37

- (i) Revenue budget : 11 (Under revenue)
- (ii) Development Budget : 26 (Under project)
(6 exclusively for women)

2. Institute of Marine Technology : 1

3. Apprenticeship Training Offices : 3

4. 30 more TTCs and 5 IMTs under process of implementation

b) Training courses

i) *Institutional*

- Diploma level courses
- SSC Vocational Courses
- NSS II and NSS III trades
- Special Courses
- Tailor made Short courses

ii) *Industry based*

- Apprenticeship Training

c) Period of courses

Institution based

A. Diploma : 4 years

B. Certificate courses :

i) SSC (Vocational) : 2 years

ii) Trades : 2 years

iii) Skill certificate : 2 years

iv) Short Courses : 7 days – 6 months

a. Regular

b. Special (Self Financed)

C. Tailor-made Short courses (As desired by the employer, Recruiter, etc)

D. Number of Trades : 45

Industry based: Apprenticeship Training: 3 years

Total course in the institutions under BMET is 45. The major trades of training are as follows:

- Diploma in Marine Engineering
- Diploma in Ship Building Engineering
- Steel fabrication
- Welding and Fabrication
- Automotive
- Electrical
- Building Construction
- Refrigeration & Air conditioning
- Electronics
- Plumbing & pipe fitting
- Industrial Garments
- Computer (Software and Hardware)
- Architectural Drafting with AutoCAD

Course on House keeping is conducted for Female workers for overseas Market with the curricula prepared by International Organization for Migration (IOM). Korean language is being conducted in three TTCs in Dhaka.

Employment rate of passed out trainees from TTCs

- Local Employment : 30%
- Overseas Employment : 40%
- Self Employment : 15%
- Higher Education : 15%

Government encourages PPP to ensure fullest utilization of the capacity of TTCs. BMET is operating a good number of training under joint-venture in Public-Private-Partnership Program. These are mainly as follows:

1. Training of Monga affected people with BGMEA.
2. Joint-venture program with BKMEA.
3. PPP with Western Marine Shipyard.
4. Training for people of Monga areas with PKSF.
5. Program with BRAC.
6. Training with Apex Adelchi Footwear.

7. Training for Solar technician with Grameen Shokti.
8. BMET-UCEP joint venture for Catering Institute at Sylhet

BMET is also imparting training on Languages to prepare the manpower for overseas employment market. The language training are as follows:

1. Korean
2. English
3. Japanese
4. Arabic

BMET is also conducting the **Apprenticeship Training** operated **within industry**. This training is **very much cost effective** and **more skill oriented**. Bangladesh can prepare a good number of skilled manpower through apprenticeship

Overseas Employment

Every year, about 1.5m manpower is adding to the labour force in Bangladesh. Out of this huge number of labour force, a large number are not able to get wage employment due to lack of available job opportunities within the country. If this population can be trained-up in the skill development program, they will be able to get employment either in the country or abroad.

The focus of world economy has been changed from the cheap unskilled labor to highly skilled organized workforces. The acquisition of skills and knowledge through training is becoming important prerequisite for entry into the technologically developed work-force. Skill needs updating or modifying to match the changing advanced status of technology both in learning and practicing as two conjugate basic elements for human resource development.

Advanced technologies are evolving at unprecedented pace and their impacts on society are so widespread and profound that its application extends far in the areas of application. To reap the fruit of technological revolution, Bangladesh must build up a highly skilled workforce.

Bangladesh is earning a significant amount of foreign currency each year by exporting manpower to Middle East & many other parts of the world. If it can be made possible to export more skilled workers instead of unskilled labour the foreign currency earnings will be much more. The need for skilled manpower both at home & abroad is increasing day by day and in the context of this ever-increasing need, vocational training activities should be expanded.

Bangladesh started exporting of manpower in 1976 with a figure of 6078 in which was limited to the Middle Eastern countries only. The figure of migrants in 2006 reached at the peak of 8,75,055. Presently Bangladesh is exporting its manpower to more than 130 countries. Remittance is the most important outcome of the overseas employment among other benefits. Important issue relating to meet the demand

of skilled workers is that the demand of skilled workers is increasing day by day in the overseas employment market. On the other side, unskilled workers are not in favorable situation in demand.

The skill composition of Bangladeshi overseas workers is composed of four categories. The professional group consists of Doctors, Engineers, Architects, University and College teachers, Accountants, Computer programmers, Pharmacists, etc. The skilled group comprises of the trades of Mechanics, Welders, Masons, Carpenters, Electricians, Painters, Cooks, Drivers, Plumbers, Tailors, Blacksmiths, Still fixers, Operators, etc. and the semi-skilled groups includes the Farmers, Gardeners, Cleaners, Servants, Labourers, General workers, etc.

Migration Scenario of Bangladesh is depicted below:

Overseas Employment officially started in 1976. Now migration is taking place to 132 countries. Remittance earned through the migrant workers is US \$ 10.72 b in 2009. It is 13% of GDP & 5 times of ODA.

Year wise overseas employment (1976 – 2009)

Year	Number	Year	Number	Year	Number
1976	6087	1988	68121	2000	222686
1977	15725	1989	101724	2001	188965
1978	22809	1990	103814	2002	225256
1979	24495	1991	147131	2003	254190
1980	30073	1992	188124	2004	272958
1981	55787	1993	244508	2005	252702
1982	62762	1994	186326	2006	381516
1983	59220	1995	187543	2007	8,32,609
1984	56714	1996	211714	2008	8,75,055
1985	77694	1997	231077	2009	4,75,278
1986	68658	1998	267667		
1987	74017	1999	268182		

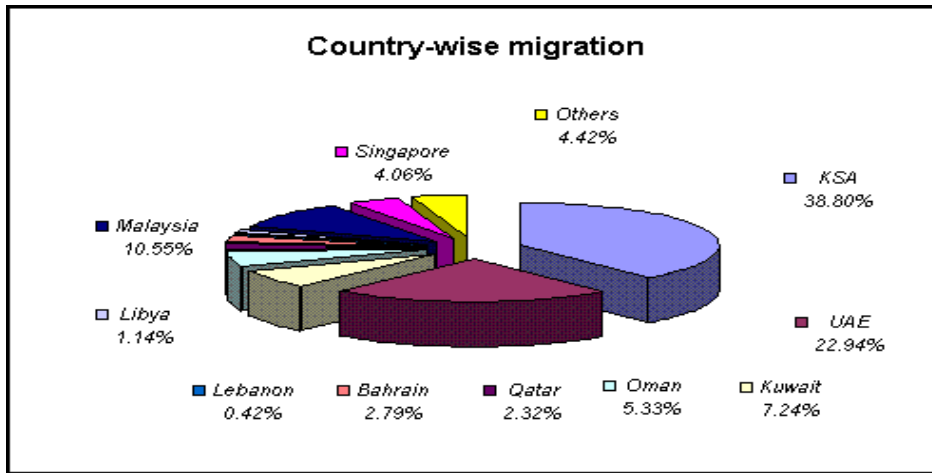
Year-wise Remittances (2001 – 2009)

Year	Core Tk.	b US \$
2001	11,590.79	2.07
2002	16,484.53	2.85
2003	18,484.53	3.18
2004	21,285.95	3.56
2005	27,304.33	4.25
2006	38,366.56	5.48
2007	45,739.86	6.57
2008	63,109.15	9.01
2009	73,998.00	10.72

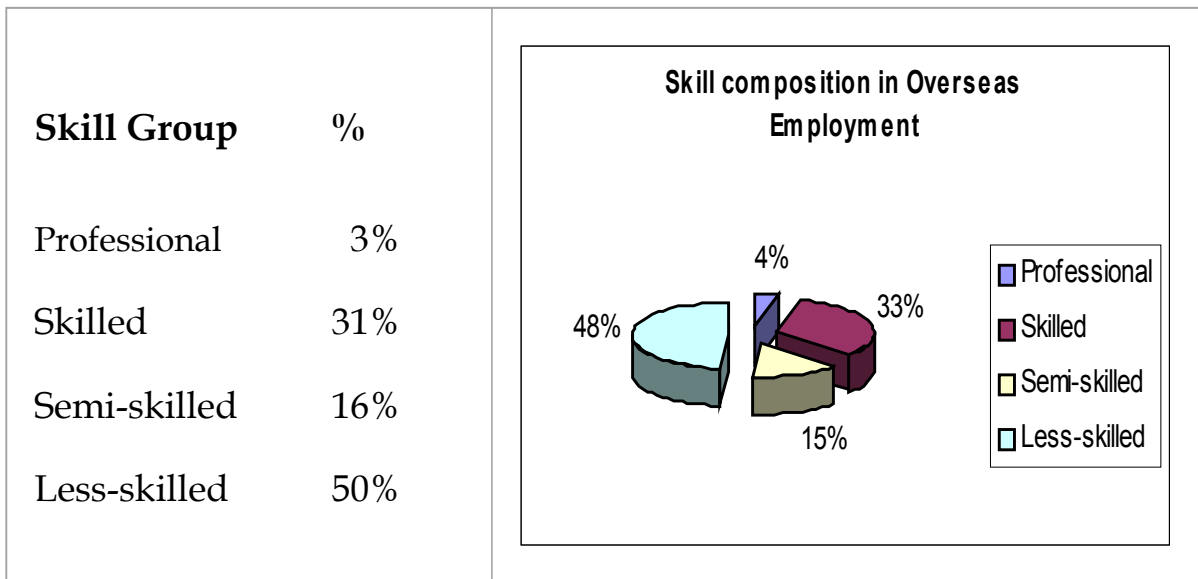
Skill wise overseas employment (2005 – 2009)

Year	Skilled	Semi Skilled	Total
2005	1,13,655	24,546	1,38,201
2006	1,15,468	33,965	1,49,433
2007	1,65,344	1,83,754	3,49,098
2008	1,86,526	44,381	2,30,907
2009	1,04,627	18,419	1,23,046

Country wise overseas employment (1976 – 2009): Top 10 countries



OVERSEAS EMPLOYMENT BY SKILL GROUP



In the overseas employment sector skilled migration has some positive features as follow:

- Cost of migration is low
- Less problem encountered
- Better wages
- More duration of employment

Existing skill migration faces some problems also which are depicted below:

- Mis-match in the demand of the overseas employer and the supply from TVET
- Number of supply is inadequate as per demand
- More skill demand than unskilled

Demand of skilled workers in overseas employment market:

BMET collects information regularly on the current and immediate future demand of technical and skilled manpower. In some trades there exists a potential demand such as i) Heavy equipment operator, ii) Catering, iii) Culinary art, etc. But there is no facility in the country for training in these trades both in public and private institutes. Country-wise picture of demand is depicted below:

UAE: HVAC and Duct Technician, Crane Operator, Oil and gas riggers,
Chemical and health, Tourism and Hotels.

KSA: Nursing, Tourism

Kuwait: Refinery, Chemicals, Health Technician, Hotel Management and
Catering, Satellite Technology

Oman: Mechanised agriculture and Fishing

Bahrain : Ship building and Repair, IT

Qatar: Refinery, Mining

Japan: Composite Textile, IT

Europe (Germany, Spain, Italy, Greece, France, UK): Demand in Care Giver, Professionals, Caterer.

Some special requirements are there for specific countries such as NVQ for UK and Singapore CGFNS for Nurses and USMLE for Doctors in USA.

Scandinavian Countries: Demand in CAD Designer, Industrial Engineer, IT sectors with local language proficiency.

Australia and New Zealand: Demand in 6 G Welding, Agriculture but the main requirement for IELTS is 4.5 minimum.

Present TVET system has some weaknesses also particularly to meet the need of overseas employment market. These are as follows:

- Standard of Training is not up the mark
- Training of Trainers is inadequate
- Budget deficiency
- Shortage of Equipment
- Linkage with Industry is not very satisfactory

Present issues in relation to improve the status of skill training system to meet the demand of overseas employment are as follows:

- Providing need-based skill Development Training to match demand with supply.
- International certification and accreditation is necessary.
- Standardization of Curricula.
- Sufficient budget is to be provided for procuring modern machinery and other infrastructural facilities.

Equipment of the existing training system needs continuous upgrading. Such as Auto-gear system, EFI engines, composite distributor system, electronic control of transmission system, etc. Recently Japanese Ambassador visited Bangladesh German Technical Training Center under BMET. He expressed his desire to assist in upgrading equipment and training of trainers. There is a provision of TOT in the TVET reform project which should be utilised properly. In Japan demand of IT professionals is very high. Japan facilitates on-arrival visa for the IT professionals from India. Bangladesh can also establish IT park like Silicon Valley, which has been planned at kaliakor, Gazipur.