Findings from Training Need Assessment (TNA) of Agro-Food Processing Sector

The Agro and food processing sector, which encompasses approximately 40% of the labor force, plays a significant role in contributing to the country’s GDP, with a current share of 16%. The combined market size for processed food, both for domestic consumption and export, currently stands at $4.8 billion and is projected to increase to $5.8 billion by the year 2030. The government has set ambitious goals to generate an additional 100,000 employment opportunities in this sector by 2025. Given these critical factors, the Building Youth Employability Through Skills (BYETS) project embarked on an exploration to better comprehend the need for training within the agro-food processing industry. The BYETS project conducted a Training Need Assessment (TNA) in seven prominent agro-food factories in Dhaka and Chattogram that manufacture consumer packaged goods. The findings demonstrated high demand for developing skills of the workers to increase productivity and efficiency.

The assessed factories consist of on average 1,116 workers, among them 49% of workers are women. The factories require on average 78 new workers per month. However, the number varies depending on the peak time of production. Usually, the peak time for production is during the Eid period and summer season.

Factory that took part in this TNA are

- Kazi Food Industries
- Hashem Foods limited
- Danish Food Industry
- Meghna Noodles & Biscuit Factory
- Olympic Industries
- Banoful and Co. Ltd. and
- Meridian Foods Limited.

Helpers, manual workers (i.e., handmaiden, packaging workers) are considered as Unskilled workers.

Machine operators, supervisors are considered as Semi-skilled/skilled workers.

Findings from Training Need Assessment (TNA) of Agro-Food Processing Sector

BYETS project conducted Training Need Assessment (TNA) in seven large agro-food based factories producing consumer packaged goods in Dhaka and Chattogram.

**Need for upskilling and re-skilling of workers**

- Only **30%** of the workers were found to be skilled.
- **70%** workers are unskilled and semi-skilled who have poor or limited skills and knowledge on compliance, quality, and productivity. **86%** of factories acknowledged that training is necessary to enhance their knowledge and performance.
- Mid-level management (supervisor, in charge, line chief and production manager) lack necessary guidance for enhancing quality, productivity and compliance through workers’ engagement.

**Primary areas identified for enhancing workers performance**

- **86%** Food safety
- **82%** Occupation specific technical skills
- **77%** Productivity Risk assessment
- **64%** Chemical/Environment safety
- **55%** Monitoring and inspection of product quality
- **55%** Gender and sexual harassment

**Training length preferred by factory management**

- **Unskilled workers:** 40 days, 2 hours per day
- **Semi-skilled workers:** 30 days, 2 hours per day
- **Management staff:** 27 hours covering 10 days

**Need for upskilling and re-skilling of workers**

50% of the factories have training room facilities, almost all factories have assigned trainers to provide orientations to workers and develop their capacity but only **18%** of the trainers are women. There is a notable positive attitude towards organising work-based training within the factory premises and developing capacity of trainers to provide high quality training to workers.