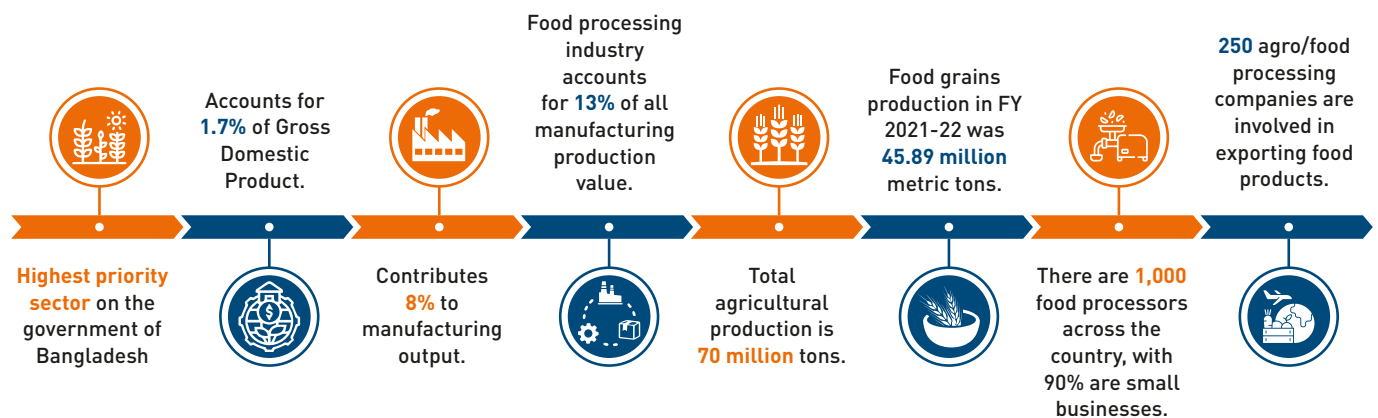


Findings from Training Need Assessment (TNA) of Agro-Food Processing Sector

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.



Source: Bangladesh Investment Development Authority. (2023, June). Agro-Processing. <https://bida.gov.bd/agro-processing>

Factories 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.

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.



The primary focus of these factories is the production of packaged foods, beverages, candies, and frozen dairy products.

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.

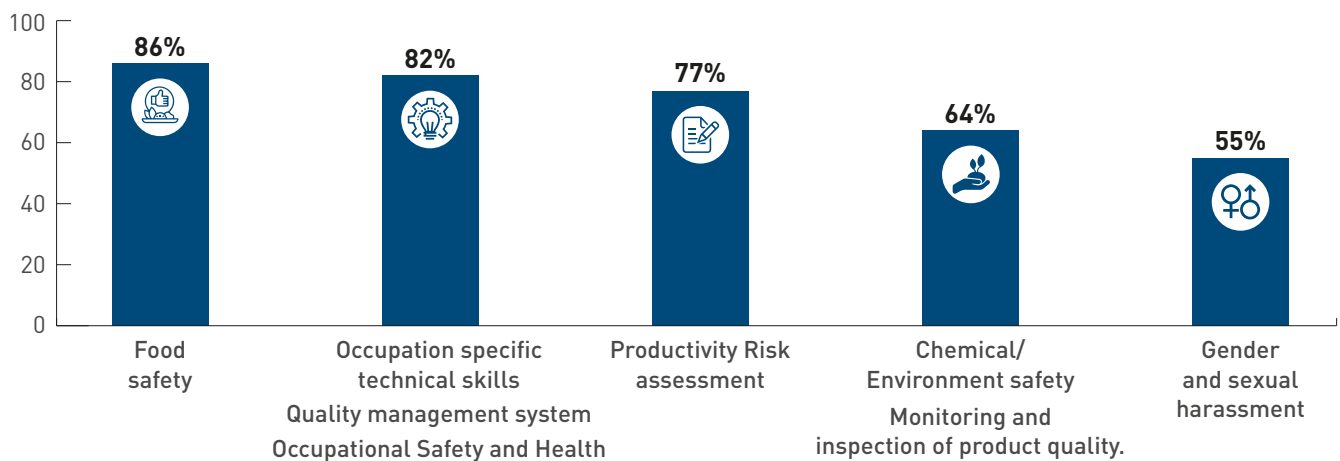


70% workers are unskilled and semi-skilled who have poor or limited skills and knowledge on compliance, quality, and productivity. **86%** of factories acknowledged that training is necessary to enhance their knowledge and performance.



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



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.



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