

# THE BYETS PRESS

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## Identified Key Industries in Need of Skilled Workforce

The BYETS project conducted sectoral assessments of Agro-Processing (AP) and Information and Communications Technology (ICT) and identified industries in the AP and ICT sectors that are experiencing growth. The study found that consumer packaged goods, dairy and meat processing industries are expanding whereas seafood processing is shrinking. There is also a growth hike in IT and IT-enabled services (ITES) to serve both the local and international markets, particularly catering to e-commerce and digitisation of business processes. The type of skills required by these industries was unveiled through the assessment which has helped to determine market-driven courses and curriculums that the project should provide.

## Unlocked Opportunities Through Stakeholder Consultation Workshops

### Readymade Garments (RMG):

On March 30, 2023, a consultation workshop with Readymade Garments (RMG) sector stakeholder was held. Representatives from 17 RMG factories and buyers such as GAP and Primark attended the workshop. The objective of the workshop was to identify the priority of the factories in regard to upskilling and reskilling their workers, design the training and modality, as well as areas for improvement in the RMG factory regarding Labour Rights and Decent Work (LRDW), Gender Equality and Social Inclusion (GESI), and Environmental Responsibility (ER). During the workshop, representatives from different factories participated in interactive sessions, group exercises and provided their opinions.



### Agro-Processing (AP):



On May 15, 2023, BYETS organised a workshop in collaboration with the Agro Food Industry Skills Council (AFISC). The workshop helped to validate the findings of the

agro-processing sectoral assessment and identify industries with potential for expansion which are in need for skilled workforce. Inspira Advisory & Consulting Ltd, conducted the sectoral assessment and presented the findings jointly with the BYETS team. Representatives of 21 industries like Kazi Food Industries Ltd., IFAD, Abdul Monem Ltd., Bangladesh Poultry Industries Association, Pran Foods Ltd., Bombay Sweets, AP Honey, Meghna Group, Olympic, Akij Bashir Group, Institute of Mushroom Research and Development, Bonoful, Reedisha Food and Beverage, among others, participated in the workshop and shared their opinion and valuable insights.



## Agro-Food Industry Skills Council (AFISC) Joins Hands with BYETS

BYETS project signed a MoU with the AFISC on June 7, 2023. This collaboration will foster a supportive environment for the project in delivering training and will also play a crucial role in identifying marketable skills, emerging technologies, and trends. Under this partnership, AFISC will support BYETS in the validation and approval of the curriculum that will be developed under the project.

This collaboration will address the skills gap in rapidly growing sectors so that the youth become competent and thrive. With AFISC's insights, BYETS can also contribute to the government's priorities that are aligned with its objectives.

## Training Service Providers (TSPs) Join Forces to Empower the Youth



Six TSPs joined forces with BYETS by signing partnership agreements to provide training on Information and Communications Technology (ICT) based courses-Eco-Social Development Organization (ESDO), RISDA-Bangladesh, Bandhu Technical Training Center, BGIFT Institute of Science & Technology (BIST), Rural Reconstruction Foundation (RRF), and UCEP Bangladesh.

More than 600 youth have already enrolled in web development, digital marketing and graphic design courses in six districts specifically Gazipur, Dhaka, Jashore, Rajshahi, Khulna, and Chattogram already. These TSPs will also assist in the job placement of enrolled trainees after they graduate.

## Building Capacity of Trainers on Competency-Based Training and Assessment (CBT&A)



Training of Trainers (ToT) on Competency-Based Training and Assessment (CBT&A) was attended by trainers from TSPs. This intensive four-day interactive training, held from September 30<sup>th</sup> to October 3<sup>rd</sup>, 2023, was facilitated by a national-level expert consultant. It helped equip the trainers with the necessary and latest knowledge and facilitation skills for delivering effective training services to the youth and become certified trainers and assessors under the National Skills Development Authority (NSDA) and the Bangladesh Technical Education Board (BTEB).

## Workplace-Based Training (WBT) System Introduced in Six RMG Factories



The project partnered with Consultancy Service Providers (CSPs), Groyo and Rezia Management Consulting Limited (RMC), to develop modules and build the capacity of trainers and assessors in conducting training in the RMG factories. Remi Holdings, Tarasima Apparels Ltd., Karim Textiles Ltd., MG Niche Stitch Ltd., Pretty Sweater Ltd., Vintage Garments Ltd., Evitex Apparels Ltd., and Hollywood Garments Ltd. nominated suitable employees to receive the Training of Trainers (ToT) and Training of Assessors (ToA) for

delivering workplace-based training to unskilled and semi-skilled workers. Three modules have been developed- Sweing Methodology Training (SMT), Productivity Improvement Assessors' Manual, and Soft Skills Handbook, which will be particularly for women workers. As of September, 51 trainers and assessors (45% female) are now prepared to deliver WBT and contribute in building a skilled workforce in the RMG sector.

## Celebrating for Decent Employment on World Day for Decent Work



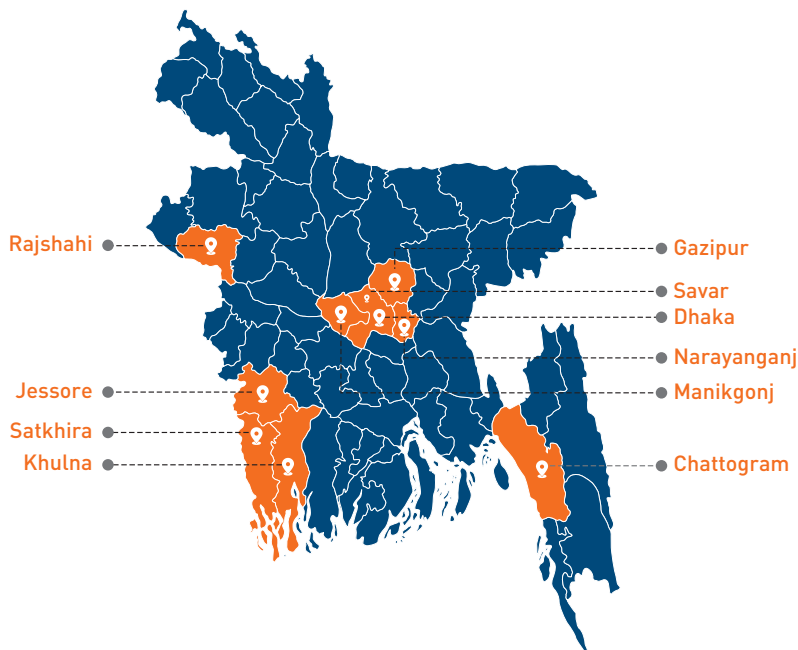
A series of activities were successfully implemented on the 8<sup>th</sup> and 9<sup>th</sup> of October to observe the World Day for Decent Work 2023, aiming to promote a more conducive work environment in six RMG factories and create awareness among the youth who have enrolled in training under BYETS. Activities consisted of a presentation by the BYETS team on decent work principles and the journey of the RMG sector towards decent work. At the factory level, management representatives actively participated and shared the factory's achievements towards improving decent work practices and their future plans for further improvement through illustrative group exercise. Posters were developed to raise awareness of inclusive health and safety-related measures for display in the factories. The project also explained decent employment principles to the youth in TSPs and shared posters to remind them of the health and safety measures that are essential in the workplace.

## Multi-skilled Operator Afroza Becomes Master Trainer

33-year-old Afroza Akhter lives at her parent's place in Manikganj with her three-year-old daughter. Her husband works in Jordan. Afroza also worked in Jordan as a production line supervisor, but after working overseas for seven years she decided to come back to her birthland. Sixteen years of working experience in RMG proved to be useful when she joined as a multi-skill operator in Tarasima Apparels Ltd., one of the premium garments factories in Bangladesh. But Afroza wanted to take on new roles and be more than an operator. So, when the management selected her as a potential candidate for becoming a Master Trainer, she jumped on board with much enthusiasm. The eight-day-long Training of the Trainers (ToT) arranged by the BYETS project is designed to develop in-house Master Trainers who would later provide technical training to the new workers. Afroza successfully finished the ToT and is ready to use her newly acquired skills to help young workers. She harbours a strong desire to support women who are willing to take on higher positions within the production line at factories. When BYETS asked her the reason behind her participation in the ToT, she promptly answered, "I wanted to encourage young women, I want to help them to get over their fear of learning new skills and encourage them to take on supervisory roles".



### Project Information



**District:** Dhaka, Gazipur, Narayanganj, Manikgonj, Chattogram, Rajshahi, Jessore, Satkhira and Khulna

The BYETS PRESS showcases the key activities and milestones of the Building Youth Employability Through Skills (BYETS) project, highlighting its progress towards achieving its goals.

Implemented by Swisscontact and funded by the Embassy of the Kingdom of the Netherlands, BYETS (2022-2026) envisions empowering the youth with technical, employability, and entrepreneurship skills and connecting them to better income-generating opportunities.

The project is working across three sectors: **Information and Communication Technology (ICT), Readymade Garments (RMG), and Agro-Processing (AP)**. BYETS aims to empower 25,000 youths, with a specific target of at least 50% women, through market-driven training delivered by 20 Training Service Providers (TSPs) and by facilitating workplace-based training at 50 factories.