

BACI-SEIP Project

Building a frame work for skill development

(BACI's intervention to transform unskilled workforce into productive Skill Workforce in the Construction Sector)

Background:

Bangladesh Association of Construction Industry (BACI) as a major stake holder is playing a pivotal role in the infrastructural development of the country. The construction sector has been perceived as an informal industrial sector which has been currently experiencing a transition from traditional construction technique to modern technology-based construction practices. Like other sectors, it faces acute shortages of skilled workers mainly due to sectors sustained growth and non-stop global migration of skilled workers. It is estimated that 70% workers in the construction sector are unskilled. As such, BACI felt the prime need to launch a nationwide skill reformation movement is essential, guided by the right type of training from industry - specific skills that are strategically integrated to fulfil the prevailing the skill gap in labor market. It is recognized that involvement of BACI in skill training sector either through partnership or developing owned training center in the construction sector will produce immense benefit to grow skill manpower or contribute to minimize present skill gap. Besides, it will play a role model as training providers of skill development in the labor market of the construction sector of the country and international arena.

Bangladesh has witnessed its best times in terms of economic growth in the last decade or, so, speeding on its way to lower middle income status. Government of Bangladesh also realized that it is the most opportune moment for innovative growth by efficiently focusing on the skills gaps various sectors including construction. Aligned with the realization, Govt. has decided to invest heavily in human resource development guided by right kind of training in chosen sector.

As such, GoB decided to start Skill for Employment Investment Programs (SEIP) to cater the growing skill need to reduce the prevailing skill gap for more productivity. The present government has outlined its plans for the progress and development of Bangladesh in the Vision 2021 program. It pledges to combat poverty by building a Digital Bangladesh and obtain the status of middle-income country by 2021. The government also recognizes that there is a huge demand for skilled manpower at home and abroad, and that there is a possibility for increased demand in the future. It has therefore emphasized the production of more skilled manpower for work abroad. It envisages that



all new entrants to the work force will be trained formally to enhance their knowledge, skills, and creativity to achieve nearly full employment by 2021. The government has also envisioned that both the public and private sectors will expand the network of quality vocational training institutes to ensure full-scale vocational training with adequate practical exposure.

The BACI-SEIP project supports the Government of Bangladesh's (GoB) reforms in skills development articulated in the National Skill Development Policy (NSDP) and National Education Policy (NEP).

The project will help the government to scale-up skilling of new entrants and up-skilling of existing workers to increase productivity of its labor force, which will lead to increase in average household incomes and contribute to accelerating economic growth in priority sectors.



Acknowledging BACI as the most potential association providing valuable contributions in the infrastructural development of the country, the Govt. entrusted BACI to implement the Skills for Employment Investment Program (SEIP) project for construction sector. BACI signed an agreement (MOU) with SEIP Project, under the umbrella of SDCMU, Ministry of Finance, Govt. of Bangladesh on February 25, 2015 to implement Skills for Employment Investment Program (SEIP) with a grant assistance of

Tk. 145,33,44,368/- (One hundred forty five crore thirty three lac forty four thousand three hundred sixty eight taka) provided mainly by SEIP/ Asian Development Bank (ADB) targeting total 40,230 trainees in three segments (Tranche -1 , 2 & Additional Target Tranche-1 for the period of (2015—2020). Considering the overall progress and achievement against the given target and ensured gainful job placement of the trained skill workers in the labor market, SEIP/SDCMU approved the tranche-3 for BACI -SEIP allocating 18,000 trainees for providing skill training which is expected to begin from January 2021- 2023).

Main objective(s) of the training

- i. Provide/improve job focused skills along with up-skilling of the existing workforce to enhance productivity and growth of construction sectors.
- ii. Impart skills training linked to gainful employment or self-employment.
- iii. Develop a dynamic linkage & network of training providers that are endorsed by Construction industry for providing excellence of training to meet the skills needs of employers.
- iv. Ensure gainful Job placement of the trained graduates and local and overseas job market.
- v. Develop own training center for Implement a vocational trainer development program for trainers and assessors and management.

Expected benefit and related impact to the sector through the trained workforce from SEIP Project in domestic and overseas market.

Most of the existing workforce is carried out work without having any training. They lack of workmanship. As a result, quality of construction has been suffering to produce quality product. If the cost benefit analysis of particular product (building) is reviewed at the present context, then it may conclude that the cost of building is relatively high because of involving inefficient & less-skilled workers in different occupational trade. System loss in terms of man & materials due to lack of skilled workforce results in high cost of constructing building, roads and other infrastructure development process. Construction sector will have manifold benefit through the trained trainees that will reduce skill gap, improve efficiency of workmanship, minimize wastage, reduce cost of building and ensure quality of work. More specifically it will fulfill the following basic proposes in the construction sector

- i. A pool of quality skilled labor force with technical knowledge and hands on practical experience will be available in construction sector on various trade occupations to cater the growing demand of skilled workers of construction industry in both domestic and overseas employment market. Trained workers will get more wages which will directly contributes in the national GDP.
- ii. Improving the productivity of the construction sector through skill training and thus contributing to the development of infrastructure in the country.
- iii. Strengthening the capacity of the construction sector to provide more market driven skill training and thus create employment opportunity for trained work-force.

Courses offers/to be offered by BACSEIP project for Skill development in the Construction Sector

Trade courses	Management courses
Electrical Installation & Maintenance (EIM)	Project Management (PM)
Masonry	Supply Chain Management (SCM)
Plumbing	Quality Control (QC)
Steel binding	-
Painting	-
Aluminum fabrication	-
Crane and Forklift operation	
Duct fitting for Air-conditioning and Ventilation	
Road Roller Operation	
Shuttering and Scaffolding	



Modality of implementation of the BACI-SEIP project

BACI has been implementing training courses through 30 partner institutions (38 training locations) including one own training institution located at various regions of Bangladesh. The training institutes are decentralized in a way with the objective(s) to reach the benefit of the skill training at the door step of the community people. District wise outsourced training institutes in deferent tranches are as follows:

Dhaka	MAWTS, UCEP,GTCL, SDI, SDTI, WII, SAIC, BTTC, ATEL, RISDA, BRAC-ISD, DTC.
Narayanganj	NIET
Gazipur	TTTI, Montage, BIST, Star Bangla
Chittagong	NIT, BTTDC, UCEP
Barisal	MAWTS, UCEP, BRTSC
Khulna	MAWTS, UCEP, SIT
Rangpur	UCEP
Sylhet	BTTDC, MAWTS,
Bagura	SAIC, BIIT

Jessore	HIST
Thakurgaon	ESDO
Chapainawabganj	DSDRI
Jamalpur	JVTI
Mymensingh	MAWTS
Kishoreganj	MTHCC

Introduction of Competency Standard (CS) aligned with Job market followed for Skill Training course under BACI-SEIP Project

BACI has been following curriculum standard developed by SEIP in consultation with different stake holder of the construction industry. Competency Standard (CS) describes the skills, knowledge and attitude needed to perform effectively in the workplace. The CS also contains number of learning unit of competencies clustering under generic, sectorial and occupation specific. Each learning unit contents are tailor-made, job focused and aligned with the job market needs of construction industry both home and abroad. Occupational Health and Safety (OHS), compliance, productivity improvement, communication skills, and technique of team-building, technique are included with course-curriculum. Duration of trade/management courses are 360 hours and 3 months of which 80% & 20% time is allowed for practical and theoretical classes respectively. As a result, over 60% of BACI certified graduates are entering in gainful job market both domestic sector and overseas market related to construction sector.

Quality Assurance & Monitoring Mechanism

BACI attached high priority to ensure quality of skill training to meet the demand of the Job market. And for this end, a comprehensive in- built monitoring, supervision and assessment & evaluation system has been introduced to dig out the basic output & outcome of the training beginning from enrolment, training and Job placement.



At the end of the course, all trainees gone through formative and summative assessment system. At the institute level, formative assessment is conducted by the trainer after 15 days to judge the acquired competency level & the improvement of the trainees following the assessment guide line which consists of written, demonstration and viva. According to the performance of the trainees, the trainer provides feedback on the task performed, which help the trainees to develop his/ her occupation specific skills.



Summative assessment conducted by the industrial external assessor after the end of the training course. In the summative assessment process, the trainees gone through assessment following written practical/demonstration test and viva based on learning unit of each competency that allow to identify underpinning knowledge and evidence based which can help the assessor to have fair, valid, relatable and flexible assessment. Each assessor is allowed to conduct 9 assessment per day to ensure quality assurance.

Considering above process, trainees declared as competent or not competent. BACI and Training institutions jointly issue certificate of completion.

Glimpses of the progress & achievement at a Glance

BACI-SEIP project targeted to provide training for 13,005 no. of trainees in construction sector through market led training on 7 trades and 3 management courses for first phase of the project Tranche-1 (April 2015 - December 2017). Against this target, it has enrolled 13,110 no. of trainees which actually exceeds the original target. Out of that, 12,700 (78.40%) trainees were successfully certified and 9,957 trainees were placed in gainful job. In addition, BACI was also given a target of 10000 as additional target Tranche-1 to provide same training from January –December, 2019. Against this target, BACI-SEIP has enrolled 9,825 no. of trainees within the time frame. Out of which 9,707 (98.79%) no. of trainees were certified and 7,683 no. of trainees were placed in gainful job.

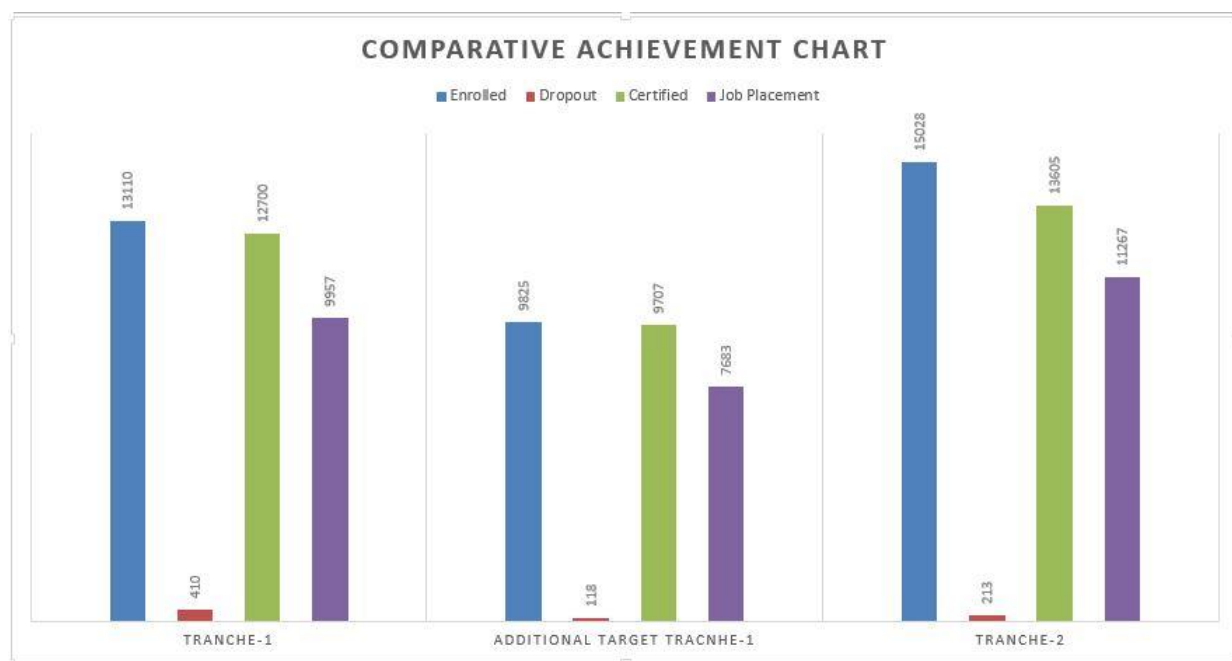


Figure: Comparative Achievement Chart.

The percentage of job placement was 76% which is above the target 60% set by ADB. Average dropout rate was 3% (388) throughout the project cycle. The above line diagram will depict moreover view of success of BACI -SEIP project in developing skill manpower in the construction sector.

The overall performance of current phase (Tranche -2) which was started from January, 2018 up to March, 2020 found satisfactory. BACI has enrolled 15,028 and 13,605 certified (Due to CORONA pandemic the last quarter's enrolled trainees have not been certified yet) and ensured job placement 11,267. The average dropout rate up to March, 2020 was 1.47% which was blow 3%. This was possible due to continuous monitoring and supervision from the Project Implementation Unit (PIU) and Project Standing Committee (PSC) members headed by the president of BACI. Due to corona pandemic, the training activities all TIs remain closed. However, it is expected to begin from January, 2021.

Skill Development Institute (SDI)

A new horizon for BACI in Human Resource Development (HRD)

BACI developed Skill Development Institute (SDI) in a rented building located at Maghbazar, Dhaka and subsequently it will be transferred to its own building on the land at UTTARA allotted by RAJUK, Ministry of Housing and Public Works, Govt. of Bangladesh. BACI received possession of land from RAJUK. Task force was formed comprising of board members & SEIP representative to perform related works for the new training institute. Architectural drawing, design and layout is prepared by BACI and submitted to SEIP for their approval which was subsequently approved by SEIP/ADB. Recently SEIP has approved BACI proposal of Skill development center with a budget allocation of BDT: TK. 33,60,00,000 (Thirty three crore sixty lac Taka) with

construction of building and supply of necessary furniture and equipment. Required tender was floated by the SEIP for the construction of building. A memorandum of Understanding (MoU) will be signed between SDSMU/SEIP very shortly to start implementation of the construction of new training center of 4 storied building with provision of further extension up to 13th floor for BACIs multipurpose uses in future. The construction works of the new training will be started soon with a plan to complete within 2023. The Training Centre will emerge as a Centre of Excellence for providing the skills training in the construction sector of the country.

Use of the Training center.

The BACI training center facilities will be mainly used for the purposes of training for nine market driven occupational trades and three management related training courses catering 3600 number of new entrants and 240 for up- scaling respectively. It will maintain TMS/data bank to track the trainees as well as develop profile of the construction industries to find the prevailing skill gap in the construction sector. It will provide job placement support services centers and develop dynamic linkages with the employers.

The expected outcomes from the training center will be as below:

- i. Specific skilled training hub for the construction sector
- ii. Minimize the skill gap in the construction sector
- iii. A strong linkage with the industrial skill council for the construction sector
- iv. Dynamic linkages with the employers will be established.

Use of Competency Standard based Training Courses

SDI has been offering construction related competency-based trade and management course developed by SEIP. The duration of training programs for trade course is three months (360 hrs) and management course is two months (80 hrs). Courses curriculum of management courses has been revised and up dated by SEIP and duly accredited

Gradually, the training programs will be shifted from modular based to competency based aligning with NTVQF level. The trade related training course ensures delivery of occupational health & safety (OHS), OHS practice, hazard identification and control. Management related courses ensures demand driven approach to training with an objective to enhance the skill of existing workforce employed in various construction related industries to improve their knowledge, skills directly contributes to increase the productivity. At present 200 trainees are attending training course on different trades.



3D View of Skill Development Institute (To be built by SEIP within 2023)



3D View of Future Development

The following training courses will be provided in the training center are as below:

SL No.	Name of Trade Courses	Name of Management Courses
1	Masonry	Quality Control
2	Electrical Installation & Maintenance	Supply Chain Management
3	Still Binding & Fabrication	Project Management
4	Plumbing	
5	Tiles & Marble Works	
6	Painting	
7	Aluminum Fabrication	
8	ARC Welding	
9	Shuttering & Scaffolding	

Note: In addition to that BACI will explore the possibility to include some new modern technology based on the effectiveness of training courses (especially employable opportunity) which already included in the approved BP of Tranche -3 (2021-2023)

BTEB recognition of SDI as RPL Centre

Recognition of Prior Learning center (RPL). As recognition of quality training providers in the different occupation trades in construction sectors, Bangladesh Technical Education Board (BTEB) treated SDI, BACI as a recognized Centre for RPL where SDI is allowed to conduct test examination & issue certificate for those who have already acquired skills in construction related trades occupation informally without having any recognition. At present SDI is offering RPL exclusively for masonry, steel binding & fabrication, plumbing, electrical installation and maintenance.



Inauguration ceremony of BACI-SEIP Project in 2015



Class room & practical training of all trades & management course

Case study of one successful graduate

Basic Information of the Person Studied:

Name: Md. Mohon Ali

ID # 6002067

Batch # 04

Trade: Electrical Installation & Maintenance

Mobile # 01762908166

Household Size : 5 members

Training Center: Skill Development Institute

(SDI) Training Partner: SEIP

Institute Address: 692/B, Bara Magbazar, Dhaka-1217



Md. Mohon Ali hails from a poor family. His father was a poor farmer. They have 1 bigha land to live. The family consists of five members-mother, 01 sisters, 02 brothers and sister -in-law. Md. Mohon Ali passed SSC in 2011, but could not carry on his study further because of poverty. He was passing through a terrible time because he was a burden to his family with having no work no earn.

At a point, he heard of a training course named electrical Installation & Maintenance from his cousin. The training was offered by SEIP-BACI in Skill Development Institute (SDI) in Magbazar, Dhaka-1217. After completing three months skills development training on EIM trade, he was offered the job as an electrician in an Electric warring company in small salary. After some time he gain some experience & he got a job in Incepta Pharmaceuticals as Electrician, his duty station at Anarkoli bus-stand, Savar, Dhaka and now he getting salary Tk. 20,000 per month.

From this money he expends Tk. 7000 for his family expenditure in every month. His elder brother and sisters education cost is provided from his income. Rest amount tk. 9000 used to his own expenditure is house rent and daily necessities. He said that I am moving forward. My prestige to my family has been raised. My family now includes me in family decisions. I am bachelor now. I wish to settle myself in my own future life as soon as possible.

Md. Mohon Ali believes SEIP training program might be very useful for employment of unemployed people, which will help to decrease the poverty level of Bangladesh.