



Government of the People's Republic of Bangladesh

Action Plan for
Implementation of National Skills Development Policy-2011
(Phase - 1)

Ministry of Labour & Employment
National Skills Development Council (NSDC) Secretariat
Sheik Fazilatunnessa Mujib Women Technical Training Centre
Darus-Salam, Mirpur, Dhaka



National Skills Development Council (NSDC)
(Draft) Implementation plan for National Skills Development Policy-2011 (Phase-1)

SL#	Issue/Subject	key activities	Time line	Financial involvement (TK. in lacs)	Implementing Agency/ Organization	Implementing associates/ coordinator	Comment	
			Starts and ends					
1.	Nationally Recognised Qualifications Chapter: 5 Reference section: 5.1-5.13, (p: 6-8) Additional Reference: section: 12.6 (p: 19); 13.3A (p: 21); 18.1C (p: 28); 18.4 (p: 29); 18.8 (p: 29).	Introduction of Nationally recognized Qualifications Framework: (a)Preparation of Nationally recognized Qualifications Framework (National Technical and Vocational Qualification Framework-NTVQF)	Already has been prepared Jan:2008-Jan2012	0.00	Ministry of Education (with the help of TVET Reform Project)	Bangladesh Technical Education Board (BTEB)	<u>Detailed: appendix-A;</u> *At present piloting of NTVQF is being run on in 7 institutions (DTE-4, BMET-1, NHTTI-1 and Western Maritime institutes) Steps will be taken to convert these institutions fully into NTVQF system.) **With the help of STEP project NTVQF will be introduced in the short courses in 50 institutions.	
		(b) Implementation of Nationally recognized Qualifications Framework:				Bangladesh Technical Education Board (BTEB) under the direction of National Skills Development Council (NSDC)		Ministry of Education, Ministry of Expatriate Welfare and Overseas Employment, Directorate of Technical Education (DTE), Bureau of Manpower, Employment & Training (BMET),
		1.Determine workshop space of 33 trades required for introducing Competency Based Training (CBT)	January – June:2014	05.00	Bangladesh Technical Education Board (BTEB)			
		2.Expand infrastructures of 28 workshops out of 33 trades in 7 institutes each having 4 trades	January – September: 2014	394.00	Directorate of Technical Education (DTE)			
		3.Posting of teachers and staffs in 7 model institutes	January – September: 2014	00.00	Concerned Ministry			
		4.Train 161 teachers	October:2014-June:2015	116.90	DTE (By STEP)			
5.Procure and install 560 machineries of 28 trades	January – June:2014	336.00	DTE along with concerned					

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			Starts and ends				
					institutions		
		6.Select trainees	August - November: 2014-	00.00	DTE/ concerned institutions		
		7.Admit trainees	December: 2014	00.00	BTEB		
		8.Cost of raw materials and hand tools for 1,120 trainees to train them in CBT	July - December: 2014	430.80	DTE	BMET, NHTTI, Western Maritime institutes	
		9. Provide training to Principals and Heads of Departments for Strengthening management of 7 institutes	July - December: 2014	62.92	DTE		
		10.Repair and maintain machineries of 28 trades	July - December: 2014	28.00	DTE	Concerned institutes	
		11.Monitor training programs in 7 model institutes	February: 2014-December: 2015	25.20	BTEB	Concerned institutes	
		12. Repair and reconstruct the training centers under the ministry of Youth and Sports and provide furniture and training related equipment	January:2014 – December: 2015	16000.00	Ministry of Youth and Sports	Ministry of Finance, Directorate of Youth and Sports	
				Sub total:17,398.82			

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2.	Competency Based Training and Assessment (CBT&A): <u>Chapter 6:</u> Reference section: 6.5-6.10 (p-9) Extra Reference: section: 5.8 (p: 7); 12.5 (p: 19);	Introduction of Competency Based Training and Assessment System (CBT & A):			Bangladesh Technical Education Board (BTEB)	Ministry of Education (MOE), Directorate of Technical Education (DTE), NSDC-Secretariat, Bureau of Manpower, Employment and	<u>Detailed: appendix-B;</u>
		1. Establish CBT&A Cell in BTEB and Create 50 posts and recruit manpower;	January – June:2014	0.00	BTEB		Some steps have already been completed
		2. Select 100 priority based occupations;	January – June:2014	45.00	BTEB		Three years time line have been mentioned in BTEB's proposal
		3. Develop 100 occupations based competency standards;	January – December: 2014	1400.00	BTEB		
		4. Develop 400 Course Accreditation Document;	January – December: 2014	80.00	BTEB		
		5. Develop 400 Competency Based Learning Materials (CBLM) followed by Competency Standards;	January – December: 2014	400.00	BTEB		
		6. Develop 400 assessment tools to assess trainee's competency;	January – December: 2014	40.00	BTEB		
		7. Prepare Quality Assurance Manual (QAM) to implement CBT&A;	January – December: 2014	40.00	BTEB		QAM is already prepared by TVET Reform Project

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			Starts and ends				
		8. Prepare Manual for Registered Training Organization (RTO) and for Assessment Centers;	January – June: 2014	2.00	BTEB		
		9. Conduct programs for Competency Based Training;	July: 2014- June: 2015	14.00	BTEB		
		10. Select 7 assessment centers to assess competency ;	January – June: 2014	2.80	BTEB		Except 22 assessment centers of RPL
		11. Form Assessors Pool by Board to assess Competency;	January – December: 2014	0.00	BTEB		
		12. Skills assessment of 2,240 Trainees;	January: 2014- December: 2015	11.20	BTEB		
		13. Recognize 4 teachers training institutes and assessor training institutions as RTO;	January:- December: 2014	1.20	BTEB		
		14. Prepare 132 CBLM of 33 trades for teachers/instructors and assessor training;	January: 2014- December: 2015	132.00	BTEB		
		15. Prepare tools of 33 trades for teachers/ instructors and assessors' training;	January: 2014- June: 2015	6.60	BTEB		
		16. Assess skills of Instructor/ Trainers and Assessor;	January - December: 2014	0.00	BTEB		
		17. Form Assessors' Pool to Assess skills of Instructor/ Trainers and Assessor;	January - June: 2015	0.00	BTEB		

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			Starts and ends					
		18. Conduct Instructor/Trainers and Assessor Training (In-Service, Pre-Service) programs for 200 participants;	July :2014-June : 2015	66.00	BTEB			
		19. Review and make necessary amendment of procedures & Regulations to form governing body for Board Approved institutions for more effective operation;	January - June: 2014	10.00	BTEB			after discussion with NSDC Secretariat
		20. Review and update documents along with competency standards regularly;	July – December:2015	201.00	BTEB			
		21. Monitor Training Institutions;	July: 2014-June: 2015	115.00	BTEB			
		22. Monitor Assessment Center;	July: 2014-June: 2015	0.00	BTEB			
		23. Monitor Assessment System.	July: 2014-June: 2015	5.00	BTEB			
				Subtotal:2,571.80				
3	Programs and Providers Quality Assured: Chapter 7: Reference section: 7.4-7.9 (p-10) Extra Reference: section: 5.8 (p: 7);	Measures for ensuring Quality Assurance Of Programs and Training Institutes/Providers’: 1. Register 1000 Public and Private training providers;	January:2014-June:2015	0.00	BTEB	Bangladesh Technical Education Board (BTEB) under the direction of National Skills Development Council (NSDC) Ministry of Education, Directorate of Technical Education, NSDC-Secretariat, Bureau of Manpower, Employment and Training, NGOs,	<u>Detailed:</u> <u>appendix-C;</u>	

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			Starts and ends				
	8.7 (p: 12); 18.1 E (p: 28);	2. Recognize the programs for learning and assessment of 33 occupations for 132 levels in NTVQF level;	January:2014- June:2015	0.00	BTEB	private trainers and industry sector.	
		3. Monitor and evaluate the providers implementing NTVQF	June:2014- December: 2015	11.55	BTEB		
		4. Prepare and print 1000 manuals to assure the training standards and implement those effectively;	January - June:2015	16.00	BTEB		
		5. Review the skills standards at every 12 months and revise the skills standards system.	December: 2015 onward	100.00	BTEB		
				Subtotal:127.55			
4.	Strengthened Role for Industry Sectors in Skills Development Chapter 8: Reference section: 8.3-8.6(p:11-12)	Create scope of increasing role for industry sector in skills development:			ECNSDC (NSDC Secretariat)	Ministry of Industry, STEP, TUETR, ISCs, Bangladesh Employers' Federation (BEF), FBCCI, concerned industry associations.	<u>Detailed: appendix-D;</u>
1. Make 9 Industry Skills Council (ISCs) more effective and strengthened;		January – December: 2014	90.00	ECNSDC (NSDC Secretariat)			
2. Prepare operational manual for Industry Skills Council (ISCs);		January – June:2014	5.00	ECNSDC (NSDC Secretariat)			
3. Prepare Common Memorandum and Articles of Association		January – June:2014	0.00	ECNSDC (NSDC Secretariat)	Preparing is underway with the help of TVET Reform Project		

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		4. Select principal sectors of industry and coordinate ISCs under the subsectors of those principal sectors.	January – June:2014	5.00	ECNSDC (NSDC Secretariat)		
		5. Form new 5 ISCs;	January:2014 – June:2015	200.00			
				Subtotal:300.00			
5.	Accurate Skills and Labour Market Data for Planning and Monitoring Chapter 9: Reference section: 9.3-9.5, 9.6, 9.7 (p-13-14) Extra Reference: section: 8.7-8.8 (p: 12);	Introduction of accurate Skills Data System for Planning and Monitoring: (Preparation of Skills workforce database)			National Skills Development Council(NSDC)	Ministry of Labour & Employment; Ministry of Expatriates' Welfare and Overseas Employment; Bangladesh Technical Education Board (BTEB); Bureau of Manpower Employment Training (BMET), Respective Ministries; Bangladesh Bureau of Statistics (BBS).	<u>Detailed: appendix-E;</u> Concerned ministries are: Ministry of Youth & Sports; Social Welfare; Women & Children Affairs; Industry; Agriculture; Civil Aviation and Tourism; Communication; Railway; Local Govt. & Rural Development and Cooperative; Textile and Jute; Defense; Energy and Mineral Resources; Livestock and Fisheries; Health and Family Welfare; Science Technology; Information and Communication
		1. Collect skills data to determine labour market (100 occupations); (Collection of data on skills providers' institutions, collection of demand related information from home and abroad labour market through survey.)	January - December: 2014	400.00	ECNSDC (NSDC Secretariat) and Ministry of Youth and Sports		
		2. Measures for data entry, analysis, prepare report and preserve data;	January - June: 2015	57.60	ECNSDC (NSDC Secretariat)		
		3. Prepare data base for skilled workforce;	January: 2014- June: 2015	1,050.00	ECNSDC (NSDC Secretariat)		
		4. Share experience among different countries to get the latest information and idea about skills and labour market (8 countries);	January: 2014- June: 2015	240.00	ECNSDC (NSDC Secretariat)		
		5. Establish a data server in NSDC-Secretariat and develop website for NSDC-Secretariat.	January: 2014 - June: 2015	2.00	ECNSDC (NSDC Secretariat)		

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		6.Determine Training Need Assessment (TNA) of the training institutes under the Ministry of Youth and Sports through census	January: 2014 - December: 2014	50.00	Ministry of Youth and Sports		Technology; Water Transport; Forest and Environment; Primary and Mass Education; Chittagong Hill Tracts and Home Affairs.
				Sub-total:1799.60			
6.	Competent and Certified Instructors and Trainers Chapter 10: Reference section: 10.3-10.13 (p:15-16) Extra Reference: Article: 6.9 (p: 9); 8.9 (p: 12);	Run a national training and certification system for teachers and trainers:			NSDC, DTE, BTEB, BMET	Ministry of Youth and Sports, respective Ministries; ISC.	<u>Detailed: appendix-F:</u> 1. Every institution will train and certify their instructors as per the newly approved BTEB teachers training Standards. 100 training institutions×4 trades×1 teacher = 400+extra teachers+ principal= 700 teachers × 40,000/- × 2months; 2.TTC, VTTI and BITAC to be transformed to master trainer institutes; 3. Will be implemented in 5 private institutions
		1. Train and certify 700 teachers and 300 trainers of the selected 100 training institutes in the first phase in NTVQF;	January: 2014 - December: 2015	672.00	DTE (Training), BTEB (certification)		
		2. Establish a national network of all (300 public institutes in the first phase) trainer training institutes;	January – December: 2014	50.00	BTEB		
		3. Develop a pool of 100 certified national master trainers for the disabled;	January – December: 2014	10.00	DTE		
		4. Review the present qualification of teachers and trainers and bring necessary amendment;	January: 2014 - June: 2015	8.00	DTE		
		5. Create opportunity for the training of 2000 trainers of private sectors;	January:2014 – December: 2015	900.00	DTE		

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		6. Plan for the development of the public sector's trainers;	January – December: 2014	5.00	DTE		from STEP grant.
		7. Make the recruitment policy for training providing institutions more flexible;	January – December: 2014	10.00	DTE		
		8. Make return to industry programs effective for 100 in service teachers and trainers.	January – December: 2014	118.00	DTE		Trainers and teachers working in the training centers will be trained under intensive training program for short term period (6-12 months) in different industries and will return to their previous industries after completing training.
				Subtotal:1,772.00			
7.	Effective and Flexible Institutional Management Chapter 11: Reference section: 11.2-11.20 (p:17-18)	Take measures to increase management flexibility and effectiveness of Public and Private training institutions:			National Skills Development Council	Ministry of Law, Ministry of Public Administration, Ministry of Finance, Ministry of Youth and Sports, Concerned Ministry, BTEB,	<u>Detailed: appendix-G;</u>
		(a)Administration: 1. Review and amend teachers' recruitment policy of Government Training Institutions;	January – December: 2014	0.00	ECNSDC (NSDC Secretariat)		
		2. Prepare quick fill-up Policy of vacant posts in Government	January – December: 2014	0.00	ECNSDC (NSDC		

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		Training Institutions ;			Secretariat)	DTE.	
		3. Prepare Government Training Institution's Financial & Administrative Power Policy;	January – December: 2014	0.00	ECNSDC (NSDC Secretariat)	Concerned Ministries with Ministry of Education	
		4. Prepare Policy for inclusion of Local Industry in Training Programs;	January – December: 2014	10.00	ECNSDC (NSDC Secretariat)	Concerned Ministries with Ministry of Education	
		5. Prepare Training Course incorporation/exclusion/revision Policy on the basis of demand ;	January – December: 2014	02.00	ECNSDC (NSDC Secretariat)		
		6. Prepare Structure Policy for Public-Private Training Center's Organization;	January – December: 2014	02.00	ECNSDC (NSDC Secretariat)		
		7. Prepare Public-Private Partnership Board of Management Policy ;	January – December: 2014	10.00	ECNSDC (NSDC Secretariat)		
		8.Update recruitment policy of private technical institutions;	January – December: 2014	02.00	ECNSDC (NSDC Secretariat)		
		9. Review and update of the policy of governing board formation to run the BTEB approved training institutions.	January – December: 2014	02.00	ECNSDC (NSDC Secretariat)		
		(b)Academic: 1.Prepare effective flexible and demand driven training management manual;	January – December: 2014	20.00	(b)Ministry of Education,	Ministry of Youth and Sports,	

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		2. Maintain intensive monitoring and evaluation of ongoing training programs in the technical training institutes;	January:2014– December: 2015	30.96	ECNSDC (NSDC Secretariat)	Ministry of Youth and Sports,	
		3. Update training programs and determine training curricula nationally in relation with international standard and review regularly;	January - June: 2015	10.00	BTEB	Ministry of Education and concerned ministries	
		4. Ensure the highest utilization of training institutes;	January- June: 2014	10.00	ECNSDC (NSDC Secretariat)	Ministry of Education and concerned ministries	
		5. Empower training institutes to recruit 5 trainers through outsourcing and pay honorarium if needed;	January- June: 2014	24.00	Ministry of Education		
		6. Empower training institutes to attach with different local industries for exchanging and sharing skills;	January- June: 2014	150.00	Ministry of Education		
		7. Form course review/consultation committee of the training institutes;	January- June: 2014	100.00	Ministry of Education		
		8. Take opinion of the local employer in increasing skills development and employment.	January:2014 onward	100.00	ECNSDC (NSDC Secretariat)		
		(c)Form information hub of 100 Public training institutes.	January- June: 2014	115.00	(c) Concerned Ministries, NSDC- Secretariat		
				Subtotal:587.96			

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8.	Strengthened Apprenticeship system: Chapter 12: Reference section: 12.3 (p:19) 12.5 (p:19)	Strengthen apprenticeships to enhance skills and encourage informal apprentice to develop skills of workers:				Bureau of Manpower, Employment and Training (BMET) under the direction of National Skills Development Council.	MOI, concerned Ministry, NSDC-Secretariat, DTE, BTEB, BEF, Industry sector, NGO.	<u>Detailed: appendix-H;</u> 10,000×1500/- + management + miscellaneous cost = 150.00 (100 institutes×50 persons×2 batches = 10,000 persons.)
		(a)1.Modernize and strengthen apprenticeship system under BMET in line with Bangladesh labour (Amended) Law-2013	January-December: 2014	5.00	BMET			
		2. Pay incentive to promote apprenticeship among industry and factory owners;	July: 2014-June: 2015	10.00	ECNSDC (NSDC Secretariat)	BMET		
		3 Sign MOU on apprenticeship with 100 industry and factory owners and implement it;	January - June: 2014	50.00	BMET			
		4. Train 10,000 persons formally of 100 industries under PPP model by modernizing apprenticeship system	July: 2014-June: 2015	150.00	BMET			
		5. Monitor apprenticeship in 100 industries ;	July: 2014-June: 2015	6.00	ECNSDC (NSDC Secretariat)	BMET		
		6. Test and certify 10,000 apprenticeships.	July: 2014-June: 2015	100.00	BTEB	BMET		
		(b)1. Apprenticeship programs will be started in 100 industries and through this program 10,000 apprenticeships will be trained and certified by 2015.	January: 2014-December: 2015	1500.00	BNFE	MoPME, BMET, CAMPE, ISC, Informal Sector, BTEB		
		2.Conduct skills development training courses to enhance apprenticeship programs through non-formal education	January: 2014-December: 2015	380.00	BNFE			

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			Starts and ends				
				Subtotal:2201.00			
9.	Recognition of Prior Learning (RPL): <u>Chapter 13:</u> Reference section: 13.1-13.5 (p:21)	(a) Development and Implementation of Recognition of Prior Learning (RPL) programmes (Phase-1):			Bangladesh Technical Education Board under the guidance of National Skills Development Council.	Directorate of Youth Development, Directorate of Women Affairs, DTE, BMET, NGO, BTEB, BNFE.	<u>Detailed: appendix-I;</u>
		1. Prepare and approve standards and accreditation documents of 15 occupations;	By December 2013;	0.00	BTEB	So far, 8 Standards and Accreditation documents have been approved by BTEB and the rest 7 are in progress.	
		2. Select and upgrade 22 assessment centres ;	By December 2013;	0.00	BTEB		
		3. Train and certify 90 assessors;	July: 2013 – June:2014;	0.00	BTEB		
		4. Complete assessment and certification of 500 persons.	By June 2014;	0.00	BTEB		
			(b)Development and Implementation of Recognition of Prior Learning (RPL) programmes (Phase-2):			BTEB	The remaining programs of Phase-1 will be accomplished through TVET Reform Project
		1. Prepare and approve standards and accreditation documents of further 15 occupations;	January – December:2014	52.50	BTEB	BNFE,ISC	
		2.Select and upgrade further 15 assessment centres ;	January – December:2014	75.00	BTEB	STEP	

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		3. Train and certify 100 assessors;	January – June:2015	17.00	BTEB	STEP	
		4.Assess and certify 5000 persons;	January – December:2014	82.40	BTEB	STEP	
		5. Strengthen capacity of 100 officers related to implementation of RPL.	January – December:2014	8.05	BTEB	STEP	
				Subtotal:234.95			
10.	Improved Access for Under-represented Groups Chapter 14: Reference section: 14.1-13.2 (p:22) 14.4-14.9 (p:22-24)	Take special programs for Under-represented Groups {people with low literacy, women, people with disability, adolescent labour, people of less developed area (char,haor and mass hunger driven area), village people} to enroll in technical and vocational education:		NSDC-secretariat, Ministry of Social Welfare, Ministry of Women and Children Affairs, Ministry of Sport and Youth,DTE.		Ministry of Labour & Employment, Ministry of Expatriate Welfare and Overseas Employment, Ministry of Industry, Ministry of Finance, Ministry of Chittagong Hill Tracts Affairs, Concerned ministries, BTEB, BNFE, NGO, ISCs.	<u>Detailed: appendix-J;</u>
		(a)1.Under advanced Area: 1.Prepare policy and financing regulations to provide special opportunities in technical education and training for unadvanced area and under-represented groups ;	January-June:2014	05.00	ECNSDC (NSDC Secretariat)		
		2.(i)To create opportunities in employment and self-employment for the unemployed young people of 7 Northern districts (ii) Deliver computer related training to the under advanced village youth	January:2014-December:2015	8600.00	Ministry of Youth and Sports		
			January:2014-December:2015	1345.00	Ministry of Youth and Sports		

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		3. Provide assistance to the inhabitants of hill tracts for special kind of vocational education and employment:					
		(i) In next 1year 500 hill tracts inhabitant will be given vocational and technical education and training and certificate	January – December: 2014	32.50	Ministry of Chittagong Hill Tracts/ Ministry of Youth and Sports/ concerned		
		(ii)In later 1 year 1000 hill tracts inhabitant will be given vocational and technical education and training and certificate	January – December:2015	40.00	Ministry of Chittagong Hill Tracts/ Ministry of Youth and Sports/ concerned ministies		
		(b) Under advanced Community :					
		1.To increase the enrollment rate of female in technical education and training:					
		(i) Increase the quota of female in admission from 10%-20% and ensure to fulfill the quota;	January – June:2014	100.00	ECNSDC (NSDC Secretariat)		
		(ii)Increase opportunities for female to enhance enrollment in non-traditional trades	July – December: 2014	400.00	ECNSDC (NSDC Secretariat)		
		2. To create opportunities for the disabled to enroll more in technical and vocational education and training:					

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		(i)In next 1year 500 disabled people will be given vocational and technical education and training and certificate	January – December: 2014	300.00	Ministry of Social Welfare		
		(ii)In later 1 year 1000 disabled people will be given vocational and technical education and training and certificate	January – December: 2015	400.00	Ministry of Social Welfare		
		3. To create opportunities for the common gender people to enroll more in technical and vocational education:					
		(i)In next 1year 100 common gender people will be given vocational and technical education and training and certificate	January – December: 2014	8.50	Ministry of Social Welfare		
		(ii)In later 1 year 200 common gender people will be given vocational and technical education and training and certificate	January – December:2015	10.00	Ministry of Social Welfare		
		4. To create opportunities for the vulnerable women to enroll more in vocational training and have employment:					
		(i)In next 1year 1000 vulnerable women will be given vocational and technical education and training	January – December: 2014	50.00	Ministry of Women and Children Affairs		
		(ii)In later 1 year 2000 vulnerable women will be given vocational and technical education and training.	January – December:2015	90.00	Ministry of Women and Children Affairs		
		(C) Workers returned from abroad: 1.Take steps to rehabilitate 5000	January:2014 – June:2015	60.00	DTE		

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		immigrant workers in vocational and technical education and training due to war or else reason.					
		2. Adopt measures to employ the higher skilled workers as trainers returned from abroad.	January:2014 – June:2015	6.00	DTE		
		3. Adopt measures to employ the higher skilled workers as assessors returned from abroad.	January:2014 – June:2015	4.00	BTEB		
				Subtotal: 11,451.00			
11.	Private Training Provision: Chapter 15: Reference section: 15.2-15.6 (p:25)	Strengthen the role of private training providers (industry sectors, NGOs, MPO and Non-MPO listed institutions) in developing skills:			ECNSDC (NSDC Secretariat), BTEB	Ministry of Finance, Ministry of Education, NGO, DTE, PKSF, NGO Bureau, private Training Institutions.	<u>Detailed: app endix-K;</u>
	1. Arrange credit for education for 50,000 trainees to meet up the training expenditure ;	January:2014 – June:2015	36,000.00	ECNSDC (NSDC Secretariat)			
	2.Draft policy and directives so that private entrepreneurs can utilize public infrastructure/ buildings/ institutions and laboratory/ workshop in weekend/holidays/ idle time by leasing/ renting;	January – December:2015	5.00	ECNSDC (NSDC Secretariat)			
	3.Develop 5 private Technical Training Centers in PPP model;	January – December:2015	2,000.00	ECNSDC (NSDC Secretariat)			

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		4.Take micro credit lending programs for 50,000 students of the poor/ under progressed areas to make them interested in receiving training/ making them able to continue training;	January:2014 – December:2015	36,000.00	ECNSDC (NSDC Secretariat)		
		5.Take micro credit lending programs for 1000 competent trainees to avail job in abroad or initiate small business own self in the country;	January – December:2014	1,500.00	ECNSDC (NSDC Secretariat)		
		6.Operate skills development programs for 1000 people of targeted group/under progressed and under developed areas through TVET institution/NGOs to develop/convert the people into skilled one;	January – December:2014	0.00	Coordination: NSDC Secretariat, Implementation: Private institutions and NGOs		By December2014: 200 persons will be certified in Pre-voc level-1 & 2 and 800 persons will be certified in NTVQ Level-1 from the people of targeted group/under progressed and under developed areas.
		7.Adopt programs for those 70 training institutions under government certification who are not affiliated by BTEB or by any competent govt. authorized body ;	January – December:2014	10.00	ECNSDC (NSDC Secretariat)		2013-14:20 institutes will be helped financially;
			January – December:2015				2014-15:50 institutes will be helped financially;

SL#	Issue/Subject	key activities	Time line	Financial involvement (TK. in lacs)	Implementing Agency/ Organization	Implementing associates/ coordinator	Comment
			Starts and ends				
		8.Necessary steps will be adopted to prevent private institutions from awarding National certificate or National Diploma in certifying skills under them;	January:2014 – December:2015	20.00	BTEB		
		9. To coordinate centrally private training providers, NGOs, skills developing training in industries and any other skills providers NSDC-Secretariat will :					
		(a)Establish a data base;	July: 2013- June: 2014	20.00	ECNSDC (NSDC		
		(b)Monitor and evaluate training programs of the training institutions at regular interval;	July: 2014- June: 2015	100.00	BTEB		
		10.Take measures through incentives to train 350,000 students who have been dropped out at various stages in Technical and Vocational education ;	January – December:2014	17,500.00	ECNSDC (NSDC Secretariat)		
			January – June:2015				
		11. Patronize and encourage industry sectors, NGOs and private vocational and technical training institutions to train 450,000 students.	July: 2013- June: 2014	25.00	ECNSDC (NSDC Secretariat)		
July: 2014- June: 2015							
			Subtotal:93,180.00				
12.	Enhanced Social Status of TVET: Chapter 16: Reference section:	Take programs to enhance the social status in receiving training in technical and vocational education and training:			ECNSDC (NSDC Secretariat), BTEB	Ministry of Information and Communication Technology,	<u>Detailed: appendix-L;</u>

SL#	Issue/Subject	key activities	Time line	Financial involvement (TK. in lacs)	Implementing Agency/ Organization	Implementing associates/ coordinator	Comment
			Starts and ends				
16.1-16.4 (p:26)		1.Draft policy to increase social status of technical and vocational education and training;	January – August:2014	10.00	ECNSDC (NSDC Secretariat)	DTE, BMET, ISC, NGO, BEF, other organizations including industrial firms; private training institutions.	
		2.Take programs to enhance social awareness of technical and vocational education and training;	September:2014 – December:2015	60.00	ECNSDC (NSDC Secretariat)		
		3.Review existing salary and wage and determine the lowest salary and wage according to NTVQF Level and develop working environment;	January:2014-December:2015	10.00	Ministry of Labour and Employent		
		4.Develop interest in the students in other general institutions through advocacy and advertisements;	January:2014-December:2015	200.00	Ministry of Education		
		5. Adopt initiatives to incorporate chapters/ topics regarding technical and vocational education in the text books from class Six to Eight;	January:2014-December:2015	0.00	Ministry of Education/Ministry of Primary and Mass Education (MoPME)		
		6.Present the educated and established persons in technical education as Role Models in the society;	January:2014-December:2014	10.00	DTE		
				SubTotal:290.00			

SL#	Issue/Subject	key activities	Time line	Financial involvement (TK. in lacs)	Implementing Agency/ Organization	Implementing associates/ coordinator	Comment	
			Starts and ends					
13.	Industry Training & Workforce Development: Chapter 17: Reference section: 17.1-17.2 (p:26) 17.4-17.8 (p:27) 17.11-17.13 (p:28)	Adopt training programs in industries and factories to develop skills of the workforce continuously:			Ministry of Labour and Employment, Ministry of Industry	FBCCI, NCCWE, B EF, BTEB, BSIC, BITAC and Concerned Trade Unions	<u>Detailed:</u> <u>appendix-M;</u>	
		1. Conduct training programs for 10,000 working workforce in the principal industries along with Agriculture, Tourism, Information Technology Readymade garments, Textiles industries to increase the productivity keeping the present and future demand in mind;	January:2014- December:2015	750.00	Ministry of Industry			
		2. Take measures to enhance the lifelong learning culture of the workforce;	January: 2014- December: 2015	20.00	Ministry of Industry/MoLE			
		3. Convert the courses of other training centers including BITAC into NTVQF level	January - December: 2014	200.00	Ministry of Industry/concerned ministry			BITAC, BTEB, BMET, BSIC, Directorate of Women Affairs
		4. Make arrangements for delivering training to 5000 workers on workplace improvement and occupational safety and health;	January - December: 2014	250.00	Ministry of Labour and Employment			FBCCI, NCCWE, B EF, BTEB, BSIC, BITAC and Concerned Trade Unions
		5. Draft policy on training for developing skills of the workers of industries	January - December: 2014	5.0	Ministry of Labour and Employment			
		6. Adopt programs to encourage any other entity to establish own training institutions to develop skills of the workforce like BGMEA	January :2014 - December: 2015	0.00	Ministry of Labour and Employment			

SL#	Issue/Subject	key activities	Time line	Financial involvement (TK. in lacs)	Implementing Agency/ Organization	Implementing associates/ coordinator	Comment	
			Starts and ends					
		/ BKMEA;						
		7.Run training programs to develop competent workforce for industries, e.g. dual training system, facilities sharing, expert exchanging, create scopes to produce excess workforce than one's requirement through capacity strengthening :			Ministry of Industry			
		(i)Select interested organizations and draft policy;	January - December: 2014	0.00				
		(ii)Run programs in 5 selected institutions;	January - December: 2015					
		8.Encourage industries and firms to run new suitable skills programs to cope up with climate/ technological/ global change;	January - December: 2014	5.00	Ministry of Labour and Employment			
		9.Establish further 7 Centers of Excellences;						
		(i)Take primary preparation for establishing Center of Excellence (forming board of governors, imparting training, workshop);	January - December: 2014	20.0	ISCs	Ministry of Industry		
		(ii)Assist in preparing Center of Excellence	January - December: 2015	50.0	ISCs	Ministry of Industry		

SL#	Issue/Subject	key activities	Time line	Financial involvement (TK. in lacs)	Implementing Agency/ Organization	Implementing associates/ coordinator	Comment	
			Starts and ends					
		10.Encourage to run training programs to develop assessment centers, to increase the number of trainers and assessors ,to recognize trainers and training evaluators, to register and develop them;	January - December: 2014	10.00	ECNSDC (NSDC Secretariat)			
		11.Develop new models and replicate with a view to strengthen informal apprenticeship;						Model has been developed in RMG, Motor Cycle Mechanics along with some other sectors by TVET Reform Project
		(i)Model developing (ii)Replicate in 5 institutions	January - December: 2014	250.00	BMET			
		(iii)Replicate in 20 institutions	January - December: 2015	1000.00	BMET			
				Subtotal:2,560.00				
	Skills development of concerned officers and employees in different labour sectors	1.Determine training need assessment (TNA) of the officers and employees	January - June: 2014	2.00	Bangladesh Tea Board (BTB)	Bangladesh Tea Association (BTA), Bangladesh Tea Research Institute (BTRI), Management Training Center (MTC)		
		2.Prepare Standard, CBLM, Accreditation Document, Quality Assurance Manual and buy and install necessary machineries and equipment	January- December :2014	30.00	BTB	BTB, BTRI, MTC, BTEB		

SL#	Issue/Subject	key activities	Time line	Financial involvement (TK. in lacs)	Implementing Agency/ Organization	Implementing associates/ coordinator	Comment
			Starts and ends				
		3.Train officers and employees, test and certify in NTVQF levels	January - December: 2015	50.00	BTB	BTA, BTEB	
		4.Convert Management Training Center (MTC) into a center of Excellence	January - December: 2015	50.00	BTB	MTC, BTB	
				Subtotal:132.00			
14.	Skills Development for Overseas Employment: Chapter 18: Reference section: 18.1 (p:28) 18.3-18.6 (p: 29) 18.8 (p:29) 18.10-18.11 (p:29) Extra Reference: 18.2 (p: 29); 18.7, 18.9 (p: 29)	Adopt special measures for skills development to increase foreign employment:			Bureau of Manpower, Employment and Training under the direction of NSDC	Ministry of Law, Ministry of Labour & Employment, , Ministry of Home Affairs, Ministry of Foreign Affairs, Ministry of Finance and concerned ministries, BTEB, BAIRA.	<u>Detailed: appendix-N;</u>
	1.Conduct survey to determine the demand of job in foreign labour market (a) Conduct survey on priority basis in 10 countries; (b) Conduct survey on priority basis in 20 countries;	January - December: 2014 January - December: 2015	100.00	BMET			
	2.Adopt special measures for skills training according to NTVQF and orientation for 100,000 foreign job seeking workforce;	January - December: 2014	120.00	BMET and Ministry of Youth and Sports	Expenses will be borne by realizing fees from the trainees		
	3. Establish 7 centers in 7 countries including Middle East for certification and testing of skills levels of workforce in abroad	December: 2013- June: 2014	700.00	BMET			

SL#	Issue/Subject	key activities	Time line	Financial involvement (TK. in lacs)	Implementing Agency/ Organization	Implementing associates/ coordinator	Comment
			Starts and ends				
		according to NTVQF;					
		4. Conduct assessment programs in 7 centers in 7 countries including Middle East for certification and testing of skills levels of workforce in abroad according to NTVQF;	January - December: 2015	0.00	BTEB		
		5. Assess and certify under NTVQF of 5000 workers returned from abroad ;	January - December: 2014	182.00	BTEB	Ministry of Youth and Sports	
		6. Conduct programs in 5 training institutes under DTE and 10 training institutes under Ministry of Youth and Sports to prepare workers for abroad	January - December: 2014	90.00	DTE and Ministry of Youth and Sports		
		7. Conduct 7 assessment centers in 7 divisions for evaluating skills of returned workforce from abroad.	January - December: 2014	70.00	BMET		
		8. Adopt measures to inform about NTVQF steps of Bangladesh to foreign governments and employers and take initiatives for signing MoU to increase remuneration and wages of foreign job seeking Bangladeshi workforce.	January - December: 2014	150.00	BMET		
		9. Conduct flexible training programs for foreign job seeking workforce.	January - December: 2014	100.00	BMET		
		10. Adopt measures to maintain NTVQF in all 37 training centers under BMET	January - December: 2014	3,700.00	BMET		
		11. Visit training centres in abroad	July: 2014 –	100.00	BMET		

SL#	Issue/Subject	key activities	Time line	Financial involvement (TK. in lacs)	Implementing Agency/ Organization	Implementing associates/ coordinator	Comment
			Starts and ends				
		for gaining experience by the trainers	December: 2015	Subtotal:5,312.00			
15.	Finance: Chapter 19: Reference section: 19.2 (p:30) 19.4-19.7 (p. 30) Extra Reference: section 19.3 (p: 30); 19.8-19.13 (p: 30-31);	Introduce new financing in skills development:			Ministry of Finance, ECNSDC (NSDC Secretariat)	Ministry of Education, Ministry of Commerce, Ministry of Expatriates' Welfare and Overseas Employment, Ministry of Labour & Employment, Ministry of Industry, Ministry of Law, NSDC, concerned ministries, Bangladesh Bank, NBR, Expatriate's Welfare Bank, Employment Bank, NGO, PKSF, BEF, FBCCI.	<u>Detailed: appendix-O;</u>
		1. Draft policy for loan and financial assistance to establish training institutes and continue education of trainees;	January - December: 2014	5.00	Ministry of Finance		
		2. Implement PPP Policy prepared by Finance Division to establish and conduct skills training institutes;	January - December: 2014	5.00	ECNSDC (NSDC Secretariat)		
		3. Review and update apprenticeship rules to make it attractive to the industry entrepreneurs ;	January - December: 2015	5.00	MoLE		
		4/a. Adopt various kinds of incentives measures to make technical and vocational educational attractive ;	January - December: 2014	25.00	Ministry of Finance		
		4/b. With a view to this, if necessary, subsidize private institutes;					
		5. With a view to induce competition among training institutions formulate policy to provide bonus/ incentive to the more employment opportunities creating institutes for the trainees;	January - December: 2014	5.00	Ministry of Finance		

SL#	Issue/Subject	key activities	Time line	Financial involvement (TK. in lacs)	Implementing Agency/ Organization	Implementing associates/ coordinator	Comment
			Starts and ends				
		6. Formulate regulations for the training of the migrating workforce to bear a portion of the expenditure by the employing company as well as by the trainee;	January - December: 2014	15.00	Ministry of Expatriates' Welfare and Overseas Employment		
		7. With a view to develop skills formulate a Skills Development Fund, an Act and Regulations;	January:2014- December: 2015	5.00	ECNSDC (NSDC Secretariat)		
		(8) Introduce financing system for the MPO enlisted and other private vocational and technical training institutes to finance them on the basis of performance instead of number.	January - December: 2014	5.00	Ministry of Education		
				subtotal:70.00			
16.	Implementation Chapter 20: Reference section: 20.4 (p:31) Extra Reference: section: 20.6 (p: 32); 20.11 (p: 32); 20.16 (p: 33);	Adopt programs to implement National Skills Development Policy:			ECNSDC (NSDC Secretariat)	NSDC- Secretariat, Ministry of Education, Labour & Employment, Expatriates' Welfare and Overseas Employment, Finance, Public Administration, Law, Agriculture, Information & Communication Technology and other concerned ministries, BTEB, DTE, BMET, ISC,	<u>Detailed: appendix-P;</u>
		(1) Draft coordinating strategy among different concerned ministries, development partners, NGOs, private training providing institutes and industry sectors;	January - December: 2014	20.00	ECNSDC (NSDC Secretariat)		
		(2) Form 7 Divisional Consultative committees in 7 divisions;	January - December: 2014	35.00	ECNSDC (NSDC Secretariat)		

SL#	Issue/Subject	key activities	Time line	Financial involvement (TK. in lacs)	Implementing Agency/ Organization	Implementing associates/ coordinator	Comment
			Starts and ends				
		(3) Take measures to include the principals of vocational and technical institutes as members in the different committees at various levels in districts and upozilas;	January - December: 2014	0.00	ECNSDC (NSDC Secretariat)	NGO, BEF, Employer institutions, Investor, Industries and other agencies, departments, Directorate, private training institutes.	
				Subtotal: 55.00			
17.	Monitoring & Evaluation: Chapter 21: Reference section: 21.1 (p:36) Extra Reference: section: 21.2 (p: 36); 21.3 (p: 36);	a. Form monitoring committee to materialize National Skills Development Policy-2011;	January - December: 2014	20.00	ECNSDC (NSDC Secretariat)	BBS, BENBEIS, BIDS, IMED	<u>Detailed: appendix-Q;</u>
		b. Reevaluate and amend National Skills Development Policy every 5 (five) years on the basis of the evaluation of monitoring of the committee formed.	January - December: 2015	50.00	ECNSDC (NSDC Secretariat)		
				Subtotal: 70.00			

The concerned ministries: 1.Ministry of Education, 2. Ministry of Labour & Employment, 3.Ministry of Expatriates' Welfare and Overseas Employment, 4.Ministry of Finance, 5.Ministry of Public Administration, 6.Ministry of Law, 7.Ministry of Agriculture, 8.Ministry of Information & Communication Technology, 9.Ministry of Youth and Sports, 10.Ministry of Women and Children Affairs, 11.Ministry of Civil Aviation and Tourism, 12.Ministry of Communication, 13.Ministry of Railway, 14.Ministry of LGRD and Cooperative, 15.Ministry of Jute and Textiles, 16.Ministry of Defense, 17.Ministry of Energy and Mineral Resources,18.Ministry of Fisheries and Livestock, 19.Ministry of Health and Family Welfare, 20.Ministry of Shipping, 21.Ministry of Forest and Environment, 22.Ministry of Primary and Mass Education, 23.Ministry of Chittagong Hill Tracts and 24.Ministry of Home Affairs.

