



Study Title:

“Assessment of vocational training and employment possibilities for young adults in Mymensingh town and Mymensingh District, considering the qualifications obtained at the MATI vocational Centre in Borobilerpar and Mymensingh Town.”

Reported by:

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Development Director, MATI

Implemented by:



MATI Bangladesh

67/1, S.A Sarker Road, Sankipara, Mymensingh

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[Final Report]

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Abbreviations

BBP = Borobilerpar (a village of Mymensingh, 7km from town where the MVTTTC is located)

BDT = Bangladeshi Taka

BMZ = Federal Ministry of Economic Cooperation and Development

BRAC = Bangladesh Rural Advancement Committee

CAD = Computer Aided Design

CHW = Community Health Worker

FGD = Focus Group Discussion

GoB = Government of Bangladesh

HSC = Higher Secondary Certificate

IT = Information Technology

KII = Key Informant Interview

LMAF = Local Medical Assistant and Family Welfare

MATS = Medical Assistant Training School

MHCC = Mati Health Care Centre

MVTTTC = Mati Vocational and Technical Training Center

NEET = Not in Education, Employment and Training

NGO = Non-Government Organization

NSTTI = National Skills & Technical Training Institute

PC = Personal Computer

SDG = Sustainable Development Goal

SMART = Specific, Measurable, Attainable, Realistic and Time bound

SME = Small and Medium Enterprise

SSC = Secondary School Certificate

TG = Target Group

TTC = Technical Training Centre

UN = United Nations

YDI = Youth Development Index

Table of Contents

List of Figures and Tables	5
Executive Summary	6
1. Introduction.....	9
2. Background and Rationale	10
3. Purpose, Objective and Use.....	11
4. Study Methodology.....	12
5. Limitations of the Study.....	12
6. Key Findings and Analysis.....	13
6.1 Assessment of the Current Training Courses of MVTTC.....	13
6.2 Analysis of other trade based training opportunity.....	18
7. Job Opportunity Analysis in Mymensingh town & surrounding area.....	19
7.1 Employment Status.....	20
7.2 Difficulties faced by the employer in recruiting skilled staff.....	20
7.3 In-service skill development facilities of the companies.....	22
7.4. Employers' Preference in Recruiting Local Staff.....	23
7.5 Availability of Apprenticeship.....	23
7.6 Job placement opportunity.....	24
7.7 Pay-scale and required qualification.....	24
7.8 Skilled based job opportunity for women.....	25
8. Assessment of Further Capacity Strengthening Options for Mati	26
9. Recommendations.....	27
Annexures	28-45

List of Figures & Tables

List of Figures

<i>Figure-1: Number of Circular and Vacancies against different skill based job categories from the circulars published in bdjobs.com within a period of 10 days (26.01.21-4.02.21)</i>	20
<i>Figure 2: Percentage of the skilled based employees in the 40 surveyed Companies....</i>	20
<i>Figure 3: Percentage of employees of different job categories in the 40 surveyed Companies.....</i>	21
<i>Figure 4: Problems face by the employers during recruitment of new staff for the required position.....</i>	21
<i>Figure 5: Requirement of post-recruitment training for the new worker.....</i>	22
<i>Figure 6: Employers' preference of worker's home distance during recruitment of skilled workers</i>	22
<i>Figure 7: Availability of Apprenticeship in the company.....</i>	23
<i>Figure 8: Payment option of the company for the apprentices</i>	23
<i>Figure 9: Company's response regarding cooperation with MV TTC.....</i>	23

List of Tables

<i>Table-1: List of ongoing training courses offering by MV TTC</i>	13
<i>Table-2: Assessment of the available computer courses</i>	13
<i>Table-3: Assessment of the available Sewing Training courses</i>	15
<i>Table-4: Assessment of the available Cooking courses</i>	15
<i>Table-5: Comparison of pay-scale on most common jobs/positions between Mymensingh and Dhaka and qualifications needed.....</i>	24
<i>Table-6: Suitability assessment of the selected job categories for women.....</i>	25

Executive Summary

The 2030 Agenda identifies the areas in which urgent action is needed to ensure sustainable progress in human development. Among these, the employment of youth (defined by UN as individuals between the ages of 15 and 24) represents a priority area that is attracting growing attention. One-third of the Bangladeshis are youth between the ages of 15 to 35 (as the National Youth Policy of Bangladesh 2017 defined youth as individuals between the ages of 18-35) years while the country has more people of working age (15-59) than non-working, indicating demographic dividend, a phenomenon that can fuel economic growth¹.

But unfortunately, the country is struggling to reap the benefit of the demographic dividend. The Global Youth Development Index (YDI) 2016², measured by The Commonwealth, reveals the “low” performance of the country in the YDI level and ranked 146 among 183 countries. It is a matter of great concern that Bangladesh ranked 177 in “employment & opportunity” domain of the index. That is why, job-oriented and quality education especially technical and vocational education has become a vital issue for the sustainable development of the country.

The Mymensingh-based NGO MATI has therefore identified the high occurrence of unemployment among young adults, especially among those with a rural background, as a major socio-economic concern. MATI has further identified the absence of sufficient affordable and effective vocational training facilities for the general public as the major obstacle for young people from under-privileged families to obtain a technical qualification that would provide them with the necessary skills and certificates for improved job-placement chances.

Therefore, Mati has been offering several training courses for creating employment opportunities for the young adult especially for the females since 2000. Mati has already moved far ahead in establishing a training institute named Mati Vocational and Technical Training Centre (MVTTC) offering five training courses at this moment. MVTTC has already got conditional approval from the Technical education board to run training on two trades entitled 1. Computer Office Application and 2. Electrical House Wiring. For getting approval for other courses the necessary infrastructure and facilities have to be completed as soon as possible.

Mati has therefore planned to conduct the present study in order to assess the employment situation for young adults in Mymensingh town and district, the relevance of the current training courses offered through MATI and identify the additional training possibilities which MATI can incorporate into a planned future proposal to the BMZ.

From the assessment it was found that the four out of the five current training courses namely Basic Computer Application, Sewing and Dressmaking, Gastronomy and Organic Agriculture are relevant and effective in creating job opportunity for the young adult of the target area while the Carpentry training was less effective because of having underlying challenges. There are huge potentials of developing entrepreneurship for the youth entrepreneurs on different segments of the organic value chain including organic production, quality control, organic food processing, packaging and marketing for which long-term courses could be offered from the MVTTC.

From the assessment job opportunity in Mymensingh town and surrounding area it was found that the

¹Bangladesh Bureau of Statistics, “Population Projection of Bangladesh - Dynamics and Trends 2011-2061,” 2015.

²Global Youth Development Index and Report 2016, The Commonwealth Secretariat, www.thecommonwealth.org/publications.

urbanization and industrialization is occurring very fast here indicating increasing demand of skilled manpower in construction and industrial sectors. From the company survey it was found that the highest 78% of the employees are skilled workers such as sewing workers in the readymade garments factory followed by machine operators (14.7%) in the mills & factories. The percentages of employees excluding the skilled worker and machine operator the survey data also shows that the highest 17.6% of the employees are electrician followed by salesmen (16.6%), Lab assistant (15.1%), Chef/Cook (13%), Other technician (12.7%) and Waiter/waitress (11.4%) while the percentages of Carpenter, Housekeeper, Computer operator and Graphic designer are 5.5%, 5.4%, 2.2% and 0.5% respectively. It is very important to note that apart from the job opportunity in formal sectors, the majority of the trade based trained youth are self-employed, entrepreneurs or employed in the SMEs.

FGD with the trade based professionals like mason & their helpers, plumber, tiles fitter, electrician, welder etc. reveal that the skilled workers can earn BDT25000-30000 while the unskilled or semi-skilled co-workers earn BDT12,000-15,000 per month which is quite higher than any similar non-skilled professionals such as salesperson, office assistant, service staff, NGO field worker etc. even if someone has higher level of education.

Regarding availability of skilled workers, 78% of the survey respondents noticed that the employers usually suffer to get sufficient staff of required skill despite getting a huge number of applications while 45% of them said that they don't get as many suitable applications as they need. Among the respondents, 48% noticed that the self-declared skilled staff such as computer operator, graphic designer, sewing machine operator etc., even though they show training certificates from different govt. or non-govt. training centers, are often found unsuitable to deliver quality services after recruitment that indicates the higher demand of quality skill development training.

It was found from the survey that 60% of the companies have to arrange their own staff development facilities in combating the aforesaid problem, despite of their limitations and having low economic efficiency of such intervention. It is important to note that no separate training center was found in any of the surveyed companies and it was noticed that their staff development facilities are in fact, hands on learning facilities while 40% of the companies don't have such option or facilities at all.

It is interesting to note that the smaller companies usually prefer to recruit low-paid unskilled or semi-skilled staff as co-worker to attain the skill through 'learning by doing' from a senior expert staff that often hamper the quality of their products & services that usually retard the economic growth & development of the companies. On the other hand, the bigger companies usually hunt the skilled staff from such smaller companies by offering higher salaries and thus the smaller companies, in practice, play the role of training center for the unskilled staff and suffer a lot due to huge staff migration.

The survey data also shows that 55% of the employers prefer to recruit the workers from the surrounding area up to 10 km away while 12% prefer the area up to 20km and only 5% prefer up to more that 20km. On the other hand, 28% of the employers prefer to recruit the staff from anywhere in Bangladesh.

It is interesting and encouraging that 58% of the companies/enterprises are interested to learn more about MVTTTC and its courses for recruiting their required skilled staff if possible while only 7% directly rejected the option which indicates the future prospects of the MVTTTC.

Regarding employment opportunities for women, from the FGD, survey and Key Informant's Interview (KII) it was found that the skilled based training courses like Computer, Sewing, Cooking etc. are preferred more by the women compared to the other courses in the context of existing socio-cultural-religious

obstacles. It is important to note that females are not found in most of the trade based jobs and also to become entrepreneur or self-employed in the trade based professions like mason, carpenter, electrician, electronics technician, welder etc. or even as a chef because of the socio-cultural-religious barriers. Therefore, Mati has ample opportunity to intervene here in paving the way for the women to enter into skilled based jobs or entrepreneurship by breaking the existing social norms and stigma. Special stimulus package could be helpful to encourage the women to develop them as entrepreneurs in different trade based sectors which would be a groundbreaking initiative in women empowerment because the sectors are supposed to have more employment opportunity in near future.

Major Recommendations

1. The capacity of the MVTTTC must be strengthened to become a strong and well-equipped institute to offer skilled based training and even diploma courses for the poor youth adult of Mymensingh region along with the courses where there is higher job placement opportunity not only in Mymensingh region but also all over the country and abroad.
2. MVTTTC should have increased capacity to continue the ongoing training courses except the carpentry training by integrating advanced courses on Computer & IT, Sewing & Dress making, Gastronomy and Agriculture including livestock & aquaculture especially on safe food production, processing and marketing etc.
3. MVTTTC also need to offer new courses like General electronics, electrical maintenance works, General electrical works, Plumbing & pipe fitting, Refrigeration and air conditioning, welding and fabrication etc. step by step.
4. Mati should take special project to support the poor to avail post-training equipment (eg. sewing machine) & devices (computer, laptop) to the trainees by means of education and entrepreneurship loan. It is good to mention here that Mati has been running "Savings and Credit Program" since last many years which has now been transformed into "Cooperative". Therefore, such support could be available through this program.
5. MVTTTC should start offering the courses on block, boutiques, screen print and handicrafts exclusively for the female youth and Mati should develop an enterprise like Arong of BRAC for creating more job opportunities for the poor young girls.
6. Developing skilled manpower for the agriculture sector in general and organic agriculture in particular could be a very good option for MVTTTC in coming days. And for this MVTTTC should focus on the courses relevant to establishing SMEs under the farmer cooperative.
7. In order to create technical & vocational training facilities for the youth adults of poverty-prone areas of Jamalpur and Sherpur districts a branch of MVTTTC should be opened at Mati's Huzurikanda working area as soon as possible.

1. Introduction

The 2030 Agenda identifies the areas in which urgent action is needed to ensure sustainable progress in human development. Among these, the employment of youth (defined by UN as individuals between the ages of 15 and 24) represents a priority area that is attracting growing attention. One-third of the Bangladeshis are youth between the ages of 15 to 35 (as the National Youth Policy of Bangladesh 2017 defined youth as individuals between the ages of 18-35) years while the country has more people of working age (15-59) than non-working, indicating demographic dividend, a phenomenon that can fuel economic growth³.

In 2015, Bangladesh has been elevated to the category of lower-middle income countries; aspires to become an upper middle income by 2021 and eventually a high-income country by 2041. To achieve this goal, the country must use her demographic dividend.

But unfortunately, the country is struggling to use the demographic dividend. The Global Youth Development Index (YDI) 2016, measured by The Commonwealth, reveals the “low” performance of the country in the YDI level and ranked 146 among 183 countries. It is a matter of great concern that Bangladesh ranked 177 in “employment & opportunity” domain of the index while the country ranked 102 and 145 in Health & wellbeing and Education domains respectively indicating the erosion of the valuable youth force of the country.

In the 21st century, the world is going through the so-called 4th industrial revolution – defined by the new and unpredictable ways technology will be embedded deeply in economy, society and human life. On one hand, technological revolution offers unlimited opportunities for those who know how to use the technologies. On the other hand, as many prominent economists are raising concerns, technology will continue to eliminate a swathe of low-skilled jobs across the world. So, our youth must be ready to take the opportunities offered by technology and weather the storms created by it to fulfil our national aspiration; they must be highly skilled, especially in science and technology. But how ready are the Bangladeshi youth is a big question.

It is possible that the actual effectiveness of their education and skills are even lower. We see that youth with higher education, particularly the male youth, have much lower involvement in earning activities compared to their lesser educated counterparts. As of January 2021 the unemployment rate (% of total labour force) of Bangladesh is 5.3%⁴. Youth with higher education are more likely to suffer a lot from the prevailing employment situation which is getting worse day by day. So, it is reasonable to question the relevance and quality of their higher education. That is why, job-oriented and quality education especially technical and vocational education has become a vital issue for the sustainable development of the country.

So, youth issues have rightly become central amongst development actors. Sustainable Development Goals (SDGs) acknowledge youth as one of the key target groups. Several SDGs have specific targets for youth development, such as relevant skills for employment, decent jobs and entrepreneurship (SDG 4.4) and full and productive employment and decent work (SDG 8.5). Bangladesh government is committed to develop the youth. The government wants to ensure the fulfilment of the youth potential and youth empowerment to develop a moral, humane and forward-looking youth, capable of boosting the

³ Bangladesh Bureau of Statistics, “Population Projection of Bangladesh - Dynamics and Trends 2011-2061,” 2015.

⁴ <https://data.worldbank.org/indicator/SL.UEM.TOTL.ZS?locations=BD>

prosperity and the glory of Bangladesh, as per the Bangladesh Youth Policy 2017.

With a projected labor force growth rate of 2.2% over the next 10 years, 2 million youth are joining the workforce every year. Among them 0.6 million are from mainstream education and 1.1 million are trained from government/ private skills development agencies. The rest of the forces fall within the NEET (Not in Education, Employment and Training) classification. Thus, there is a significant gap between the demand for skilled workers by the local industries and international job markets and the supply ensured by education and training centres. One plausible reason for this is the communication and coordination gap between employers and skills development agencies. Apprenticeship can be a practical solution to this problem. Apprenticeship is a significant endeavor to increase remittance per capita and ensure decent work for everyone through appropriate planning and coordination. Only with a concerted effort it will be possible to stand up against unemployment and underemployment, and make meaningful contributions to attain SDGs 1 (No Poverty), 8 (Decent Jobs and Economic Growth), 9 (Industry, Innovation and Infrastructure), 10 (Reduced Inequalities) and eventually achieve middle income status in the world⁵.

2. Background and Rationale

The Mymensingh-based NGO, MATI has identified the high occurrence of unemployment among young adults, especially among those with a rural background, as a major socio-economic concern. MATI has further identified the absence of sufficient affordable and effective vocational training facilities for the general public as the major obstacle for young people from under-privileged families to obtain a technical qualification that would provide them with the necessary skills and certificates for improved job-placement chances. Since the year 2000, MATI has continuously offered sewing-training facilities to disadvantaged women at the NGOs Head-Office in Mymensingh town, this facility has been expanded in 2006 with a computer/office-management course, a Kindergarten educator-course in 2015 and a paramedics-course in 2018. At the MATI Branch Office in Borobilerpar in 2011 the MATI carpentry training centre has started operation with financial assistance of MATI e.V and the BMZ. In 2016 a Hotel Management Training School was established at the MATI Branch Office in Borobilerpar, co-financed by Stiftung Brücke and the BMZ. By early 2020, MATI obtained government certification for its training facilities, and the vocational training complex in Borobilerpar has been named “Mati Vocational and Technical Training Centre (MVTTC)”. With the current MATI e.V./BMZ co-financed Project 4908 “Improvement of vocational training possibilities for male and female apprentices at the MATI Vocational Training Centre in Borobilerpar/ Bangladesh”, a guesthouse to accommodate 20 female apprentices and training courses for sewing, PC/Office Management and organic agriculture have been added. The aim was to increase the number of female apprentices through safe accommodation and to diversify the training modules being offered to the TG.

The vocational training concept by MATI has been developed to counter the increasingly unhealthy dependence of poor families on expensive third-level education, which drains family resources, does in most cases not lead to increased employment chances but rather to estrangement between parents and sons (mostly), who as “students” with a degree are no longer interested in manual labour, such as their parents would be engaged in. This leads to increased frustration among parents who have financed the

⁵ <https://a2i.gov.bd/skills/>

education of their children under great personal sacrifices, and now do not seem to be rewarded.

The second rationale behind the training courses was to provide females with a qualification that either enables them to work home-based (such as sewing), or with a qualification that provides them with better options than underpaid house-hold work.

The third rationale was to equip young people with skills needed in the vicinity of their home-towns or home villages, so that they do not have to migrate to Dhaka or abroad in order to find better-paid employment.

It is planned that based on the study recommendations, MATI e.V. will apply for further funding from BMZ to improve or expand the training facilities available at present.

3. Purpose, Objectives and Use

The planned assessment has the purpose to deliver an independent documentation of

- a) the current employment situation for young adults in Mymensingh town and district
- b) the relevance of the current training courses offered through MATI with regard to existing employment opportunities for the TG
- c) the training-opportunities other NGOs/private or public institutions offer in the geographic area of the study
- d) recommendations to MATI regarding the need of additional training possibilities in identified fields for an underprivileged TG, which MATI can incorporate into a planned future proposal to the BMZ.

The objectives are:

To establish the context with relevant data-based input and recommendations for a planned follow-up project. This includes:

- assessment of employment possibilities in Mymensingh town and district
 - overall possibilities, availability of placements according to sector
 - possibilities especially for women
 - possibilities with relevance to the existing MATI training courses
- assessment of qualifications needed for the above mentioned employment possibilities
- assessment of pay-scale in the identified sectors/companies/businesses for junior employees skilled/unskilled in Mymensingh District and Dhaka
- assessment of further capacity strengthening options for MATI
- assessment of further capacity strengthening needed for finding improved access to employment opportunities (employer/employee networks, job-creation officer)
- assessment of further capacity strengthening options for the TG of the current project

The TG whose needs and opportunities shall be assessed in the study are:

- a) young males and females of low-income families living in Mymensingh town looking for vocational training opportunities
- b) young males and females of low-income families living in adjacent rural and semi-rural areas

4. Study Methodology

The study has integrated both qualitative and quantitative approaches to explore the situation regarding all expected outcomes through collecting data from primary and secondary sources. Both approaches have applied in this study, however, special emphasized given to the participatory approaches in all aspects of the study. Moreover, a triangulation approach was employed to ensure the validity of data. The specific methods and the sample size are elaborated below.

1. **KII/Survey of the employers:** Face to face interview of 40 Companies and enterprises including Garments Factory, Spinning Mill, Particle board factory, Ceramic Industry, Hotel, Restaurant, Pahological lab, Marketing Companies, Furniture Workshop, Construction Company, IT industries etc.
2. **Analysis of bdjobs site:** Analysis of 10 days' (26/1/21-04/2/21) circulars posted in www.bdjjobs.com website (the largest job site in Bangladesh) as skilled based job categories. The selected categories are Data Entry/ Computer Operator, Mason Electrician/Electronic technician, Chef/Cook, Graphic Designer, Carpenter, Housekeeper, Machine operator, Pathologist/lab assistant, Waiter/Waitress, Salesperson, Garments Technician and Skilled labour.
3. FGD with 36 young adults from surrounding villages of MVTTTC.
4. FGD with 25 professionals of trade-based professionals viz. Carpenter, Mason, Electrician, Welder
5. FGD with 27 parents of young adults
6. KII with the chairperson of Mymensingh Chamber of Commerce
7. KII with 2 similar training service providers viz. Begum Rokeya Youth Development Centre, Mymensingh for female; Youth Development Centre, Mymensingh;
8. KII/In-depth interview with other 5 stakeholders (Mati officials, MVTTTC trainers, Agriculture Expert and Marketing Expert)
9. Secondary document review: The relevant and available documents of MVTTTC, organizational documents and reports of Mati, the website and training related documents of TTC, Youth Development Centre, Mymensingh and also the available relevant research and study documents were reviewed for the study.

5. Limitation of the Study

The timeframe of the study was not enough considering underlying challenges of data collection. Due to limited time coupled with constraints in both financial & human resources engaged into the study it couldn't be assessed that how many sectors, companies, factories, enterprises are available in Mymensingh region where the intended job placement is possible and how many vacancies are available. Most importantly, the respondents of the study were skeptical in disclosing all relevant information about the company due to unknown reasons. Moreover, in case of most of the bigger companies, only the production factories are located in the Mymensingh region while the corporate office/head office is located at Dhaka. So, it was not possible to meet the owner or higher authority of the company to get more details and authentic information. It also took longer to get appointment for survey interview and in a few cases the researcher or Mati authority didn't get even any response or enough cooperation in collecting data from the companies.

6. Key Findings and Analysis

6.1 Assessment of the Current Training Courses of MVTTTC

At present, MVTTTC is offering five training courses for 207 trainees (39 boys and 168 girls) as presented in table-1. The researcher conducted FGDs with the trainees in order to assess the courses from a job opportunity perspective. The findings of the FGDs as well as the information collected from the in-depth interview of the trainers, relevant professionals, and key personnel of the similar training institutions are discussed below.

Table-1: List of ongoing training courses offering by MVTTTC

S.L	Name of training courses	Total number of trainees	
		Number	Boys/girls
01	Basic Computer Application	24	9/15
02	Sewing & Dress making	21	0/21
03	Cooking/Gastronomy	12	4/7
04	Carpentry	25	25/0
05	Organic Agriculture	125	0/125
	Total=	207	39/168

6.1.1 Computer Training

Computer training is an ongoing training course of MVTTTC that has been continuing since 2006. At this moment MVTTTC is only able and offering the course mainly on computer applications including Microsoft Word, Excel, PowerPoint, Access, Internet browsing etc. During the study 24 youth (9 boys and 15 girls) were found to attend the course.

From the FGD with the current trainees it was found that all of the trainees are mostly students of college and university level while a few of them are from school as well. The majority of them are looking for jobs side by side continuing their education. They are attending the course mainly because the computer application skill is a common need for all kinds of jobs now-a-days.

Considering the need, different government and non-government institutions are offering the course. The government has also included computer & IT in the academic syllabus at school level which is mainly theoretical as there is not enough facilities for attaining practical skill at most of the schools especially at rural level schools. Another big problem is that the skill even if they get at school or even from the training, they can't attain the optimum skill or often forget later on due mainly to the lack of practice at home as because most of the poor students' parents can't afford to purchase a PC or laptop for them. Therefore, the students coming from poor families lag behind in the completion in the job market.

Table-2: Assessment of the available computer courses

Rank of the course	Course Title	Course Duration	Approx. course fee (BDT)	Required educational qualification (if any)	Available Employment sectors*	Demand in Job market in Bangladesh**	Demand in Job market in Mymensingh Region***	Opportunity of entrepreneurship/freelancing****	Other institutions in Mymensingh those provide the course*****
1	Basic Computer Application	3 month 6 month	1.5K-2K 4K-5K	SSC	Many	Very high	High	Very high	Many
2	Graphic design	6 month 1 yr	15K-20K 25K-30K	SSC	medium	medium	low	Very high	Very few
3	Video editing	6 month	15K-20K	SSC	medium	medium	low	Very high	Very few
4	IT networking: CISCO	6 month	10K-12K	HSC	few	low	low	low	No any
5	Computer Hardware application	6 month	10K-12K	SSC	few	low	low	high	Very few, self-trained from service center

Scales: *Many/medium/few; **very high/high/medium/low; ***very high/high/medium/low; ****very high/high/medium/low;
*****Abundant/many/few/ very few/no any; K=1000

The table shows that there are five types of computer courses available in Bangladesh of which IT Networking Course named CISCO is not available at Mymensingh city. Among the courses Basic Computer Application is the most popular and cheaper as well. The demand in the job market of Mymensingh region is also high while the opportunity of entrepreneurship is very high indeed.

Computer & IT related courses have very high demand to the students especially for those who are at the end of their education and preparing themselves for the job market. There is also high demand for the courses for becoming an entrepreneur or working in a small and bigger enterprise as well as at the company as Computer Operator/Data Entry operator. It is important to note that only attaining the computer application skill is not enough to get a job. For getting a job as a computer operator/data entry operator which is highly required at a small or medium enterprises, high typing speed and advanced courses like graphic design, website design, CAD, video editing etc. are also much needed.

Most importantly, as revealed from the FGD with computer trainees, the parents of the poor and extreme poor households can't afford to pay for the training course fees needed to avail training from any private training institutions other than the government institutions where almost free training is available. But, at Mymensingh city there are no sufficient government institutions to offer the courses while there are a few private institutions offering the courses.

6.1.2 Sewing & Dress making Course

Sewing and dress making training is another training course that Mati has been offering since 2000. This course is absolutely offered for the women. During early years Mati offered the training to the rural women as a means of their income generation, empowerment and sustainable development. Over the years hundreds of rural women have received the training from Mati and got Sewing Machine. It was found from the FGD with women and KII with relevant staff and other stakeholders that most of the women are making dresses for their family members and the neighbors and thus saving family expenditures and earning some extra money for the family that contributed a lot to their poverty alleviation. A good number of women and girls who received sewing training have become successful entrepreneurs while a good number also got job at other enterprises or at garments industries.

At present 21 girls are attending the ongoing training course and all of them are young girls. It was found from the FGD that 57% of the trainees have an education level below SSC, 14% have passed SSC and 29% of them are studying at bachelor level. The girls who stopped studying below SSC (57%) are determined to become an entrepreneur after finishing the course if they can manage money i.e. credit to invest. They would also be interested to be employed in the garments industries but there is no available garments industry nearby Mymensingh town.

One frustrating thing to mention is that now-a-days the people are becoming more interested in purchasing readymade garments rather than getting the dress made by the tailors. Therefore, establishing a tailoring shop is becoming difficult day by day. On the other hand, the demand for boutiques, block prints, screen prints and handicrafts is increasing day by day. Therefore, entrepreneurship is also growing for handmade garments which is not possible for poor and individual women. Fashion designing is a prerequisite for developing such enterprises. But, MVTTTC is not offering such training courses at this moment because of the insufficient capacity.

It would be great for Mati to develop an enterprise like Arong of BRAC for creating huge job opportunities

for the poor young girls and MVTTTC should start offering the courses on block, boutiques, screen print and handicrafts.

Table-3: Assessment of the available Sewing Training courses

Rank of the course	Course Title	Course Duration	Approximate course fee (BDT)	Required educational qualification (if any)	Available Employment sectors	Demand in Job market in Bangladesh	Demand in Job market in Mymensingh Region	Opportunity of entrepreneurship/freelancing	Other institutions in Mymensingh those provide the course
1	Cutting & Sewing Course	3 month	3K	Class 5	Medium	High	Medium	Very high	a few
2	Block, Boutique, Screen Print	6 month	10K-12K	Class 8	Medium	High	Medium	High	very few
3	Handicrafts	6 month	10K-12K	Class 8	Medium	High	Medium	High	very few

Scales: *Many/medium/few; **very high/high/medium/low; ***very high/high/medium/low; ****very high/high/medium/low; *****Abundant/many/few/ very few/no any; K=1000

6.1.3 Gastronomy/Cooking Training

The Cooking or Gastronomy training is quite new in Mati that has been started since 2019. Mati has started the course considering the increasing demand of the skill in both domestic and overseas employment markets. In Bangladesh in general and in Mymensingh in particular urbanization is rapidly going on. Therefore, the number of hotels & restaurants are growing fast in the city. So, the demand for both chefs and waiters are also increasing. Considering the increasing demand MVTTTC has started the course.

In the FGD with the cooking trainees it was found that 67% of the trainees are female and the rest 43% are male. It is interesting that 86% of the trainees are higher educated having a bachelor degree or above. The educated people are interested to choose the profession because there is an opportunity of earning a higher salary in the profession. In the KII it was noted that a Cook/Chef earns a minimum monthly salary of BDT 35000 which may rise as high as above BDT 50,000 in a medium category of restaurant. The salary is even higher in top class restaurants.

But, it is unfortunate that most of the female trainees don't have a well-defined goal for attaining the training while the male trainees have a well-defined goal either to start a restaurant or to work as a chef. It is also interesting but unfortunate to note that cooking is traditionally one of the major works for women in Bangladesh but a women Chef i.e the main Chef at the restaurants is quite rarely found, almost none is available. The women have become interested in attending the course mainly to cook better food for their families though they have dormant dream to become entrepreneur in Gastronomy if the socio-economic-cultural situation favor them.

Table-4: Assessment of the available Cooking courses in Mymensingh region

Rank of the course	Course Title	Course Duration	Approximate course fee (BDT)	Required educational qualification (if any)	Available Employment sectors	Demand in Job market in Bangladesh	Demand in Job market in Mymensingh Region	Opportunity of entrepreneurship/freelancing	Other institutions in Mymensingh those provide the course
1	Food and Beverage Production	Short: 3 month Medium: 1 yr Long: 2 yr	Short: 50K Med: 100K-130K Long: 180K-200K	SSC	Many	Very high	High	medium	No any in Mymensingh, Only 5 institutions in all over Bangladesh.
2	Bakery and Pastry Production	Short: 3 month Med.: 6 month Long: 1 yr	Short: 30K-40K Med: 60K-70K Long: 100K-120K	SSC	Medium	High	Medium	High	No any in Mymensingh, Only 2 institutions in all over the country.

Scales: *Many/medium/few; **very high/high/medium/low; ***very high/high/medium/low; ****very high/high/medium/low; *****Abundant/many/few/ very few/no any; K=1000

However, it is important to note that it is difficult for the poor rural adult to avail the cooking training because there are only a few training institutions in Bangladesh offering Gastronomy training and the training fees are too high to afford by the youth adults coming from the poor families. Although the course fee at NSTTI of the Parjatan Corporation of Bangladesh is much lower than that of the private one but it is very much difficult for the rural poor young adults to get them admitted there. As presented in the table-4, depending on the course duration which is 3 months to 2 year the course fee vary between BDT50,000-200000 while MVTTTC is trying to offer the 3 month long course with a fee of BDT1500 only which is highly subsidized but much needed to make the training course available for the rural poor female adults.

6.1.4 Carpentry Training

Furniture Industry in Bangladesh has great potential. The industry is growing every year by creating great value by providing customers with products of quality and convenience. The industry has flourished from its cottage industry days and has transformed into a major economic contributor. But, Scarcity of skilled manpower in handling modern equipment and machinery is limiting the prospect of growth of this industry.

Considering the growing demand, MVTTTC has been offering Carpentry training since last few years. But, from discussions with present and past trainees and other independent carpenters it was interestingly found that the demand for traditional woodworks is decreasing day by day in the context of booming furniture industry based mainly on particle and melamine board.

It is interesting to quote one of the FGD participant who said “the first kick on the carpentry came from the steel factory when people started using steel-made furniture, doors and windows etc. instead of wooden one. The second kick came from the Thai-steel industries when people started using that instead of wood. The third kick has come from the readymade furniture industries while the people are becoming fond of the readymade furniture goods made of particle or melamine board which are less expensive but even more attractive than the wooden goods”. Therefore, the traditional carpenters are suffering a lot for their survival as the income of the traditional carpenter is unfortunately decreasing day by day.

Traditionally the uneducated people come to the carpentry profession in the country who attain the skill either from their parents or from working practically with a senior expert. They never need to pay any fee for training, rather they even earn daily wages. So, there is no formal training centre for carpentry in Mymensingh other than TTC, Mymensingh where there are only 50 seats. The TTC is run by the GoB especially for supplying manpower to the overseas Market. There is also demand for skilled carpenters in the domestic market especially in the furniture industry though no such industry is available in the Mymensingh region. In the TTC the course is totally free, rather the trainees get some stipend for attending the course.

At present 25 males are attending the training course at MVTTTC which is being run almost in the form of traditional learning method as mentioned above because Mati can't afford to pay the trainees the daily wages. For this, Mati has engaged an expert carpenter as trainer and the trainees are learning the trade by doing themselves at the MVTTTC by making furniture and pedagogical toys which are either needed by Mati or ordered by other clients. When there is no order the trainees have to work outside the training centre under the leadership of the trainer to earn their wages.

Generally no female and even educated male are not interested to come to the profession of traditional

Carpenter. Mati should skip this course until MVTTTC has got the capacity to run the training course in a more effective way for which developing a Furniture Enterprise under the cooperative could be a good option. Otherwise, MVTTTC can offer Diploma course on Carpentry to supply skilled manpower in furniture industry.

6.1.5 Agriculture training

Mati has been promoting organic agriculture in the working area since last many years for the food security of both producers & consumers as well as for environment protection. Recently, Mati has taken initiative to develop a value chain of organic food products in order to ensure better economic benefit for the organic producers and also for ensuring a trusted supply chain of organic food products for the consumers. The demand for organic or safe food products is growing in the country and also in Mymensingh city and Mati has also linked with the organic entrepreneur at Dhaka city.

Therefore, there is huge potential of developing an organic value chain in the area under the umbrella of cooperatives that Mati has already started to develop. In doing all these, Mati has been providing very short term training courses to the organic producers. There are huge potentials of developing entrepreneurship for the youth entrepreneurs on different segments of the organic value chain including organic production, quality control, organic food processing, packaging and marketing for which long-term courses could be offered from the MVTTTC.

On the other hand, generally speaking Agriculture is a major sector for economic development of the country because about 50% of the workforce are still engaged in the sector. The agriculture of the country is in a transition stage of commercialization and industrialization where lots of skilled workers are required. In Mymensingh region commercial fish-farming has been booming over last two decades. The largescale dairy, cattle fattening & poultry farming, horticulture especially fruit gardening are also growing fast. For the sector, a large number of skilled workers are necessary along with trained entrepreneurs. Moreover, the demands are also growing for trained agricultural, veterinary and fisheries experts for providing quality technical support to the entrepreneurs as well as providing treatment to the livestock.

Therefore, developing skilled manpower for the agriculture sector could be a very good option for MVTTTC in coming days.

6.1.6 Paramedic Training:

Bangladesh has a lack of qualified health professionals to provide quality health services especially in the rural area. The rural poor people are mainly dependent on unskilled medicine sellers for their primary health care services which is a matter of great concern.

In such a context, Brücke Balingen Bangladesh has been supporting Mati to implement a project entitled “Job creation for young adolescent girls and boys, enrolment in vocational training institutes and practical training at Mati health care project in the north of Bangladesh” Since January 2019.

Under the project, Mati is providing scholarships to the Paramedic trainees especially to the girls who are enrolled in different Medical Assistant Training Schools (MATS) who are also working as apprentices at Mati Healthcare Centre (MHCC).

The students are enrolled for two years’ long Community Health Worker (CHW) course where they have theoretical classes two days per week. For the rest of the days the students work with the Mati

Healthcare Centre (MHCC) team. At present 5 such students are being supported by Mati with a monthly scholarship to continue their study. Besides, Mati arranges different short courses on diagnosis & treatment of primary health problems, physiotherapy etc. for the Paramedic apprentices where mainly German volunteer experts facilitate the courses.

However, it was found from the FGD that the job opportunity for the paramedic trainees is mainly confined to the rural areas where they are mainly recruited as community health workers by the government & NGOs who mainly provide health services in rural areas. In order to achieve the sustainable development goal-3, more and more investment must be needed in the health sector especially in the rural area both by the government and NGOs. Therefore, there is ample scope of increasing job opportunities in coming days.

There is another short healthcare course titled Local Medical Assistant & Family welfare (LMAF) that has better job opportunities in the booming private health sectors i.e clinics and hospitals. LMAF is a short medical training course for rural medical practitioners or village doctors. This is a short medical course of duration 6 months. Total cost for this LMAF 6 Months course is around Tk.15,500/- including admission fee, monthly fee and exam fee.

The health diploma courses on nursing technology have very high demand in the job market for which nursing institutes need to be established which is difficult for Mati at this moment.

6.2 Analysis of other Trade based training opportunity

Bangladesh is in a transition phase towards modern technology intensive industrialization from the labour intensive traditional production system. Digitization of services also occurs at a high speed in the so-called digital Bangladesh. Such change is a blessing for the educated young generation who are no more interested in labour intensive professions like the traditional farmer, weaver, Potter, Smithers, Cobbler, Carpenter etc. But, the demands of these professions are almost constant in every society in every time though may be in different forms. Therefore, the professions are going to be replaced by the industrial form for which well-trained skilled manpower is essential though such mechanization has caused unemployment and reduced income for the huge number of labour force who are still engaged in the sectors. For example, the carpenters, who are relied on old fashioned wooden furniture which are expensive too, are suffering a lot which was revealed from the FGD with Carpentry professionals.

But, the labour intensive professions like mason & their helpers, plumber, tiles fitter, electrician, welder etc. still have huge demand due mainly to the rapid urbanization and industrialization of the country. FGD with such professionals reveal that the expert workers in these professions earn BDT25000-30000 while the unskilled workers earn BDT12,000-15,000 per month which is quite higher than any similar non-skilled profession even if someone has a higher level of education.

Construction sector has been booming in the country since many years due mainly to rapid urbanization which is supposed to be increased in the context of becoming a middle income country. A handsome number of unskilled labour are engaged in the country. On the other hand, a major portion of the remittance earner labour force of the country is also employed overseas. But, there is no such training for the skill development of the construction labour is available in Mymensingh town or surrounding area.

Both the employment and earning opportunity of this trade is very good in Mymensingh region. The skilled labour earn up to 30000Tk/month while the middle skilled labour earn around 20000Tk/month

and unskilled labour earn more than 12000Tk/month. It is important to note that a lower level job holder even earns less than 10000Tk./month even after passing their Bachelor degree.

It could be predicted that in near future the construction works will be fully mechanized that has already been started. In that case, young adults would likely learn the trade from formal training. Therefore, MVTTTC can take preparation to offer the trade course in near future. The similar scenario was revealed from the FGD with other professionals such as electricians and welding technicians.

Regarding training opportunities of such trade based professions for the young adults, it is interesting to note that the absolute majority of such professions attain the skill through the 'learning by doing' method working with their senior experts. In most of the cases there is a group leader who is the expert of the profession and from whom the co-workers use to learn. Such a learning process usually takes 2-3 years depending on the nature of the trade as well as the will for learning & capacity of individual learners. One very interesting thing to mention here is that in most of the cases the senior expert doesn't want to teach everything and remains very slow to teach so that the learners are bound to work as subordinate to them for a longer time.

The government Institutions like TTC is the major training center in Mymensingh that provides 2 years diploma certificate equivalent to SSC on the technical and vocational trade while Youth Development Centre offers such trade based short courses. The mentioned government institutions have very good training facilities including residential arrangement with free of cost. The course fee is nominal ranges between BDT50-1000Tk. Moreover, stipend is provided to the trainees and there is also opportunity for scholarship. The trainees also get credit facilities from the banks in case of becoming entrepreneurs. There is also the opportunity of going abroad for work after getting certificates from the government run centers.

But, the fact revealed from the FGD with youth adults that they are not that much interested to avail such technical training mainly because the social status of the trade based professions is considered to be low in the country despite the higher employment and earning opportunity. It is a matter of hope that the social stigma is diminishing day by day and should be enhanced by taking massive awareness campaigns by the Government and NGOs because it is a big barrier for the young adult especially for the women who have to face much bigger barriers including social & religious barriers.

However, despite all the barriers the demands of trade based training are growing in all over the country and also in Mymensingh region. MVTTTC has very good potential to be a successful institution in the region in offering trade based training courses. For coping the opportunity MVTTTC need to have a SMART plan in developing its capacity as soon as possible.

7. Job Opportunity Analysis in Mymensingh town and surrounding area

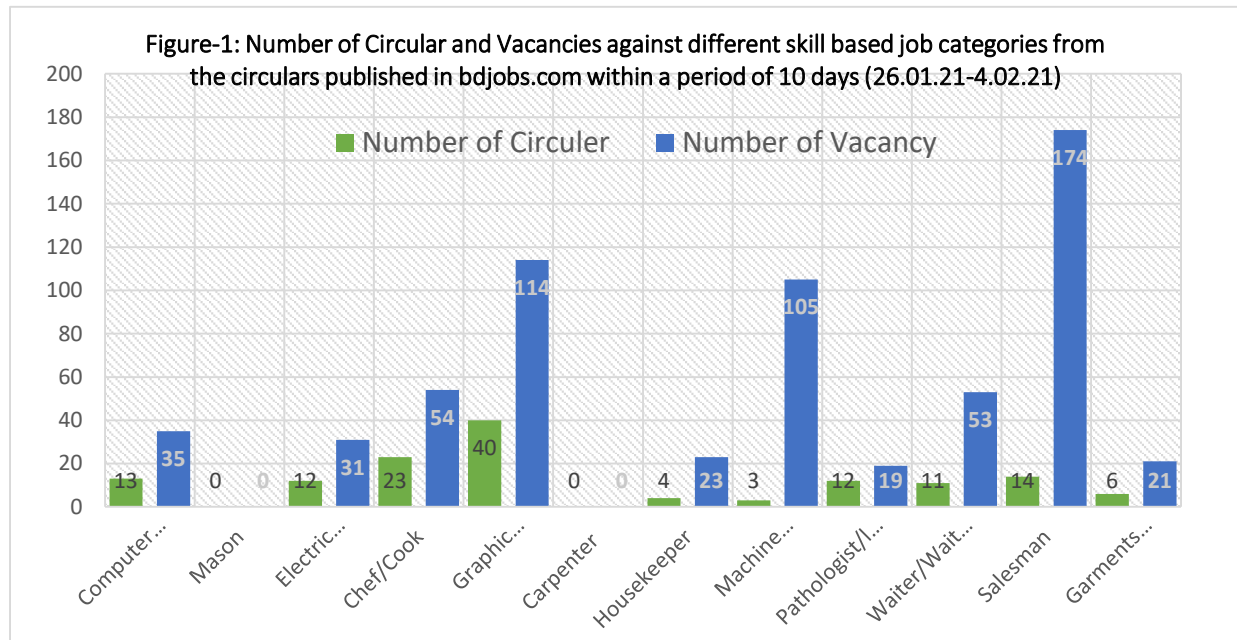
7.1 Employment Status

Bdjobs.com⁶ is the largest job site in Bangladesh. The site was analyzed in order to understand the demand of the different skilled based training in the job market. For the present study only 10 days' circular data of the skilled based job categories were analyzed and the findings are presented in figure-1. In the site the circulars for skilled based jobs are grouped into 24 categories from where 12 categories which are relevant to the MVTTTC's present and future potential training courses are analysed for this

⁶ <https://www.bdjobs.com/>

study.

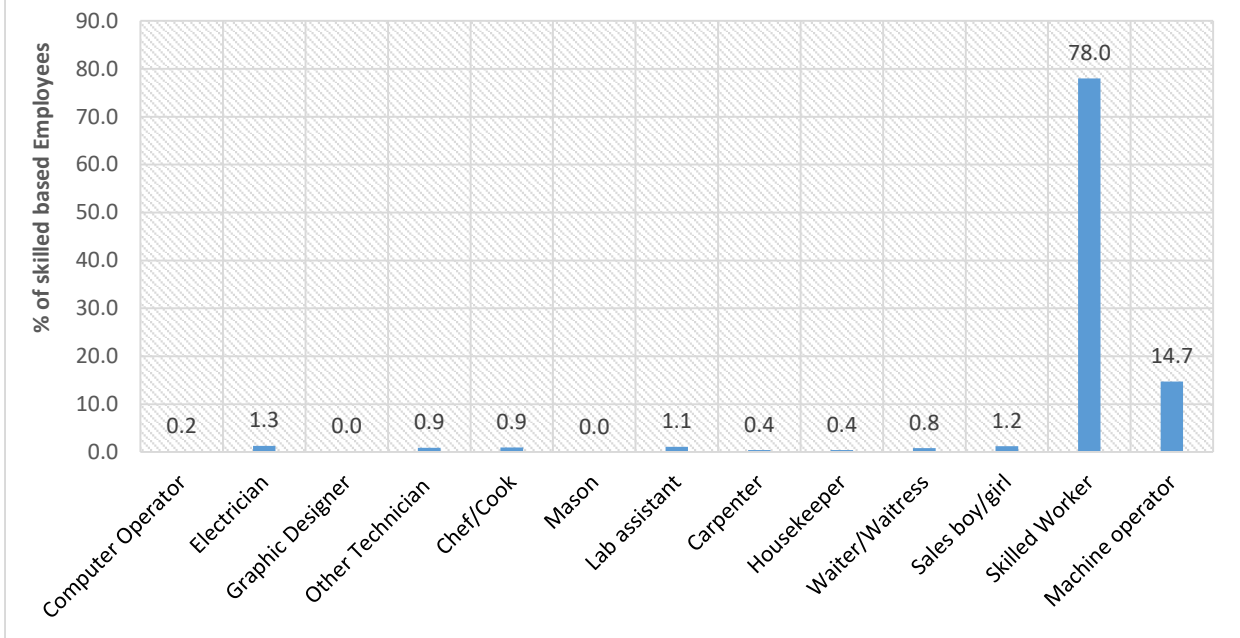
It is observed from figure-1 that the highest 40 circulars were found under the job category of Graphic Designer followed by 23 for Chef/Cook while the number of vacancies of these two categories were 114 and 54 respectively. The number of circulars for the job categories Computer operator, Electric Technician, Lab Assistant, Waiter/Waitress and Salesmen were 13, 12, 12, 11 and 14 respectively. Only few circulars 4, 3 and 6 were found for Housekeeper, Machine Operator and Garment Technician respectively while no circulars were found for Mason and Carpenter during the period of 10 days perhaps these positions usually may not be circulated for recruitment.



On the other hand, the highest number of 174 vacancies were found for Salesperson followed by 114 and 105 for Graphic Designer and Machine operator while the vacancies for Computer operator, Electrician, Chef/Cook, Housekeeper, Lab assistant, waiter/waitress and Garments Technician were 35, 31, 54, 23, 19, 53, and 21 respectively indicating the demands of the professions.

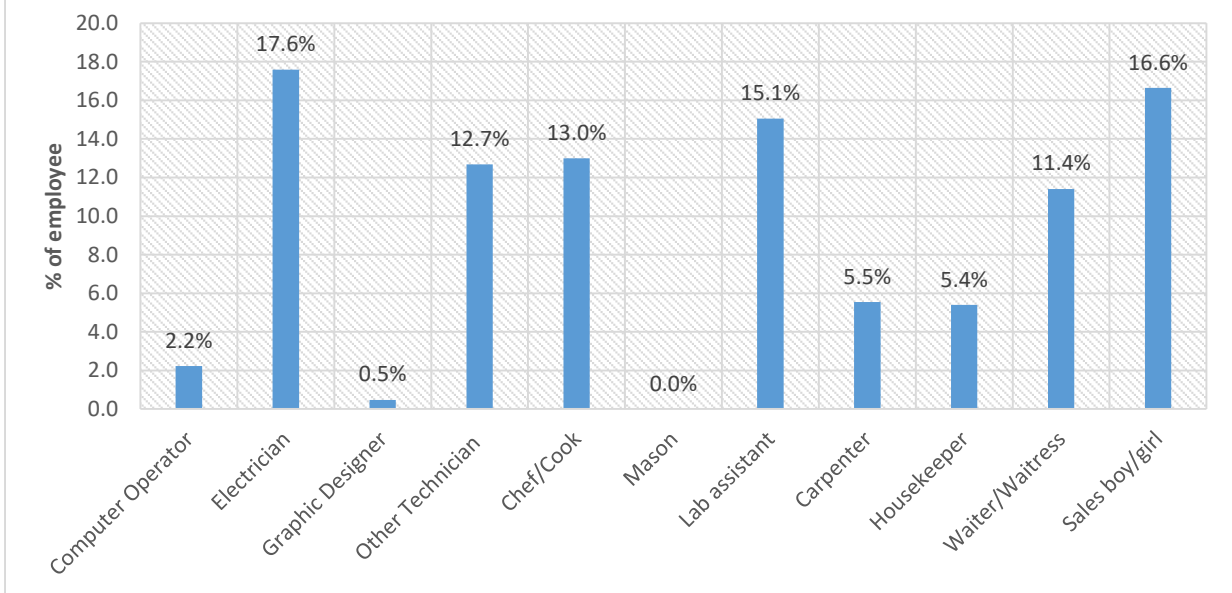
The percentages of the skilled based employees in the surveyed companies/enterprises of the above-mentioned skilled based categories are presented in figure-2.

Figure-2: Percentage of the skilled based employees in the 40 surveyed Companies



The data shows that the highest 78% of the employees are skilled workers followed by machine operators (14.7%). It is important to note that the big factories like garments, spinning mill and other production factories need a very high number of skilled workers and machine operators, the range was found to be 1000-3000 in the survey.

Figure-3: Percentage of employees of different job categories in the 40 surveyed Companies



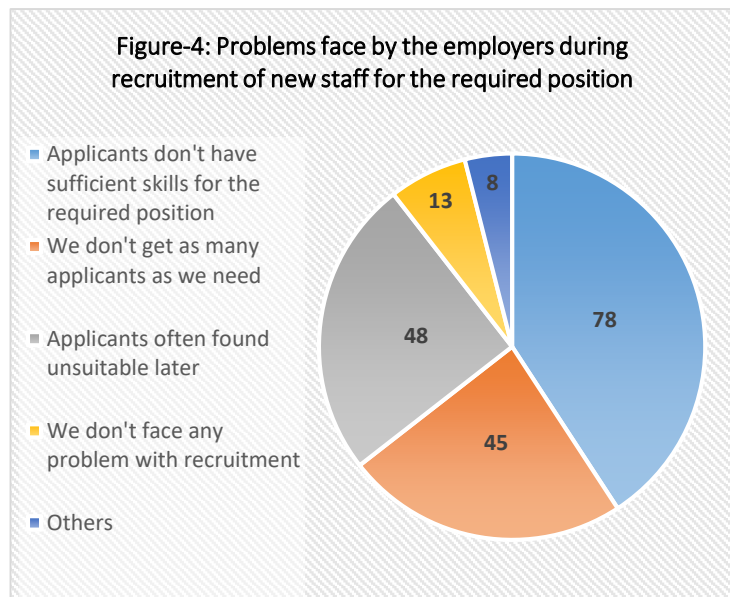
The percentages of employees excluding the skilled worker and machine operator are presented in figure-3. The figure shows that the highest 17.6% of the employees are electrician followed by salesmen (16.6%), Lab assistant (15.1%), Chef/Cook (13%), Other technician (12.7%) and Waiter/waitress (11.4%) while the percentages of Carpenter, Housekeeper, Computer operator and Graphic designer are 5.5%, 5.4%, 2.2% and 0.5% respectively while no mason was found in any of the surveyed companies.

7.2 Difficulties faced by the employers in recruiting skilled staff

It is important to note that there is scarcity of good skilled staff in the job market may be either because of lack of enough training facilities in the country or lack of quality of the skill based training available in the country.

Therefore, the employers often face difficulties in recruiting skilled staff as presented in figure-4.

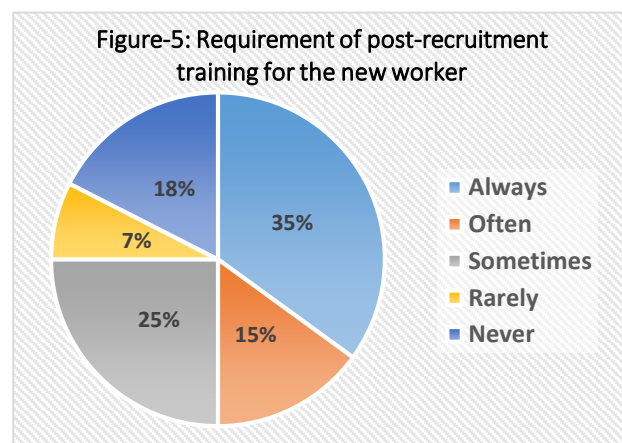
Regarding availability of skilled workers, 78% of the survey respondents noticed that the employers usually suffer to get sufficient staff of required skill despite getting a huge number of applications while 45% of them said that they don't get as many suitable applications as they need. Among the respondents, 48% noticed that the self-declared skilled staff such as computer operator, graphic designer, sewing machine operator etc., even though they show training certificates from different govt. or non-govt. training centers, are often found unsuitable to deliver quality services after recruitment that indicates the higher demand of quality skill development training.



On the other hand only 13% of the respondents said that they don't face any problem in recruiting skilled staff while 7% noticed the other problems like huge rush of the less qualified or non-qualified applicants, persuasion by the political leaders and other influential persons in favour of the unsuitable candidates, the skilled staff demand for unaffordable salary, retention of skilled staff etc.

7.3 In-service Skill Development Facilities of the Companies

Regarding requirement of skill development training after recruiting a new staff the survey data presented in figure-5 reveals that the highest 35% of the respondent employers 'always' need to train the staff while 15% and 18% of the employers need to train new staff 'often' and 'sometimes' respectively. On the other hand, 7% of the employers have 'rarely' to train their new staff while 18% have 'never' to train new staff.

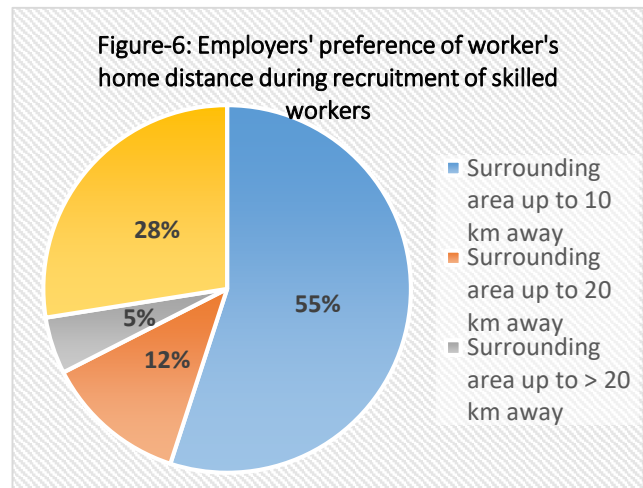


It was found from the survey that 60% of the companies have to arrange their own staff development facilities in combating the aforesaid problem, despite of their limitations and having low economic efficiency of such intervention. It is important to note that no separate training center was found in any of the surveyed companies and it was noticed that their staff development facilities are in fact, hands on learning facilities while 40% of the companies don't have such option or facilities at all.

It is interesting to note that the smaller companies usually prefer to recruit low-paid unskilled or semi-skilled staff as co-worker to attain the skill through 'learning by doing' from a senior expert staff that often hamper the quality of their products & services that usually retard the economic growth & development of the companies. On the other hand, the bigger companies usually hunt the skilled staff from such smaller companies by offering higher salaries and thus the smaller companies, in practice, play the role of training center for the unskilled staff and suffer a lot due to huge staff migration.

7.4 Employers' Preference in Recruiting Local Staff

The survey data presented in figure-6 shows that 55% of the employers prefer to recruit the workers from the surrounding area up to 10 km away while 12% prefer the area up to 20km and only 5% prefer up to more that 20km. On the other hand, 28% of the employers prefer to recruit the staff from anywhere in Bangladesh.

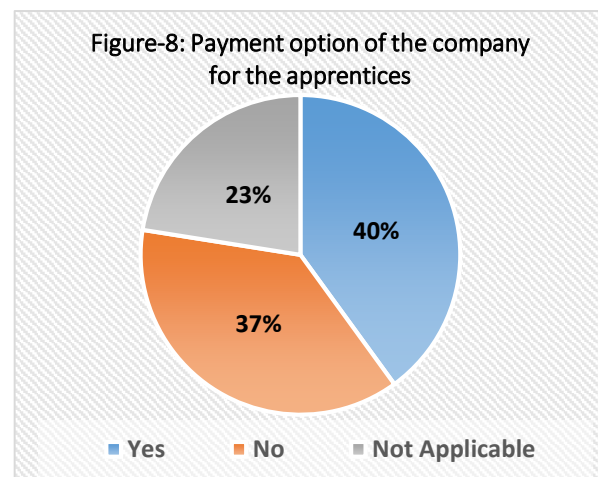
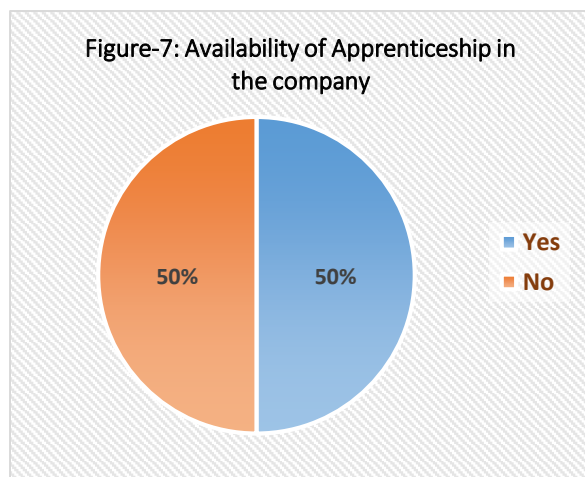


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It is important to note that the factories located to and fro besides the Dhaka-Mymensingh highway are mostly remote from the town or semi-town areas where there is no accommodation facilities for the low-paid workers. The high paid officials of the companies can afford to live in the town and travel from home-office-home every day which is not possible for the low-paid workers. So, the big factories often arrange vehicle facilities for the workers that carry the workers from specific spot of the surrounding villages to the factory and leave them to the spots in the evening.

7.5 Availability of Apprenticeship

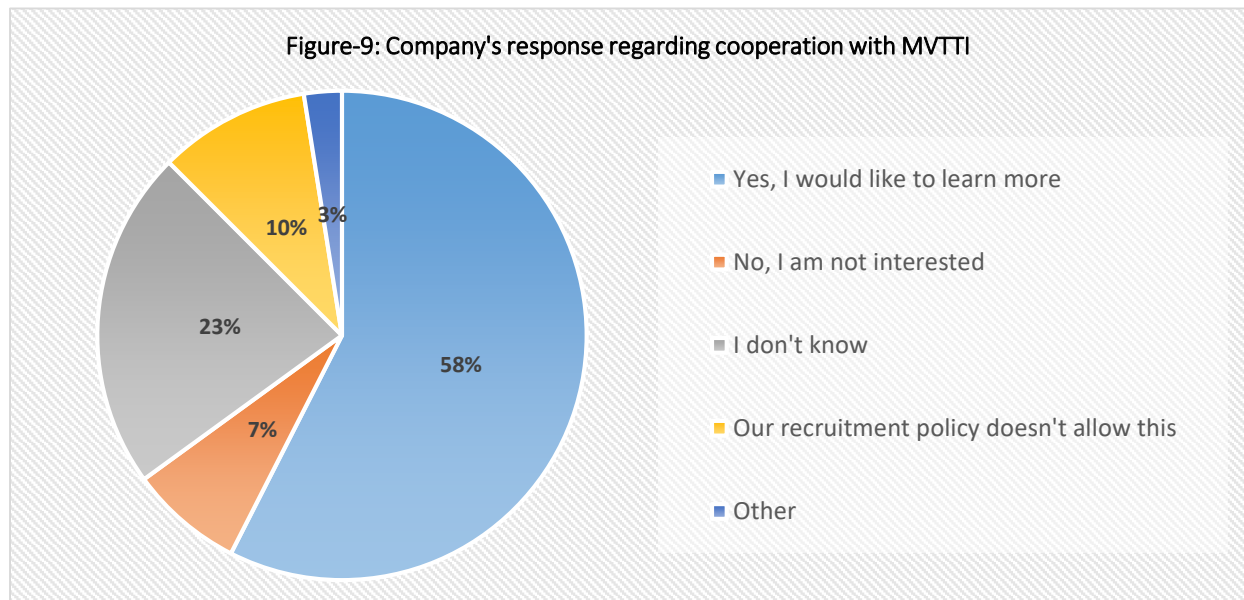
The survey data presented in the figures-7 & 8 shows that 50% of the respondents said that they have apprenticeship in their company while 40% of them have a payment option for the apprentices. It is important to note that the probation period of the workers is understood as apprenticeship here. As



mentioned above, it is a fact that there are no separate formal training centers or training facilities in the factories for training of their workers. Rather, in service learning by doing is treated as training here. The same thing is applicable in case of apprenticeship.

7.6 Job Placement Opportunity

The survey data presented in figure-9 Shows that 58% of the companies/enterprises are interested to learn more about MVTTTC and its courses for recruiting their required skilled staff if possible while only 7% directly rejected the option which is very much encouraging in future development of the Institute.



The figure also shows a big portion (23%) of the respondents replied as “I don’t know” may be because in many cases the respondents were not the decision maker in the company.

Moreover, the researcher also had KII with the chairperson of Mymensingh Chamber of Commerce and few other employers who also showed interest in collaboration with MVTTTC for placement of skilled manpower. In such cases further discussions are necessary to explore the job placement opportunity.

7.7 Pay-scale and required qualification

The comparative pay-scale of the selected skill based job categories in Mymensingh and Dhaka region and the minimum qualification requirements are presented in table-6. The assessment is done from the analysis of available circulars posted in bdjobs.com site for the selected job categories. It is important to note here that during the company survey the respondents were skeptical in disclosing such information may be because in most of the cases the salary is determined based on negotiation between the employer and the candidate mainly depending on the skill and qualification of the candidate. On the other hand, in most of the cases the salary was not mentioned in the circulars posted in bdjobs site may be due to the same reason. Moreover, under a certain job category the salary level varies a lot depending on the category and size of the company as well as on the nature and responsibilities of the job. However, the data presented in the table should give some rough idea.

Table-5: Comparison of pay-scale on most common jobs/positions between Mymensingh and Dhaka and qualifications needed

Job Category	Approximate Pay Scale at entry level* in Mymensingh	Approximate Pay Scale at entry level* in Dhaka	Minimum required qualification	Remarks
Data Entry/ Computer Operator	8000-10000	8000-12000	SSC, HSC, Diploma	The salary range depend on the required skill and the type of company
Mason	20000-30000	20000-40000	Not specific	Mainly works independently either individually or in a group
Electrician/ Electronic technician	20000-30000	20000-35000	SSC, HSC, Diploma	do
Shef/Cook	35000-50000	35000-100000	Diploma on Gastronomy, HSC, SSC	Depends on category of the Restaurant
Graphic Designer	20000-40000	20000-40000	SSC, HSC, Diploma	Depends on the type of Employer
Carpenter	12000-30000	20000-50000	Class 8 with high skill in carpentry works	The salary is applicable only if recruited by a furniture workshop/factory.
Housekeeper	7000-10000	10000-15000	Class 8	Depends on the category of the Hotel
Sewing machine operator/garments worker	4000-6000	4000-6000	Class 8	Almost similar all over Bangladesh
Pathologist/lab assistant	10000-12000	10000-15000	SSC, HSC, Diploma	Almost similar all over Bangladesh
Waiter/Waitress	6000-10000	6000-10000	Class 8, SSC	Depends on category of the Restaurant
Showroom assistant & Salesman	7000-10000	7000-15000	Class 8, SSC	Depends on category of the Showroom
Garments Cutting Master	10000-12000	10000-12000	Class 8, SSC	Almost similar all over Bangladesh

* Source: Survey, KII and bdjobs circular and KII with Company [in most of the cases the salaries are said to be negotiable in the circular and the KII respondents were skeptical to disclose the actual salary.

7.8 Skilled based Job Opportunity for the Women

It is a fact that females are lagging far behind in the job market of the country compared to their male counterparts. There are lots of social, cultural and religious barriers for women to enter into a job and to continue as well. The situation is slowly changing day by day. The girls have advanced well ahead in case of education and also entering into different jobs based on their education, social and economic status. But, it is the fact that women are rarely found in trade based jobs or entrepreneurship.

Regarding employment opportunities for women, from the FGD, survey and Key Informant's Interview (KII) it was found that the skilled based training courses like Computer, Sewing, Cooking etc. are preferred more by the women compared to the other courses in the context of existing socio-cultural-religious obstacles. It is important to note that females are not found in most of the trade based jobs and also to become entrepreneur or self-employed in the trade based professions like mason, carpenter, electrician, electronics technician, welder etc. or even as a chef because of the socio-cultural-religious barriers. Therefore, Mati has ample opportunity to intervene here in paving the way for the women to enter into skilled based jobs or entrepreneurship by breaking the existing social norms and stigma. Special stimulus package could be helpful to encourage the women to develop them as entrepreneurs in different trade based sectors which would be a groundbreaking initiative in women empowerment because the sectors are supposed to have more employment opportunity in near future.

A thorough assessment of the employment opportunity of the women in selected job sectors of Mymensingh region is presented in Table-6.

Table-6: Suitability assessment of the selected job categories for women

Job Category	Suitability for women**	Remarks
Data Entry/Computer Operator	Very high	The women face much less barriers in such jobs.
Mason	Very low	Women are rarely found in such professions.
Electrician/Electronic technician	Very low	Women are rarely found in such professions.
Chef/Cook	Low	Women are rarely found in such professions other than to be the assistant cook.
Graphic Designer	Medium	This is much better suited to women.
Carpenter	Very low	Women are rarely found in such professions.
Housekeeper	Medium	This is much better suited to women.
Sewing machine operator/garments worker	Very high	This is much better suited to women.
Pathologist/lab assistant	Medium	This is much better suited to women.
Waiter/Waitress	Low	Women are rarely found in such professions though it could be better suited to women.
Showroom assistant & Salesman	High	This is much better suited to women.
Garments Technician	Low	Women are rarely found in such professions.

**Scale: Very high/high/medium/low/very low

8. Assessment of further capacity strengthening options for MATI

At present Mati has the capacity only to offer a few courses for a few number of youth adults. The infrastructure that has already been completed is never enough for becoming a capable vocational & technical training institute. Mati should complete construction of the planned infrastructure within the shortest time by enhancing its fundraising initiatives.

MVTTC has already got conditional approval from the Technical education board to run training on two trades entitled 1. Computer Office Application and 2. Electrical House Wiring. For getting approval for other courses the necessary infrastructure and facilities have to be completed as soon as possible to avail official recognition for other courses as early as possible. There are lots of initiatives of the government for skill development of youth. Mati should strengthen collaboration with such relevant people. Side by side Mati can also strengthen collaboration with relevant NGOs for improving capacity of MVTTTC.

Most importantly, the financial capacity of Mati is too weak to run the training courses for the poor & extreme poor target group of Mati who don't have the ability to pay even the nominal course fee. Rather, it is crude reality that the under educated rural male youth coming from poor families are often bound to stop education to earn for the family even at childhood age by working as unskilled labour or as co-worker of mason, electrician, carpenter, plumber etc. from where they can learn the trade in one hand

and earn money for the family on the other. But, in the context of technological advancement of the country coupled with economic development the future of such traditional trades is shrinking day by day specially in the corporate job market. On the other hand, the girls don't have even such opportunity and that's why their parents often become bound to arrange merry for the girls at early age.

Mati has an excellent dream and goal to support those families especially the girls to study more as well as to attain a skill to get a skilled based job for their secured livelihood and bright future. Mati is slowly moving towards achieving the goal but still doesn't have enough capacity to run the training courses even with its own resources. For achieving the capacity it is very much needed to go for income generating options. Mati has already taken a good decision of establishing peoples' cooperative in order to take collective income generating initiatives in the form of SME that should enhance the capacity of both Mati and the target people to spend more in running the MVTTTC independently and sustainably. For achieving the goal Mati should seek donors' fund for investing in income generating sectors for example, like Arong of BRAC and establish a value chain of safe food.

However, after assessing all the relevant criteria Mati has ample opportunity to establish the MVTTTC as a class one Training institution in Mymensingh city through a step by step strategic move as mentioned below-

Strategic Step (ST)-1: Based on the study findings and recommendations develop a SMART short-term and long-term strategic plan for the MVTTTC.

ST-2: Make a massive drive to raise funds for completing the necessary infrastructure as soon as possible and then start the courses as many as possible including the trade based courses like electrical works, electronics repairing works such as TV, fridge, AC, mobile phone etc.

ST-3: For the poor youth, the course fee must be subsidized or free of cost. For providing such subsidies as well as for the sustainability of the institution Mati can establish few income generating SME type enterprises under the umbrella of Mati cooperative viz. i. Dress making value chain ii. Value chain of Safe food products, iii. Value chain for essential consumer goods where possible iv. Taking dealership of agricultural inputs and essential household appliances and to name a few. Such SMEs will enhance income generation of the poor in coming out of the vicious cycle of poverty. On the other hand it will create opportunity to pay the essential course fees. Therefore, Mati should prepare concrete business plans for the abovementioned enterprises as soon as possible.

9. Recommendations concerning a future project approach based on study findings

1. The capacity of the MVTTTC must be strengthened to become a strong and well-equipped institute to offer skilled based training and even diploma courses for the poor youth adult of Mymensingh region along with the courses where there is higher job placement opportunity not only in Mymensingh region but also all over the country and abroad.
2. MVTTTC should have increased capacity to continue the ongoing training courses except the carpentry training by integrating advanced courses on Computer & IT, Sewing & Dress making, Gastronomy and Agriculture especially on safe food production, processing and marketing etc.
3. Mati should skip this Carpentry course until MVTTTC has got the capacity to run the training course in a more effective way for which developing a Furniture Enterprise under the cooperative could be a good option.
4. MVTTTC also need to offer new courses like General electronics, electrical maintenance works,

General electrical works, Plumbing & pipe fitting, Refrigeration and air conditioning, welding and fabrication etc. step by step.

5. As demanded in the FGD with rural adult youth, MVTI should offer a Preparatory course for the students to face interviews so that they can win in hard competition in the job Market.
6. Mati should take special project to support the poor to avail post-training equipment (eg. sewing machine) & devices (computer, laptop) to the trainees by means of education and entrepreneurship loan. It is good to mention here that Mati has been running “Savings and Credit Program” since last many years which has now been transformed into “Cooperative”. Therefore, such support could be available through this program.
7. MVTTTC should start offering the courses on block, boutiques, screen print and handicrafts exclusively for the female youth and Mati should develop an enterprise like Arong of BRAC for creating more job opportunities for the poor young girls.
8. Developing skilled manpower for the agriculture sector in general and organic agriculture in particular could be a very good option for MVTTTC in coming days. And for this MVTTTC should focus on the courses relevant to establishing SMEs under the farmer cooperative.
9. Mati should take immediate initiative to avail the affiliation and establish official collaboration of government's initiatives of skill development taken by the Ministry of Manpower and Employment, Ministry of Women and Children Affairs, Directorate of Youth Development, Department of ICT and other relevant agencies.
10. In order to create technical & vocational training facilities for the youth adults of poverty-prone areas of Jamalpur and Sherpur districts a branch of MVTTTC should be opened at Mati's Huzurikanda working area as soon as possible.
11. MVTTTC has to develop and or incorporate the necessary training modules from the government's institution.
12. Mati should closely work with the chamber of commerce and different relevant ministries for creating job placement opportunities and establishing SMEs as well as with the overseas manpower exporters.

Annex-1: List of Surveyed Company

Sl.	Respondent's Name	Respondent's Designation	Company Name	Company Type	Company Address
1	Mokammel Hoque	Managing Director	Fishtech Agro Feed Ltd.	Fish Feed Company	Mathbari, Trishal, Mymensingh
2	A.Q.M Mocarrom	Admin Officer	Sheema Spinning Mills Pvt Ltd	Spinning Mill	SeedStore, Mymensingh
3	Asif Siddique	General Manager	Prakriti Ecological Agri-Enterprise	Safe Food Production & Marketing	Badamia, Trishal, Mymensingh
4	Faroque Hossain	General manager	Sister group	Garments	B K Bari Road. Rajendrapur, Gazipur.
5	Badrul Islam	Production Manager	Russel Spinning Mills	Spining Mills	Katakali, Valuka
6	Maimun Akther	Manager HR	Akij Ceramic Ltd	Ceramic Industry	Bhaluka, Mymensingh
7	Sheikh Zakaria	Managrt Production	Akij Particle Board Mills Ltd	Partical Bord Factory	Trishal, Mymensingh

8	Minhaj Miton	General Manager	Avanti	Restaurant	Ram Babu Road, Mymensingh.
9	Shahed Shaoun	Admin Officer	Consumer Knitex Ltd.	Garments Industry	Bagan, Trishal, Mymensingh
10	Md. Anwar Sadat	Manager HR & Compliance	Ekram Sweaters	Garments Industry	Kathali, Bhaluka
11	Rokibul Islam	Incharge	New Central Lab	Pathological Lab	Charpara, Mymensingh
12	Khondokar Sohedul Islam	Medical Technologist	Medinova Medical Service Center	Private Hospital	Charpara, Mymensingh
13	MD Rashed	Manager	New Medical Pathology Lab	Pathological Lab	Charpara, Mymensingh
14	Md Milon Mia	Manager	Fayad Enterprise	Furniture Factory	Cantonment Road, Mymensingh
15	MD Ataul Islam	Manager	Liton Cabinet Farm	Furniture Factory	Cantonment Mor, Mymensingh
16	Samsul Haque	Manager	Samsul Cabinet Farm	Furniture Factory	Shankipara, Cantonment Road, Mymensingh
17	MD Rasel	Manager	RFL Exclusive	Marketing Company	Old Police Club Road Mymensingh
18	Md Jaber Mehedi	Operation Manager	Eestasy Ltd.	Fashion house	CK Ghos Road, Mymensingh
19	Md Aminul Haque	Manager	Myth Ltd.	Fashion house	CK Ghos Road, Mymensingh
20	Md Abdul Mannan	Manager	Navana Pharmaceutical	Pharmaceutical Company	Maskanda, Mymensingh
21	MD Mosarrof	Owner	Mezban Hotel	Hotel Service	Charpara, Mymensingh
22	Mr. Pappu	Manager	Big Bazar	Restaurant	Charpara, Mymensingh
23	Ibrahim Khalil	Manager	Dhaka Hazi Beriani	Restaurant	Charpara, Mymensingh
24	Sharif Islam	waiter	Hazi biriani	Restaurant	Charpara, Mymensingh
25	Ali Yousuf	Director	Ali Yousuf Printing Press & Publ.	Printing Press	GKMC Saha Road, Choto Bazar, Mymensingh
26	Mahadi Hasan Apon	Chief Designer	Sign Park	Digital Press	Madan Babu Road, Aampatti, Mymensingh
27	Akram Hossain	Designer	Grafiti	Printing	Madan Babu Road, Aampatti, Mymensingh
Sl.	Respondent's Name	Respondent's Designation	Company Name	Company Type	Company Address
28	Md. Samrat Hossain	CEO	Fop's Tailors & Fabrics	Garments & Fabrics Industry	J.C Guha Road, Station Road, Mymensingh
29	Shafiqul Islam	Manager	Dhaka Tailors	Garments & Tailoring	J.C Guha Road, Mymensingh
30	Mr. Shuvo Rahman	Computer Operator	Munir Enterprise	IT Services	Durgabari Road, Mymensingh
31	Jahid Hasan	Computer Operator	Nayan Computer	IT Services	Durgabari Road, Mymensingh
32	Raihan Kadir Khan	Computer Operator	Raz Enterprise	IT Services	Durgabari Road, Mymensingh
33	Rakib Hossain	In-Charge	Runner Automobiles	Automobiles Servicing	Maskanda, BCIC, Mymensingh
34	Safiqul Islam Saidul	Manager	Tanvir Enterprise	Construction Company	Pandit Para, Mymensingh
35	Maksudur Rahman	Contractor	Maksud Construction	Construction Company	Mymensingh

36	Mr. Papon	Manager	Red Chili Restaurant	Restaurant	Town Hall, Mymensingh
37	Rafique Ahmmed	Manager	Hotel Tintara	Hotal	Zilapi Potti, Mymensingh
38	Shofiquil Islam	Manager	Hotel Al Shefat	Hotel	Mymensingh
39	Anisur Rahman	Manager	Read Company Limited	Garments & Tailoring	Mymensingh
40	Md. Titu Hossain	Manager	Top Ten Plus Fabrics & Tailors	Garments & Tailoring	21, J.C Guha Road, Railway Station 2no Gate

Annex-2: KII with Mayor of Mymensingh City Corporation and the Chairperson of Mymensingh Chamber

Key Findings of the KII:

1. *Are the trainings for youth development that have been arranged by the government or private institutes in Mymensingh sufficient? What steps Mati as a NGOs can take?*

Response:

There are many entrepreneurs and many are doing different jobs who got training from the trainings that are being offered by the government and private institutes. But these trainings are not sufficient. The number of further trainings needs to be increased. Multinational & national companies have a lot of demand in the marketing, accounts and IT sectors but there are lack of skilled people in these sectors. The number of restaurants is also increasing day by day but there are no skilled chefs. Training can be arranged on these issues.



Picture: Key Informant Interview (KII) with Mymensingh Chamber of Commerce Mr. Ekramul Hoque Titu.

2. *What are the training course Mati can offer?*

Response:

Mati can offer the trainings courses such as:

- Trade based training like electric, electronics etc.
- Chef
- Parlor
- Agriculture/farming
- Computer, Graphic design & IT based training
- Sewing
- Driving

3. *Is there any opportunity to supply workers according to company's demand by making linkage with different companies who are member of the chamber?*

Response:

“Yes, definitely. The Companies need skilled staff. If Mati can produce skilled manpower in required field then company would be happy to hire. For this further discussion with company owners are needed”.

4. What role you can play as the chairperson of the Chamber?

Response:

I can discuss with the members. We can sit together to discuss and find out the opportunities.

5. What role you can play as the Mayor of City Corporation?

Response:

I can help linking up with the government’s initiatives and institutions of skill development for youth. I can also help in any of your need which is under my jurisdiction.

Annex-3: KII with the Deputy Director of Youth Development Centre, Mymensingh

Key Findings of the KII:

Mainly three training courses are offered by the Centre

1. Agriculture
2. Fisheries
3. Livestock

Training is given here according to a specific syllabus and curriculum and accommodation is available for the trainees. Two types of courses are conducted here. Three month long course and one month short course. Here the 60 seats for long course and 40 seats for short course. Three months course is given training in three subjects and one month course is



Picture: KII with the Deputy Director of Youth Development Centre, Mymensingh

given training in one subject. Currently the demand for long courses is high. To receive training here, trainees must pass 8th grade and be 18-35 years old. Although there is a 30% chance of admission for girls, but the number of girls is very low. People are now getting more training on animal fattening and nursery.

Trainees get job opportunities after training here. There are two posts in the Department of Youth Development where they can apply. There are also job opportunities in various farms or companies. Each district has one such training center. People from 13 upazila’s receive training at this training center in Mymensingh district. A certain number of trainees are recruited from each district. There is a lot of demand for these trainings. Many people do not get the opportunity to train here. Here the training and accommodation is free for the trainees.

Annex-4: KII with the Hostel Matron of Begum Rokeya Women Youth Development Centre,

Mymensingh

Key Findings of the KII:

The training center was established in 1995 as a government project for providing training to the low educated rural women for their self-employment. Then in 2001 it start running as training center. They provide three month long training on following four courses-

1. Computer
2. Dress making
3. Parlor & beautification
4. Housekeeping and Care keeping.

The Parlor & beautification course and Housekeeping and Care keeping course were started since 2012. There are a total of 150 seats. 50 seats for computer course, 25 for the dress making, 25 for the parlor and 25 for the housekeeping and care keeping. They courses are open for women coming from anywhere from Bangladesh.

There are concerned that there are growing demands of other courses specially on handicrafts like-

1. Kushi (a kind of handicraft sewing)
2. Making basket and various things with cane
3. Handicraft
4. Nokshi katha

So, they are thinking to offer such courses in near future.

Annex-5: KII with Computer Trainer

Name of the respondent: Arifur Rahman

Key Findings of the KII:

Comparative Analysis Sheet for the Computer/IT courses: Part-1

Rank	Course Title	Course Duration	Approximate course fee	Required educational qualification
1	Basic Computer Application (Word, Excel, PowerPoint, Access), Internet	3month 6 month	1500-2000 4000-5000	SSC
2	Graphic design (Photoshop, Illustrator, Light room)	6 month 1 yr	15000-20000 25000-30000	SSC
3	Video editing	6 month	15000-20000	SSC
4	IT networking: CISCO	6 month	10000-12000	HSC
5	Computer Hardware application	6 month	10000-12000	SSC

Comparative Analysis Sheet for the Computer/IT courses: Part-2

Course Title	Available Employment sectors (Many/medium/few)	Demand in Job market [very high/high/medium/low]	Demand in Job market in Mymensingh Region [very high/high/medium/low]	Opportunity of entrepreneurship/free lancing [very high/high/medium/low]	Other institutions in Mymensingh those provide the course [Abundant/many/few/very few/no any]
Basic Computer Application (Word, Excel, PowerPoint, Access), Internet	Many	Very high	High	Very high	many

Graphic design (Photoshop, Illustrator, Light room)	medium	medium	low	Very high	Very few
Video editing	medium	medium	low	Very high	Very few
IT networking: CISCO	few	low	low	low	No any
Computer Hardware application	few	low	low	high	Very few, self-trained from service center

Annex-6: KII with Gastronomy Trainer

Name of the respondent: Janish Michael Sikder

Key Findings of the KII:

Comparative Analysis Sheet for the Gastronomy courses: Part-1

Rank of the course	Course Title	Course Duration	Approximate course fee	Required minimum educational qualification	Available Employment sectors (Many/medium/few)
1	Food and Beverage Production	Short:3 month	50000	SSC	Many
		Medium: 1 yr	100000-130000	SSC	
		Long: 2 yr	180000-200000	SSC	
2	Bakery and Pastry Production	Short:3 month	30000-40000	SSC	Medium
		Medium: 6 month	60000-70000	SSC	
		Long: 1 yr	100000-120000	SSC	

Comparative Analysis Sheet for the Gastronomy courses: Part-2

Rank of the course	Course Title	Demand in Job market [very high/high/medium/low]	Demand in Job market in Mymensingh Region [very high/high/medium/low]	Opportunity of entrepreneurship/free lancing [very high/high/medium/low]	Other institutions in Mymensingh those provide the course [Abundant/many/few/very few/no any]
1	Food and Beverage Production	Very high	High	medium	No any, Only 5 institutions in Bangladesh
2	Bakery and Pastry Production	High	Medium	High	No any, Only 2 institutions at Dhaka in Bangladesh

Institutions offering Food and Beverage Production Training:

1. NSTTI (National Hotel & Tourism Training Institute), Parjatan
2. ICI (International Culinary Institute, Dhaka)
3. ITICA (International Training Institute of Culinary Arts)
4. MCIB (Master Chef Institute Bangladesh), Dhaka
5. Tony Khan's Culinary Institute & Hotel Management

Institutions offering Bakery and Pastry Production Training:

1. NSTTI (National Hotel & Tourism Training Institute), Parjatan
2. Tony Khan's Culinary Institute & Hotel Management at Dhaka in Bangladesh

Annex-7: FGD with Unemployed Young Adults: Group-1

Date: 10/2/21

Location: BBP

Group Type: The youth adult with education Bachelor Degree and above bachelor degree.

Number of participants: 15 (Male-5, Female-10)

2) Do you have received any kind of training? Yes: 5 nos No.: 11 nos

3) What kind of training you have received? (If any)

Two students are studying Diploma in Civil from Polytechnic Institute in Mymensingh and five are doing Computer application course.

4) What kind of job you prefer to get?

They prefer the job:

- Dairy & Fattening farm
- ICT related job
- Computer, application, graphics
- Engineering job
- Nursing
- Outsourcing, e-commerce,
- Interested to set Agricultural farm

5) What kind of skill required for the job?

- Computer skill: Application , typing speed
- English Language
- Hotel management
- Housekeeping
- For working overseas driving and trade based skills are required

6) Do you have training facilities in your area?

-Yes, there are a few government and non-government training Institute in their area.

7) If yes, what kind of training facilities is available in your area?

TTC (Technical Training Center):

This is the only government residential training in the district located at Maskanda, Mymensingh which is about 6km away from the area. There is huge competition in getting admission. Total 400 students can be admitted against 2000-2300 applicants. The students comes from different part of the district or even from anywhere from Bangladesh.

Youth Development Center, Mymensingh:

This is located at Shikarikanda, Mymensingh about 4 km away from the area. It is a government training centre of the district having also residence facilities for the trainees. The trainees comes from different parts of the district.

There are mainly three training course here

4. Agriculture
5. Fisheries
6. Livestock

Begum Rokeya Women Youth Development Centre, Mymensingh:

It is located at Maskanda, Mymensingh about 5km away from the area. It is a government training center of the district only for the women having also residence facilities for the trainees. The trainees comes from different parts of the district and also from outside the district.

There are four training courses here such as

5. Computer
6. Dress making
7. parlor
8. Housekeeping and Care keeping.

There are a total of 150 seats. 50 seats for computer course, 25 for the dress making, 25 for the parlor and 25 for the housekeeping and care keeping.



Picture: FGD with young adult group-1 at GRTC, Mymensingh

Grameen ICT: Located at Churkhai nearby the village Borobilerpar (BBP).

It's a non-government Institute mainly offer computer application course.

8) If yes, do you or will you receive the training?

- A very few of them are receiving the training from the centers because there are huge completion in getting chance. Many of them are interested.

9) If not, why you don't receive the training?

Many of the others are interested but not receiving due to following reasons:

- The society usually treat the trade based education as low status one. So, they prefer general education for getting government job or diploma engineering courses in the Polytechnic Institute. Only the students have lower level of education, try to get chance there.
- There is huge competition to get chance for admission there.
- The poor youth can't afford to pay the training fee of Grameen ICT.

10) If there is any problem in getting training, please describe?

Huge competition in the government institutions while it is too expensive to afford in the non-government institutions.

11) What training course Mati can arrange for you?

- Agriculture/farming
- Computer, Graphic design, IT
- Sewing, Block print, Boutiques, Screen-print, handicraft
- Paramedic
- Driving
- Preparing for job
- Create opportunity for self-employment

12) Will you pay if Mati arrange such training for you?

- Almost all of the participants are agreed to pay but can't afford much. Maximum BDT200-500/course would be affordable for them.

13) Should the training be residential?

Almost all of the participants said that it is not necessary for them because their homes are 1-3 km away only.

14) Are you agreed to pay the cost for residential training?

- Most of the participants said that it would be difficult or almost impossible to afford.

15) Anything you want to say about Mati's Vocational Training Initiative.

Annex-8: FGD with Unemployed Young Adults: Group-2

Date: 10/2/21

Location: BBP

Group Type: The youth adult with education level under SSC

Number of participants: 9 (Male-3, Female-5), Disabled-1 (female)

2) Do you have received any kind of training? Yes: 5 nos No: 4 nos

3) What kind of training you have received? (If any)

- One boy has received Computer and mobile servicing training from a computer & mobile servicing shop. Another one is getting Plumbing training at TTC (Technical Training Center) in Mymensingh district. A girl has received sewing training from Mati.

4) What kind of job you prefer to get?

- Government and non-government jobs require high educational qualifications. Those who are here have less educational qualifications so they will not be able to get a good job. However, those who have taken training from different places have job opportunities

5) What kind of skill required for the job?

- Computer skill

6) Do you have training facilities in your area?

-Yes, there are some government and non-government training Institute in their area.

7) If yes, what kind of training facilities is available in your area?

TTC (Technical Training Center) Youth Development Centre, Begum Rokeya Women Youth Development Centre & Grameen ICT as mentioned in Annex-7.

8) If yes, do you or will you receive the training?

- One boy is getting Plumbing training from TTC (Technical Training Center). Others want to receive training but they do not know about it.

Picture: FGD with young adult group-2



9) If not, why you don't receive the training?

- There are some who do not know about these trainings and there are some who are not interested in these training.

10) If there is any problem in getting training, please describe?

- There are some who want to take training and after complete training or work they want to become entrepreneurs but they do not get any financial support from the family.

11) What training course Mati can arrange for you?

- Computer, Sewing, Paramedic, Nursing, Electric & electronics etc.

12) Will you pay if Mati arrange such training for you?

- Their financial situation is not good so if the course fee is low then they are interested in training.

13) Should the training be residential?

- Not necessary as all are from the surrounding area.

14) Are you agreed to pay the cost for residential training?

- Yes, but can't afford much.

15) Anything you want to say about Mati's Vocational Training Initiative.

- Mati should support so that we can get training at minimal cost or no cost.

Annex-9: FGD with Unemployed Young Adults: Group-3

Date: 10/2/21

Location: BBP

Group Type: The youth adult with education HSC and HSC passed.

Number of participants: 15 (Male-2, Female-13)

1) Do you have received any kind of training? Yes: 2 nos No.: 13 nos

2) What kind of training you have received? (If any)

Two participants have received training, one is Electrical works from his brother and another one has completed diploma in Electrical trade from TTC (Technical Training Center- 6 month course), now employed in Musharaf Composite Textile.

3) What kind of job you prefer to get?

They prefer to get the job of

- Computer operator,
- Tailor,
- Nursing and
- Some want to be entrepreneur on agriculture, tailoring etc.

4) What kind of skill required for the job?

- Computer application course
- English Language course



Picture: FGD with youth adult group-3

5) Do you have training facilities in your area?

- Yes, there are some government and non-government training Institute in their area.

6) If yes, what kind of training facilities is available in your area?

TTC (Technical Training Center) Youth Development Centre, Begum Rokeya Women Youth Development Centre & Grameen ICT as mentioned in Annex-7.

7) If yes, do you or will you receive the training?

- One is received training from TTC and others want to receive the training.

8) If not, why you don't receive the training?

- There are some who do not know about these trainings and there are some who are not interested in these training.

9) If there is any problem in getting training, please describe?

- Parents are not interested to support them for the financial problem.

10) What training course Mati can arrange for you?

- Agriculture/farming
- Computer, Graphic design, IT
- Sewing, Block Print, Boutique, Screen-print, handicraft
- Paramedic
- Driving

11) Will you pay if Mati arrange such training for you?

- Their financial situation is not good so if the course fee is low then they are interested in training.

12) Should the training be residential?

- Arranging residential will be better for those who come from far away.

13) Are you agreed to pay the cost for residential training?

14) Anything you want to say about Mati's Vocational Training Initiative.

- Mati should support so that we can get training at minimal cost or no cost.

Annex-10: FGD with Guardians of young adults

Date: 10.02.2021

Venue: BBP

Number of Participants: 13 and all are females

Brief Notes of the FGD:

They are worried with employment situation of their children because there is huge unemployment problem in the country. Most of their children are taking general education and they are not much aware of the technical education and the job market. All of them expect good government job but getting a government job is very difficult for them. In fact, they are not much concerned about the education and job market which are suitable for their children because as they said they are not much educated.

As they understand Mati can arrange the following training courses for their youth adult girls and boys-

- Agriculture
- Computer for girls
- Sewing for girls
- Trade based technical training for boys

They are agreed to pay fees for the training course but they can't afford much.

The sewing training has become very effective for them. More than one hundred of women were trained by Mati on sewing trade.

They have also got sewing machine from Mati. Now, most of them are making dress for the family while

8-10 of them have become tailoring entrepreneurs who are getting good income.



Picture: FGD with parents of youth adults at GRTC

Annex-11: FGD with Trade based Professional: Electrician

Date: 6.01.2021

Location: Mati Head Office

Participant Type: Electricians

Number of participants: 05

Education Level:

They all are below SSC passed.

FGD Checklist:

- 1) Do you have received any kind of training?
- 2) If yes, what kind of training you have received?
- 3) If no, then how do you learn the work, gain the skill?
- 4) Is any training needed for the profession? If yes, what kind of training needed?
- 5) Is any training opportunity available for the profession in Mymensingh town or surrounding area?
- 6) How long experience do you need to become an expert in your profession?
- 7) Do you work independently or under any Contractor/Company?
- 8) Do you work under any expert or independently?
- 9) How are you paid? Daily or Monthly basis?
- 10) How much you are paid per-day/per-month? If, highly to lower skilled worker?
- 11) How is the demand of the profession in Mymensingh region? Is the demand increasing or decreasing?
- 12) Is the job is mechanized? Is this suitable for educated young people?
- 13) Do you face any problem in doing your job? If yes, what are the problems and solutions?
- 14) What Mati can do for improvement of your skill and job opportunity?
- 15) Will you or the people be interested to pay for residential training for a longer time?

One out of five electricians only one was enrolled in TTC, Mymensingh on Electrical trade but he couldn't complete the course. The rest of the participants didn't take any training. They have attained the skill from their senior experts working with them.

There is a need to take training in this profession. Because if this kind of training is taken from an institute, then one can learn how to work with different types of modern equipment. If they have certificate then it is easier to get job in government office or private company.

There is a Government Technical Training Center (TTC) in Mymensingh area. Where there are opportunities to take training.

There is also a private institute called 'Rumdo Polytechnical Institute'. Those who do not get chance in TTC, they take training in 'Rumdo Polytechnical Institute'.

This profession takes two years to complete. The monthly income for this work is BDT 15000 taka. There are twenty days of work in a month.



Picture: FGD with Electrician

More than 90% of the people get jobs if they take training in the institute. They have many job opportunities. Even different companies start looking for quality workers before the end of the course.

The companies pay these employees BDT 20000-25000 taka. An experienced electrician gets a monthly salary of BDT 40,000 taka. They also have job opportunities abroad. The demand for this job is increasing day by day. Now many buildings are being built in the cities so the demand for work is also increasing. If Mati arrange such training, they will get a lot of response.

Annex-12: FGD with Trade based Professional: Welder

Date: 7.02.2021

Location: Mati Head Office

Number of participants:

1. Bajlu
2. Israfil
3. Nahid
4. Abdul Khalak
5. Rakibul Hasan
6. MD. Arman

Education Level:

Five worker are below SSC passed and one is HSC passed.



Picture: FGD with welders

FGD Checklist: Same as other electrician trade mentioned above

Brief Report:

Five out of six people did not take any training; they have learned this work from their masters. One worker has a diploma in civil engineering as well as has learned the work of welding from his father.

They have gained skills by working. For this job the training has to require and have to gain knowledge about measurement. There is also a need for training to learn the work of welding well.

TTC (Technical Training College) in Mymensingh district has this training system. This work takes two years to complete. Workers work under a contractor or owner.

They usually work for the daily salary basis. Very few people work on a monthly salary basis. Every day they get a salary of BDT 600-700 taka. The minimum salary is BDT600 taka and the maximum salary is BDT600 taka. There is a demand for this profession in Mymensingh city and it is increasing day by day.

There are two types of work in this profession. One is the work of general welding and the other is the work of the lathe machine. For the lathe machine work is to use different machines. The amount of income in this work is high so many people can be noticed in this work.

Annex-13: FGD with Trade based Professional: Carpenter

Date: 7.02.2021

Location: Mati Head Office

Name of the participants:

1. Monnan
2. Shohel
3. Billal Hosan
4. Moazzem
5. Jalal Uddin
6. Robin Mia
7. Belal
8. MD. Usuf
9. Khukon

Education Level:



Picture: FGD with Carpenter

They all are below SSC passed.

FGD Checklist: Same as electrician trade mentioned above

Brief Report:

They have learned to work through masters. They did not take any training. Training for this job is given at Mymensingh TTC (Technical Training College). Many also learn this work from the owners of different carpenter shops. It takes 7-10 years to learn this work well.

They don't work under any master, they work themselves with take the orders from customers. There are some mechanics who work in different carpenter shops or workshops. They work on a daily salary basis. A helper gets BDT400-450 taka and a mechanic gets BDT 600 taka. A skilled mechanic gets BDT 600-700 taka.

The demand of this job is decreasing day by day. People buy more readymade items. It costs more to make furniture with wood. So they buy readymade things at lower prices.

The field of this work is less in Mymensingh district. In addition to training, people will be interested in wood work if they get a job or work opportunity. There is no problem in doing this work but at present the demand of this work is decreasing and this is the main problem.

People will not be interested in paying for long-term training because they are paid from the time they learn this work as a helper. Moreover, there is no fee to learn this work in government institutions. They also earn money by learning to work in different places.

The Mati can provide long-term and short-term training for the self-employment of the unemployed youth.

Annex-14: FGD with Trade based Professional: Mason

Date: 4.02.2021

Location: Mati Head Office

Name of the participants:

1. Mubarak Hosan
2. MD. Mohiuddin
3. MD. Ashik Mullah
4. MD. Muhabbat Ali
5. MD.Raju



Education Level:

They all are below SSC passed.

The FGD Checklist: Same as electrician trade mentioned above

Brief Report:

They do not take any training for this job. They have learned the work from their trainer. They have learned by watching trainers work and working with him. We have learned the measurements by watching. So, they didn't need any training for that. No training is required in this profession.

They said even after training, there is a need to work in a practical way. Even those who have done diploma do not know much, they sometimes learn a lot from them. They can do the work of any buildings if the design and measurements are given.

It takes 1.5- 2 months to learn their job. But it takes someone 2 years, someone 3 years and someone 5 years to become a mechanic after learning the whole job. Those who have the talent to work in this field, they can learn to work quickly.

They said, there are job opportunities in this profession and it also possible to work under a contractor. Developers take on contract-based work and hires labors on a contract basis, as well as pay-based work. This job requires an interview and 8th grade pass certificate. The companies employ labor and mechanics through practical testing. For exam, Rupali steel is a company that works on a contract basis. One worker had worked in a construction company for 14 months. It was a project work. He could no longer work because the project is over.

While working for the company, he was a head mechanic so he was paid BDT 20,000 taka. Those who were middle helpers or general labor were paid BDT 14,000 taka. After that, those who were general labor but could work a little less, they were paid BDT 10000-12000 taka.

A mason earns BDT 800-850 taka per day. General labor gets BDT 500-520 taka and those who are general labor but do a little less work they get BDT 400-450 taka.

Everyone who is in this profession they get work all the time. Sometimes they get 2-3 works at a time. Sometimes they give up some work. Because they come from far away to work, they have no place to stay. Because of the limited space in the city houses, the owners cannot afford them.

They do not use any modern equipment in this work. They only use a machine to lift bricks, sand and cement in a high buildings. They said that, if they have to work with modern equipment, they can work with that equipment. IN addition to education, many students work in this profession as a part time job.

Sometimes they face some problems but it is not so serious. If they tell the contractor, he fixes them the problems. They have to work the way the contractor says.

Annex-15: FGD with Trainees: Computer Training

Date: 6.01.2021

Location: Mati Head Office

Number of participants:

Male: 03

Female: 03

Training Course: Computer

Education Level:

There are one trainee is below SSC, one is in HSC, two are in Degree and two are in above degree passed.



Picture: FGD with computer trainees

FGD Checklist

- 1) What kind of training you have received or you are receiving?
- 2) What is your objective behind receiving the training? Or what you want to do after receiving the training?
- 3) How the training will help you in getting a job?
- 4) What kind of job you are expecting after receiving the training?
- 5) Have you any plan to become entrepreneur after receiving the training?
- 6) Do you need any further training to get job or becoming entrepreneur?
- 7) Why you have chosen MATI's training center to receive the training?
- 8) How is the demand of the training? Is the demand increasing or decreasing?
- 9) What Mati can do for you in utilizing your training more effectively?
- 10) Would you like to take if MATI offer longer residential course for you?

Brief Report:

They are receiving computer training. The objectives are:

-The school has computer subjects so the computer is learning.

-Working as a computer operator.

- For a job in bank.

-Learning computer for a better job in the future.

Knowledge of computer is essential in almost every field of employment at present. It is important to know computer for various government or private jobs. After computer training, can work as a computer operator, data entry worker in various banks, educational institutions as well as work as an entrepreneur and freelancer.

They think that in order to get a job or become an entrepreneur; need to take more advanced training. Such as graphics, freelancing, video editing, webbing etc.

The Mati does this course at a low cost so they are doing the course here. The demand for computer training is increasing day by day. It will be more effective if Mati organize other courses besides basic computer or computer application.

Annex-16: FGD with Trainees: Gastronomy

Date: 09.02.2021

Location: Mati Head Office

Number of participants: 07

Male: 03

Female: 04

Education Level:

There one trainee is HSC passed and six are Degree and above passed.



FGD with Gastronomy trainees

FGD Checklist: Same as Computer Training given above

Brief Report:

They are receiving cooking training. The training objectives are:

- Most of the time the price of restaurant food is much higher. So many times the food is not eaten. So they are learning to cook for themselves and in the future will do business and create their own organization.
- Will work abroad so is learning to cook.
- Will take cooking as a profession so is learning to cook.
- Will do cooking business.
- Cooking is hobby so learning to cook.

There are job opportunities if people learn this work. But there is a shortage of institutions to learn this work. So there is a lack of qualified and skilled people even if there is a workplace. There are not many institutes in Bangladesh. Those which are in Bangladesh, the course fee are higher.

Mymensingh is an institution for such courses. Mati is the first to organize such a course. So they came to learn. There is a lot of demand for this work. It is possible to work in good salary at any restaurant after learning this work.

A skilled chef gets a salary of more than BDT 50,000 taka in high quality restaurants and in normal restaurants they get a salary of BDT 25,000-35,000 taka.

There needs to be more publicity about this training of the Mati. It will be more effective if Mati create job opportunities as well as training and divided the courses as per the trainees demand.

Annex-17: FGD with Trainees: Paramedic Course

Date: 8.02.2021

Location: Mati Head Office

Number of participants: 07; Male: 03 Female: 04

Education Level:

Three of trainees are HSC passed and four trainees are the students of degree.

FGD Checklist: Same as computer training given above

Brief Report:

They are receiving paramedic training. After taking this training they want to get a job. By doing this training, they can get the opportunity to work as health workers in union level government health complexes and various NGOs. Even they can do this course as well their general study.



Picture: FGD with Paramedic Trainees

Doing this course as well as studying makes it easier to get a job. After doing this course, if no job is available then there is an opportunity to become an entrepreneur. No more training is required to become an entrepreneur.

The paramedic course takes one year to complete. In addition to population growth in Bangladesh, various health care NGOs and public institutions are growing. There have job opportunities in any government or non-government hospital.

The demand for this training is increasing day by day. Even if don't have a job in a government hospital, can get a job in a private hospital. There are many job opportunities here.

Mati can arrange some training such as awareness training for those who have pharmacy, training in basic health and internship in government hospitals for those doing paramedic courses.

Annex-18: FGD with Trainees: Sewing Course

Date: 6.01.2021

Location: Mati Head Office

Number of participants: 07; Male: 0; Female: 07

Education Level: There are 4 trainees are below SSC, one is SSC passed and two have bachelor Degree.

FGD Checklist: Same as computer training given above

Brief Report:

The objectives of receiving sewing training are:

- To make clothes for family and neighbors for extra income and if possible open a tailoring shop (said by 3 participants).
- To make income to continue their study (said by 2 participants).
- To support husband, husband works as a tailor. They want to take a shop (said by one participant).



Picture: FGD with sewing trainees

Four students want to become entrepreneurs and three students want to make their own clothes. There are less job opportunities in this training. There are some girls who can work in different garments, most of the girls do their own work and there are some who are entrepreneurs.

Four girls want to be entrepreneurs with this training. After taking sewing training to become an entrepreneur, it is necessary to take various handicrafts, block prints, screen prints and boutiques training to become an entrepreneur.

The Mati training center is close to everyone's area and they are able to do the course here with a very little money so they are taking training here.

Demand for sewing training is increasing day by day. However, most of the people are taking training through their neighbors or relatives without going to any training center. It will be more effective if the Mati sewing training as well as support for becoming a job or entrepreneur.

Many cannot become entrepreneurs with training because they do not have enough money to become entrepreneurs so it is possible for them to become entrepreneurs if the Mati supports them financially.