

INDUSTRY LEADERS AND ACADEMICIANS DISCUSS ON EDUCATING AND BUILDING A STRONGER WORKFORCE FOR THE FUTURE

YOUTH DESK

Despite having a significantly young demography, Bangladesh faces the challenge of creating a robust and continuous pipeline of talent. Are the youths getting the proper guidance and supervision from their respective educational institutions? Are they being trained to face the challenges? Some of

Perspective". Having some of the top leaders from industry and academia in the audience, the panel consisted of Abrar A Anwar, Chief Executive Officer, Standard Chartered Bangladesh; Shehzad Munim, Managing Director, British American Tobacco Bangladesh; M. Mahboob Rahman, PhD, Dean & Professor of Business, North South University; MD Ridhwanul Haq, PhD,

an important part in reducing the skill gap in the years to come. Moderator of the panel, Mehnaz Kabir, started off with an introductory question asking about the interaction level of business groups, corporate houses, and local entrepreneurs.

"It's not up to the level," answered Mr. Abrar A Anwar. "For sustainability, we look at foreign resources and slowly,

opportunity for interest hedging."

The lack of collaboration between regulatory agencies and private bodies is evident. Universities and corporates need to integrate to form productive alliances. This brings in the question: Who should approach for the partnerships?

Mr. Shehzad Munim shares his opinion by saying, "We get good talents. BAT only has 3 expatriates and all the rest are Bangladeshis. We have our own training and development infrastructure. However, there is a massive lack of T&D in the local companies. Thus, we do not have enough people who are capable of taking responsibilities. Education needs to expand beyond the boundaries of university leadership. Only then, leadership can be developed within employees. Thinking beyond the horizon is something that lacks in mid-level managers in Bangladesh."

A prevalent problem in the industry is to not get the ideal candidate for a job. Ridhwanul Haq shares a valuable point. He says, "We are yet to address these problems. Education market is not an industry yet. But, university education needs to be addressed as an industry. A three-month internship cannot be enough. Students need to engage themselves with the corporate environment from the very first day. They should spend at least one week in corporate environment every semester. We need to work on content development that includes cases and facts. Students need to understand the difference between job and career."

On asking about who should make the first move in this scenario, Mr. Mahboob Rahman shares that, business schools should make the first move and approach corporates to collaborate. He said, "We need a systematic platform for universities and corporates. Why business schools? Because today, students are finding it more useful to watch a 10 minutes video on YouTube than listening to a 90 minutes lecture at class. Academicians and universities need to reinvent themselves in new ways that create value for students. Online learning is a taboo. Online MBAs of reputed universities is expensive worldwide."

Mr. Abrar A Anwar was not hesitant

to point out some shortcomings either. He says, "Case studies are missing. Teachers need to be challenged and continue developing themselves. Teachers are teaching 15 year old books in primitive ways. These things need to change."

Mr. Shehzad Munim shares that they took a course on communication to prepare for job interviews. He compares the situation to light and darkness. On one hand, there is light of potential and prosperity for Bangladesh. On the other, the education system is age old and it has failed to cope with the dynamic innovation in academic industry. Even in this darkness, some glimpses of hopes are ignited when a number of bright young minds come out from this rugged education system. But, the number is very low compared to the thousands of Business graduates that are produced every year.

MD Ridhwanul Haq sights an example of ICT ministry of Bangladesh and North-South University collaborating to develop managers for IT sector. He says, "Indian market regularly updates their syllabus. Effective rural marketing and language barriers are problems every consumer goods manufacturer faces today. We need new syllabus and new modules to address these issues. Along with sharing knowledge, we need to create knowledge."

Shariful Islam, Managing Director of Bangladesh Brand Forum, then took the floor to conclude the session by saying, "We need to think 10 years down the line. Are machines going to replace our jobs? What skill-sets do we need five years later? We need to find out and develop those skills. The key skill-sets are: problem solving and creativity. We need to incorporate them in our education industry. How will retail change ten years down the line due to e-commerce? We need to find out the skills we need among tomorrow's leaders and nurture it among today's students."

Everyone agreed on the fact that, we need to raise the quality of our MBAs to a great extent in order to reach global standards. Making MBA a strictly post-experience degree will surely be the first step in the path towards attaining the global standard.



PHOTOS: COURTESY

Shehzad Munim
Managing Director, British American Tobacco Bangladesh

Abrar A Anwar
CEO, Standard Chartered Bangladesh

the stakeholders from both parties tried to answer these questions in a panel discussion held recently.

The discussion was initiated by Bangladesh MBA Association, in association with Bangladesh Brand Forum, at IBA Alumni Club, and focused on the theme "Academia-Industry Partnerships: Business Education

Associate Professor & BBA Chairperson, IBA, University of Dhaka. It was moderated by Mehnaz Kabir, Group Chief Marketing & Communications Officer, Rangs Group.

The focus of the discussion was on restructuring the nation's education system and joint initiatives by the industry and academia that would play

we are inclining towards local resources. We have more than a hundred Bangladeshis working abroad for SCB. We get raw talents and we have the required infrastructure to groom them up. There are certain structural issues. For example, we only have the traditional financial products. We do not have options, derivatives or the

GIRLS' TAKEOVER 2017



Sayma Akter Dipty (second from left) is seen with the Star Youth team at The Daily Star office.

PHOTO: RASHIDUL KARIM

SAYMA AKTER DIPTY

A proverb goes, "Rome was not built in a day". In our patriarchal society, women do not get enough opportunities in job sectors. It has been like this since ancient times. It is high time we came out of such thinking.

Do you often see girls in the job sectors, especially in media? If not, then think now! I am talking about the platform, which gives a girl the inspiration to do something for the development of her family, commu-

nity and finally, to win the crown of victory. IDG (International Day of the Girl) is girls day. To celebrate the day, Plan International has decided to provide few girls with opportunities to take over other peoples' jobs. This 'takeover' represents the power and pride of a girl in job sector. This year, 17 girls of Bangladesh are taking over many respectable roles of UNO, Head of programme, UP at Barisal, Rangpur, Dinajpur, Dhaka and more.

For this purpose, Plan International

Bangladesh has selected me for taking over the role of prominent journalist of The Daily Star and renowned musician, Ms. Elita Karim. Before meeting Ms. Elita Karim, I did not know much about editing. But now, I know the basic methods of editing. Because of this experience, the interest and confidence of working in this job sector have been created within me. This is the first 'takeover' of my life and the advent of a new dream.

Sayma Akter Dipty has completed her HSC

from Feroza Bashar Ideal College, Dhaka. #GirlsTakeover is Plan International Bangladesh's call to action for a radical social and political change to tear down the barriers of discrimination and prejudice that continues to hold girls back. By occupying spaces and places where they are rarely seen or heard, girls and young women will demand action to find solutions to ensure all girls can learn, lead, decide and thrive. Plan International is coordinating over 600 takeovers planned in 60+ countries.



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Youth Opportunities

120th International Conference on Medical & Health Science - ICMHS 2017



ICMHS 2017 will provide an excellent international forum for sharing knowledge and result in Medical & Health Science. The aim of the conference is to

provide a platform to the researchers and practitioners from both academia as well as industry, to meet the share cutting-edge development in the field.

Deadline: October 17, 2017 | Conference

Undergraduate International Entrance Scholarships 2018-19



Take advantage of one of Canada's most generous university scholarship programmes. Lakehead University makes paying for your university degree

easier so you can focus on your education. Lakehead's International Undergraduate Entrance Scholarships are now renewable.

Deadline: Ongoing | Scholarship

IBM PhD Fellowship 2018 in USA



The PhD Fellowship Programme recognises and supports exceptional PhD students who want to make their mark in promising and disruptive tech-

nologies. It focuses on AI, security, blockchain and quantum computing. IBM is well positioned to advance these technologies and exploit their ability to transform industries and societies.

Deadline: October 26, 2017 | Fellowship

ZF Global Trainee Programme 2018 in Germany



ZF prepares you for your job at ZF. You will become acquainted with their company at various domestic and international locations, independently

complete projects, and assume responsibility in teams. Your colleagues will always be available to support and guide you. You will become acquainted with work at ZF, rise to the challenges of a daily work routine, and apply the knowledge gained during your studies to successfully complete international projects.

Deadline: Ongoing | Miscellaneous