

ILO RMG CENTRE OF EXCELLENCE PROJECT

CENTRE OF EXCELLENCE FOR BANGLADESH APPAREL INDUSTRY (CEBAI)

SERVING THE RMG SECTOR



International Labour Organization



Message from BGMEA President

In just a few short decades the Bangladesh garment industry has grown to become the world's second largest exporter of apparel. This is an achievement for us all to be proud of yet we cannot be complacent with other exporting countries actively seeking to seize our market share. If the industry is to fulfil its true potential we need to upgrade the skills of our workers, managers and owners alike. This will help make us more competitive and will also lead to higher wages. The Centre of Excellence for the Bangladesh Apparel Industry (CEBAI) has played a major role in this regard and I am certain that its efforts will make a long lasting contribution to the future success of the sector.

Rahman

Md. Siddiqur Rahman
President
Bangladesh Garment Manufacturers and Exporters Association (BGMEA)

Emergence of Centre of Excellence For Bangladesh Apparel Industry (CEBAI)

Brig Gen Aftab Uddin Ahmad, Chief Executive Officer, CEBAI

Background: Since independence the country lagged behind in technical and vocational skills due to lack of proper education and relevant skills training in the technical schools. The training that was being imparted by the public and private institutions was outdated and did not meet the industry requirements. Most of the students graduating from the technical schools did not possess the skills, knowledge and attitudes required by employers and necessary for production in industries. Moreover the numbers graduating from these institutions were not sufficient to meet the requirements of the workforce with the right skills in the industries.

The government in order to overcome the weaknesses in the education and training in the skills sector undertook the 'TVET Reform Project' in 2009. Under the Project, the National Skills Development Policy (NSDP) 2011 was prepared in consultation with all concerned ministries, public and private institutions, industries and academicians. The Policy was approved by the Government in 2012 for implementation.

National Technical and Vocational Qualification Framework (NTVQF): The new policy has brought about changes in the skills development system making it more flexible and responsive to the needs of the industries. The corner stone of the NSDP 2011 is that the curriculum, training and the assessment of skills acquired would be competency based and industry driven. The policy introduced the new National Technical and Vocational Qualification Framework (NTVQF) according to which the technical skills of a person are evaluated as per the Competency Standards of the Qualification Framework which has 6 competency levels. The levels indicate the expertise/proficiency that a person has acquired in his occupation.

Industry Sectors - Facilitate development of Skills as per the NSDP 2011: The industries include hundreds of occupations which are grouped into 12 sectors namely: RMG, Pharmaceuticals, Agro food, ICT, Ceramic, Leather, Tourism and Hospitality, Furniture, Light Engineering, Construction, Transport and Informal sector. The grouping is done considering the number of occupations common to various types of industries. This helps in preparing of curriculum and training of skills by sectors. To identify the skill needs of the industries, standardize the curriculum and competency levels, and train them accordingly, each of these sectors has to establish an Industry Skills Council and a Centre of Excellence.

Industry Skill Councils (ISCs): Industry Skills Council is formed by members from industries of respective sectors. ISCs bring together major enterprises and industries in a particular industry sector to discuss skill development issues affecting the respective sector.

Centre of Excellence (CoE): The Centres of Excellence are institutions designed to develop as key industrial training and research centers for respective industry sectors with links and partnerships with public/private institutions. To promote excellence in skills development, these CoE institutions are to be generously resourced, equipped with internationally comparable facilities and staff, to offer high quality programmes in current and emerging technologies. These institutions would network with training and

research institutions in their vicinity and serve as lead institutions in supporting their development.

Centre of Excellence for Bangladesh Apparel Industry (CEBAI): In recent times however, the RMG industry has gone through multiple challenges such as Lack of skilled and efficient work force, Lack of competent and efficient management staff, Decrease in the numbers of factories, Higher education is indifferent to the needs of the industry, Workers unrest, Compliance (safety and health hazards issues) and a persistent energy crisis.

The RMG sector employing over 4 million of the workforce and doing business with the world market needed to overcome the major challenges to be competitive. With this in mind BGMEA decided to adopt the new skills development system and established CEBAI in December 2014 with the support of SIDA, H&M and ILO. The CEBAI headquarter is located at the BGMEA complex while its training centre is located at Ashulia, a RMG industry hub 25 KM from Dhaka.

Goal of CEBAI: To establish a self-sustaining world class institution for the Apparel Sector with focus on providing a benchmark for training a skilled workforce and to act as an institute that encourages research on innovations within the sector around the world.



Message from BKMEA President

Knitwear is a fast moving industry that sees constant technological change. As a result, it is vital to have a constant in flow of workers with the skills that meet the needs of the industry. BKMEA believes that the skills acquired from training makes workers more productive so that they can receive higher wages. Training activities create benefits for individuals, teams, and organizations that ameliorate a nation's human capital, which in turn contributes to a nation's economic growth. We also believe that training at the organizational level increases its effectiveness and profitability. These activities have the potential to produce economic benefit for the whole country such as the poverty reduction, economic growth and other related financial outcomes as well as achieving SDGs goals. By introducing courses to national standards that provide these skills, the Centre of Excellence project and CEBAI have helped build the foundation upon which our skill development needs can be built further.

A.K.M. Salim Osman

A.K.M. Salim Osman, MP
President
Bangladesh Knitwear Manufacturers & Exporters Association (BKMEA)



Message from ILO - Bangladesh

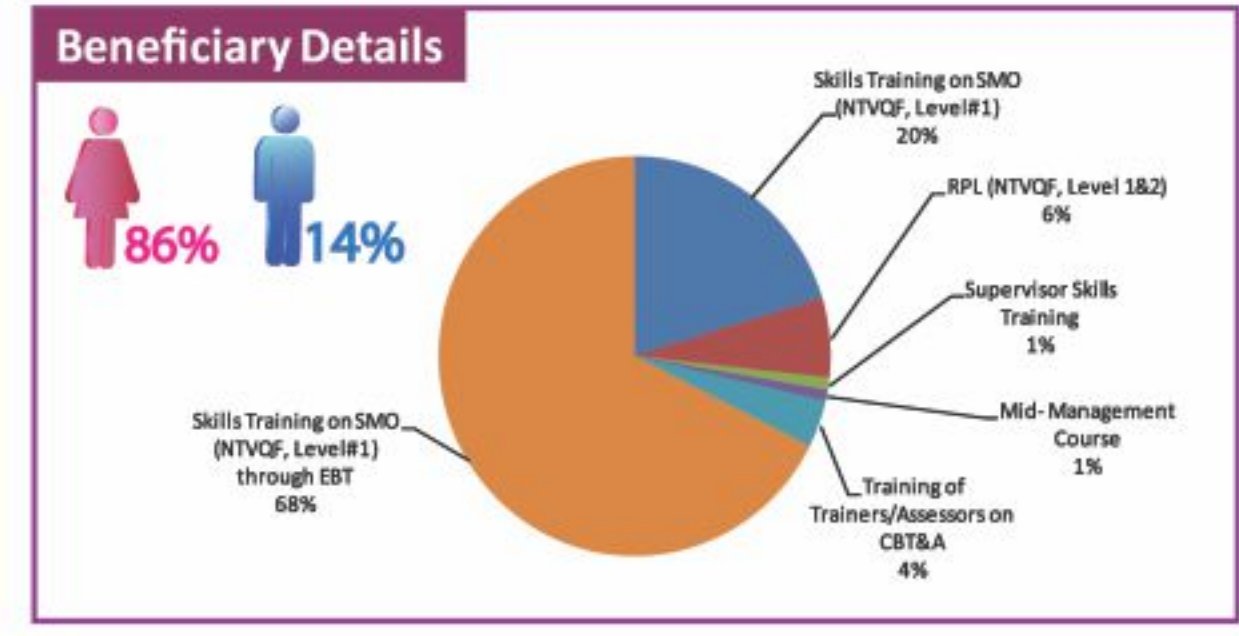
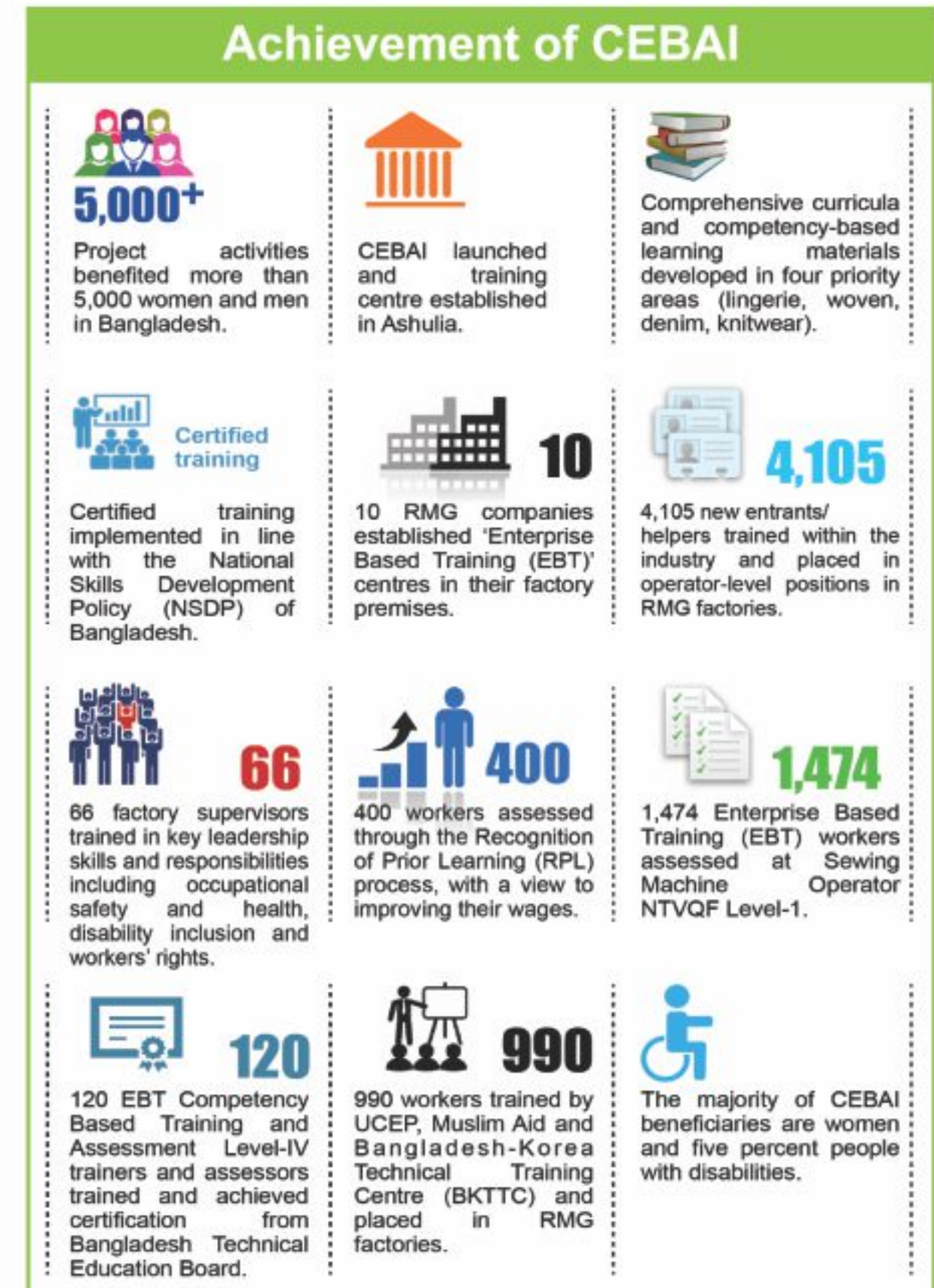
Skills and employability are a major priority for the International Labour Organization in Bangladesh. For this reason, and recognising the importance of the RMG sector in both economic and social terms, the RMG Centre of Excellence project was launched in 2014 with the support of Sweden and international retailer H&M and in collaboration with BGMEA to provide market-responsive and demand driven skills programmes.

The central involvement of the private sector was important as it helps ensure that industry needs are met. A better skilled workforce will serve as an important catalyst for the growth of the RMG sector and will benefit employers, workers and buyers alike. I look forward to building further on the many achievements of CEBAI to achieve a more flexible, demand-driven and inclusive skills development system in Bangladesh.

Srinivas Reddy
Country Director
ILO Bangladesh



International Labour Organization



Message from CEBAI President

The establishment of the Centre of Excellence for the Bangladesh Apparel Industry (CEBAI) was a major output of the Centre of Excellence project carried out by ILO with the support of Sweden, H&M and the BGMEA. There have been many other excellent achievements including the introduction of Enterprise Based Training, the development of specialised curricula and support for disadvantaged young people to gain training opportunities and conducting of research on issues affecting the RMG sector. While much has been accomplished, CEBAI is still in its infancy and we must continue to nurture it so that it is able to provide the support industry needs to move up the value chain and gain further share in the world market.

Atiqul Islam

Md. Atiqul Islam
President
Centre of Excellence for Bangladesh Apparel Industries (CEBAI)

Towards a better skilled Bangladesh ready-made garment sector

Khadija Khondker, Programme Officer, ILO Bangladesh

The Bangladesh ready-made garment (RMG) sector is the engine of national development and employs over four million people. However, the provision of training available for RMG workers has failed to keep pace with the growth of the industry itself while in general, training is neither market-responsive nor industry-driven.

To help address the skills gap in the RMG sector, the International Labour Organization (ILO) launched the RMG Centre of Excellence (CoE) project in 2014 in collaboration with Sweden, leading Swedish fashion retailer H&M and the Bangladesh Garment Manufacturers and Exporters Association (BGMEA). A new institution named the Centre of Excellence for the Bangladesh Apparel Industries (CEBAI) was established as part of this initiative.

Since 2014 CEBAI has worked to establish a replicable model of industry-driven training and support services in Bangladesh. This sustainable, self-funded approach effectively increases skills levels in the industry as well as employability and income of disadvantaged groups.

CEBAI Training Centre
A state of the art training centre for the RMG industry has been

established in Ashulia. Fully fitted out with the latest RMG equipment the CEBAI training centre offers training courses ranging from basic sewing machine operation to supervisory and management skills. The Centre also provides training for a range of development programmes wishing to make use of its facilities and expertise.

Training meeting industry needs
A major priority of CEBAI has been to help workers have their skills formally recognized by implementing certified training within the



National Skills Development Policy (NSDP) of Bangladesh. To support this goal, Competency-Based Training (CBT) has been introduced and new curricula under the National Technical and Vocational Qualification Framework (NTVQF) developed in areas where demand from the industry is greatest.

Enterprise Based Training (EBT)
Enterprise Based Training (EBT) has been established in 10 leading RMG factories. EBT is a system of in-house training established within factory premises to help companies meet the skills development needs of their workers and helps eliminate helpers (through training) as well as boosts the capacity of existing workers/employees.

Supporting disadvantaged youth
Collaboration with two NGOs, Muslim Aid and Underprivileged Children's Education Programs (UCEP) has seen training provided to members of the rural poor, including persons with disabilities in Dhaka and Chittagong. Of those trained over 90 percent successfully completed the course in basic Sewing Machine Operation and gained jobs in the industry.

Encouraging inclusion
CEBAI has encouraged inclusion of women and people with disabilities in all its actions. Meanwhile, with CEBAI support three leading RMG companies: the Ananta, Bitopi and Shin Shin groups have signed an Inclusive Business Policy to promote gender equality and create better access for persons with disabilities in the RMG sector.



SWEDEN

