

A Study on Employment Challenges of NTVQF Graduates in Bangladesh

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Abstract: The intention of this study is to search employment challenge of NTVQF graduates in Bangladesh Specially in Agro-Food sector focusing on occupations of Baking and Food Processing & Quality Control. The study area was limited in Dhaka, Narayanganj, Narshingdi and Gazipur district. Based on the area and population study researcher has analyzed the practical challenges of implementing the qualifications framework. The main intending objectives are to find the present employment status of NTVQF graduates in Bangladesh. This study covers only Agro-Food sector information and data. The occupations were selected Baking and Food Processing & Quality Control. The study area was limited in Dhaka, Narayanganj, Narshingdi and Gazipur district only. Total NTVQF graduate in the targeted occupation was 150 and according to sample size formula the required sample size was 123 in number for the time constrains and limitations of resources consider only 33 RTOs graduates were selected. Multi stage sampling technique (Stratified random sampling and technique) has been used in this study. Questioners, Semi Structured Questionnaire are used for primary data collection with Interviewing. Collected data are analyzed using Microsoft Excel. Data analysis combining both quantitative and qualitative methodologies; however descriptive methods also used. According to the analysis, study gives some findings. The respondents have shown a positive perception to some extent of NTVQF certification. The major findings are pointed out. The major findings represent a significant level of employee and employer motivation strategy regarding NTVQF in different points of view. But the few recommendations are mostly applicable for the implementation of NTVQF.

Key words: Technical Education, Employment, NTVQF Graduates, Challenges, Financial Benefit, Competency, Economic growth, Skills, Training and Assessment.

INTRODUCTION

Agro-food's is to produce and market a high quality and safe food product. We are committed to sustainable agriculture which is productive, competitive and efficient while protecting our natural environmental and improving the livelihoods of the local community. Building on our strong reputation, we strive to nurture our business and our people to ensure long-term success. New graduates are facing trouble in asserting them in job market. Stakeholders i.e. job provider are not aware about the NTVQF level. There was no program as such taken to employ the graduates in job market. The NTQVF forms part of a comprehensive move to strengthen the TVET system in line with changes in employment patterns and the need to upgrade the qualifications of the population (Khan, 1993; Rafique, 1994; BTEB, 1996). NTVQF introduced in 2012 covering 12 sectors, 51 occupation and 153 standards. Above 10,000 NTVQF certified graduates are ready to go in the job market. A study may give us a glimpse of taking initiative to create job opportunities.

BACKGROUND OF THE STUDY

The NTVQF has been accepted by the Government of Bangladesh (in agreement with donor agencies) as an important part of the TVET reform process. The scope of the NTQVF will embrace all sections of the existing workforce and those entering the workforce. This includes recognizing the skills workers have accumulated on-the-job and through informal education. In common with other qualifications reform around the globe, the NTVQF in Bangladesh is expected to:

- i) Make TVET a more attractive system with expanded opportunities in the world of work.
- ii) Increased access to TVET.
- iii) Facilitate smooth progression in terms of qualifications and greater upward economic and social mobility.
- iv) Permit transfer between general education and technical-vocational training.
- v) Enhance transparency in qualifications and skills levels.
- vi) Encourage industry involvement in education and training to develop more competent and responsible workers and technicians in fulfillment of industry needs.

IMPORTANCE OF THE STUDY

This study ascertained that senior Directorate of Technical Education (DTE) and TVET staff had already taken cognizance of the urgent need to improve the TVET system (including the development of a qualifications framework) in view of a number of problems in the existing system:

The levels of qualifications known as National Skill Standards were not widely understood, even in the institutions providing the training, nor had there been any attempts to raise awareness across training institutions and amongst employers.

The levels were not properly set nor curricula designed for competency-based training; skills were not identified and described specific to match the jobs and industry requirements.

The system did not maintain close links with employment and industry sectors.

Instructors were not trained to deliver competency-based training or to support the implementation of a qualifications framework; thus quality training could not be assured.

There was no legal support for the framework.

Education and training institutions and industry sector organizations were not aware of the potential usefulness of a NTVQF framework.

Monitoring and arrangements for providing feedback to set the system right were absent.

These weaknesses were attributed to the low priority and meagre national budgetary allocation for TVET and even a declining trend between 1998-99 and 2004-05. Expenditure on TVET as a percentage of secondary and higher education expenditure was 3 per cent in 1998-99; 2.9 per cent in 1999-2000; 2.6 per cent in 2000-01; 2.3 per cent in 2001-02; 2 per cent in 2002-03 and 1.9 per cent in 2003-04 and 2004-05 (World Bank, 2007). These figures clearly indicate the low status of vocational training institutions in the education system as a whole.

OBJECTIVES OF THE STUDY

Major Objective of the study is to find the present employment status of NTVQF graduates in Bangladesh. However, the Specific objectives of the study are as follows:

1. To identify the trends of employment of NTVQF graduates in industry.
2. To find out the socio-economic status of the NTVQF graduates.
3. To examine the market responsiveness of the learning continuum.

METHODOLOGY

Study area: The study area was limited in Dhaka, Narayanganj, Narshingdi and Gazipur district only.

Study design: The study was survey type.

Key Variables:

- Trends of employment- situation analysis, availability of job, rate of employment, market responsiveness,
- Status of Graduates- NTVQF, Occupations, potential establishment, competency standards, Industries, Learning continuum.

Sampling method: Random sampling method was used for data collection.

Sample size: Multi stage sampling technique (Stratified random sampling technique) was used for the study. Total NTVQF graduate in the targeted occupation is 150 and according to sample size formula the required sample size is 123. There are 37 RTOs graduates; for the time constrains and limitations of resources consider only 33 RTOs graduates were selected. The Population and sampling distribution has given in the table 1 and table 2

Table 1: Targeted population and sampling distribution

#	Sectors	Occupations	Total no. of Graduate (Population)	Sample size
1	Agro Food	Food Processing & Quality Control	100	79
2	Agro Food	Baking	50	44
Total			150	123

Table 2: Selected sample distribution

#	Sectors	Occupations	Sample size
1	Agro Food	Food Processing & Quality Control	33.82
Total			33.82

Sources of Data: Data were collected from primary and secondary sources.

Sources of Primary data: Primary data were collected from the respondents of the study area.

Sources of Secondary data: Secondary data were collected from books, research report, journal, website of Bangladesh Technical Education Board (BTEB), ILO Bangladesh Country Office, National Skill Development Council (NSDC) Bangladesh, Directorate of Technical Education, Bangladesh and Agro-food Industry Skills Council (ISC) Bangladesh.

Data collection tools: Questionnaire was used for primary data collection.

Method of data collection: Data were collected by face to face interview with the respondents.

Data Analysis: Collected data were analyzed using Microsoft Excel. Data were analyzed combining both quantitative and qualitative methodologies; however descriptive methods also were used where needed.

RESULTS AND DISCUSSION

Selection of the Study Area:

Table 3: Priority sectors and occupations for standards development

Sl. No	Sector	Occupation
1.	Agro Food	Food Processing Food Technician, Packing Technician and Baker
2.	Transport	Transport Equipment Welder, Electrician and Fitter
3.	Leather and Leather Products	Supervisor, Machine Maintenance Technician and Machine Operator
4.	Information Technology	IT Support Technician and Software, Graphic Designer, Web Developer
5.	Electrician	

Source: Field Survey, December 2015

Analysis and Interpretation

Table 4: Highest NTVQF Level on Food Processing & Quality Control

NTVQF Level	Person	Percentage
Level-I	05	15.15
Level-II	26	78.78
Level-III	02	06.06
Total	33	100

Source: Field Survey, December 2015

During the study, it is found that almost 89% percent of the respondents have completed the NTVQF Level-II and only 6% completed NTVQF Level-III according to the above table.

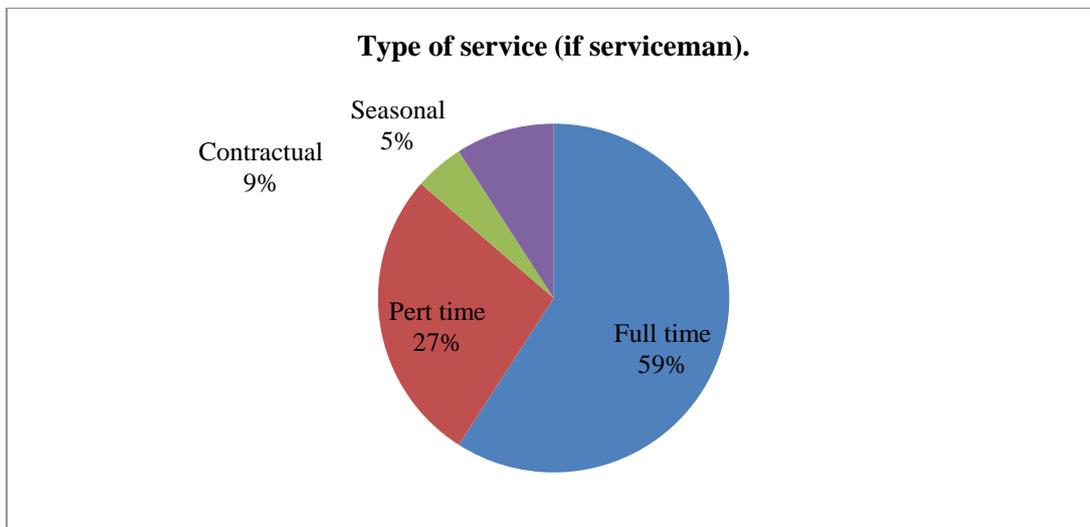
Table 5: Occupational Status

Occupational Status	Person	Percentage
Service	22	66.66
Entrepreneur	04	12.12
Business	00	00.00
Unemployment	07	21.21
Total	33	100

Source: Field Survey, December 2015

The study found that shown in above table there are 66.66% participants are doing service in their field and 21% are still unemployed. Among the service man 59% are doing full time and 27% are doing part time shown in figure below.

Figure 01: Type of Service (if Serviceman)



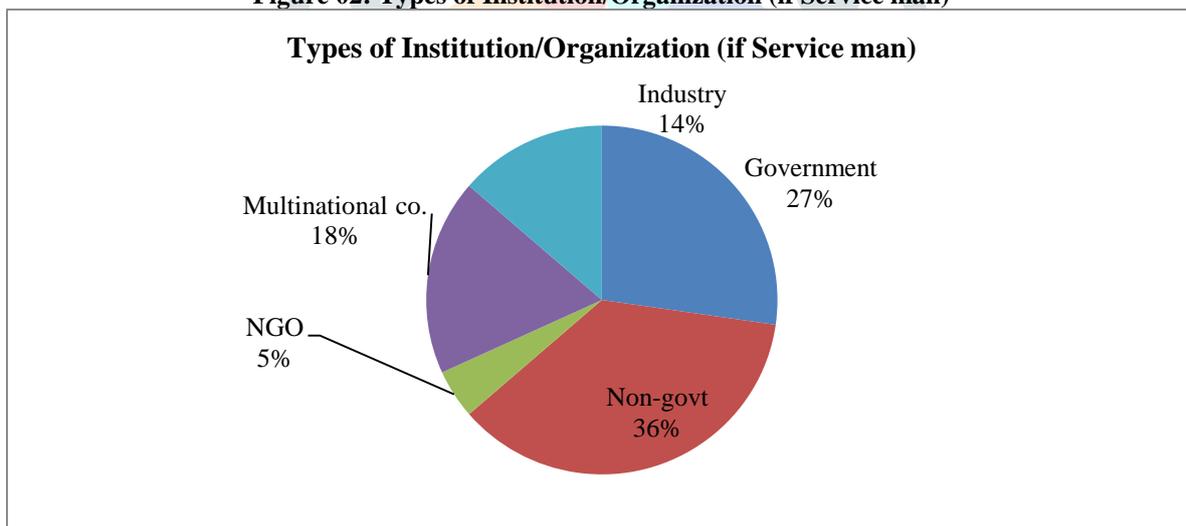
Source: Field Survey, December 2015

Table 6: Types of Institution/Organization (if Service man)

Types of Institution/Organization	Person	Percentage
Government	6	27
Non-govt.	8	36
NGO	1	5
Multinational co.	4	18
Industry	3	14
Total	22	100

Source: Field Survey, December 2015

Figure 02: Types of Institution/Organization (if Service man)



Source: Field Survey, December 2015

Study also determined according to the above table and figure is that, 27% of the service man are doing work in the government organization and 36% are working in the non-government organization. Among the graduated respondent only 18% are agreed that, they got job by using NTVQF certificate but 82% are said they are not using NTVQF certificate for getting job.

Another important information is found that, among the service holders 50% have got the job before the NTVQF training and 27% have got the job within the 6th month after completion the NTVQF training shown in table below.

Table 7: Time of gating 1st job (if Service man)

Time of gating 1 st job	Person	Percentage
Before certification of NTVQF	11	50
On the training period	1	5
Within 0-6 month of NTVQF certification	6	27
Within 7-12 month of NTVQF certification	2	9

Within 12 month of NTVQF certification	2	9
Total	22	100

Source: Field Survey, December 2015

Also, 82% graduates are agreed that NTVQF training increased their job opportunity and 18% said no.

Table 8: Respondent present monthly salary range

Status	Person	Percentage
Less than 5000 taka	01	4
5001 to 10000 taka	08	31
10001 to 15000 taka	03	11
15001 to 20000 taka	03	12
Above 20000 taka	11	42
Total	26	100

Source: Field Survey, December 2015

The above table shows that 42% of the respondent graduates are getting salary above 20000 taka and 31% are getting salary in between 5000 to 10000 taka are remarkable.

Table 9: Respondent feeling necessity to getting next NTVQF level

Status	Person	Percentage
Yes	27	81.81
No	06	18.18
Total	33	100

Source: Field Survey, December 2015

Among the graduate 18% are not interesting to get next NTVQF but, other 82% are feeling necessity of next level of NTVQF shown in above table. 68% of the service man are wants to switch their job wher 32 % are not wishes to change.

Table 10: Respondent satisfaction regarding income & allowance

Status	No. of Respondents	Percent
Fully Disagree	0	0
Somewhat Agree	1	4.34
Moderately Agree	10	43.47
Agree	4	17.39
Fully Agree	8	34.78
Total	23	100

Source: Field Survey, December 2015

In case of job satisfaction only 43.47% are moderately agree about their present all job facilites reflects in above table.

Table 11: Respondent authority satisfaction

Status	No. of Respondents	Percent
Fully Disagree	3	13.04
Somewhat Agree	7	30.43
Moderately Agree	11	47.82
Agree	0	0
Fully Agree	2	8.69
Total	23	100

Source: Field Survey, December 2015

According to above table only 47.82% respondent are moderately agree that their authority are satisfied with their work.

Table 12: Occupation familiarization with NTVQF certification

Status	No. of Respondents	Percent
Fully Disagree	3	13.04
Somewhat Agree	3	13.04
Moderately Agree	4	17.39

Agree	5	21.73
Fully Agree	8	34.78
Total	23	100

Source: Field Survey, December 2015

Only 34.78% respondent are fully agreed that their present occupation are familiar with the NTVQF certification others are not in that significant degree.

Table 13: Respondent satisfaction to CBT & A certificate

Status	No. of Respondents	Percent
Fully Disagree	6	26.08
Somewhat Agree	3	13.04
Moderately Agree	7	30.34
Agree	6	26.08
Fully Agree	1	4.34
Total	23	100

Source: Field Survey, December 2015

Table 14: Difficulty to getting CBT&A certificate

Status	No. of Respondents	Percent
Fully Disagree	1	4.34
Somewhat Agree	4	17.39
Moderately Agree	4	17.39
Agree	5	21.73
Fully Agree	9	39.13
Total	23	100

Source: Field Survey, December 2015

Employment challenges for NTVQF graduate.

- Most of the employee does not know about NTVQF.
- Socially it is not recognized.
- Limited NTFQF training center.
- No job security.
- No extra salary improvement.

STUDY FINDINGS

According to the analysis, study findings are as follows. The respondents have shown a positive perception to some extent of NTVQF certification. The major findings are pointed out below:

1. During the study, it is found that almost 89% of the respondents have completed the NTVQF Level-II and only 6% completed NTVQF Level-III.
2. The study found that 66.66% participants are doing service in their field and 21% are still unemployed. Among the service man 59% are doing full time and 27% are doing part time job.
3. Study also determined that, 27% of the service men are doing work in the government organization and 36% are working in the non-government organization. Among the graduated respondent only 18% are agreed that, they got job by using NTVQF certificate but 82% are said they are not using NTVQF certificate for getting job.
4. Important information is found that, among the service holders 50% have got the job before the NTVQF training and 27% have got the job within the 6th month after completion the NTVQF training.
5. Also, 82% graduates are agreed that NTVQF training increased their job opportunity and 18% said no. The 42% respondent graduates are getting salary above 20000 taka and 31% are getting salary in between 5000 to 10000 taka are remarkable.
6. Among the graduate 18% are not interesting to get next NTVQF but, other 82% are feeling necessity of next level of NTVQF. 68% of the service man are wants to switch their job where 32 % are not wishes to change.
7. In case of job satisfaction only 43.47% are moderately agree about their present all job facilities.
8. Only 47.82% respondent are moderately agree that their authority are satisfied with their work.

9. Also, 34.78% respondents are fully agreed that their present occupations are familiar with the NTVQF certification others are not in that significant degree.
10. Most of the employer does not know about NTVQF.
11. Socially it is not well known.

CONCLUSION

This study covers only Agro-Food sector focusing on occupations of Baking and Food Processing & Quality Control. The study area was limited in Dhaka, Narayanganj, Narshingdi and Gazipur district. Based on the area and population study researcher has analyzed the practical challenges of implementing the qualifications framework. A major complicating factor is the wide diversity of training providers, beneficiary groups, types of training, delivery modes, standards, qualifications and certification arrangements. In addition, a small proportion of the graduate is in receipt of NTVQF training (CBT&A). The requirement that different types of institution adjust to one coherent skills and qualification structure will necessitate high levels of coordination and control. Although very few employers have become involved in the NTVQF, it has transpired during this study that their involvement has been spurred on by the external projects rather than by an assessment of the value of the NTVQF in their particular fields. Indeed, some stakeholders do not seem to be fully aware of what the outcomes of NTVQF will be. This may limit the success of the NTVQF in future. It is not clear at present how informal sector training providers will be brought into the NTVQF and what will be their role in the process. It appears that if the BTEB or any other organization organizes tests/examinations for skill assessment, trainees of these institutions may take part. However, the providers concerned may not be interested in upgrading their facilities so that trainees to achieve the standards set out in the NTVQF.

RECOMMENDATION

Based on the study findings the recommendations of the study are as follows:

- 1) NTVQF graduates should be included in recruitment policy.
- 2) Awareness should build up by print and electronic Medias.
- 3) More workshops and more seminars should be arranged for awareness building.
- 4) Job placement should be ensured for NTVQF graduates after getting national skill certificates.
- 5) Financial benefits should be provided for NTVQF graduates after getting national skill certificates.
- 6) Provision should be taken so that every TVET Institute must have Registered Training Organization (RTO) & Assessment centers.
- 7) NTVQF graduates and certified trainers should be increased.

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