

**An Evaluative Study on Developing Youth into Resources through
Training by Directorate of Youth Development**

Submitted to

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PREFACE

Directorate of Youth Development was established in 1972 under the leadership of the Bangabandhu with the core agenda to make the raw young force of our country to a skilled work force through proper need base applicable training and skill transfer. Last 40 plus year, they are doing that. Due to lack of proper supervision, monitoring and evaluation, the effort and action of the directorate becoming back dated to some extend. It needs to be up dated with the need of the time.

The rapid development of Information Communication and Technology has made the world a global village. Time, space and language barriers has been grossly reduced with the intervention of free trade economy. For this competitive world, it is important to upgrade our huge youth force on a level of skilled work force to cope up the need.

I have selected the topic ‘An Evaluative Study on Developing Youth into Resources through Training by Directorate of Youth Development’ to go for a study how to make the training procedure can be improve by analyzing the current situation and with the possible overcoming efforts.

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Executive Summary

Independent and sovereign Bangladesh came into being through a long struggle and the great Liberation War under the leadership of the Father of the Nation Bangabandhu Sheikh Mujibur Rahman with the active participation of the young male and female. The youth played a valiant role at all critical junctures in the life of the nation. From the language movement to the liberation war, we see the front lining role of the young in all crisis moments. This is a fact of the human civilization, that, all positive change always is been done by the youth.

It is imperative that the empowerment and pervasive development of the huge young population is implemented to achieve ‘equality, human dignity and social justice ‘ as stated in the Proclamation of Independence issued on 10 April, 1971, which is also stated in the Preambles of Bangladesh Constitution in order to execute the fundamental principles of State Policy as stipulated in Articles 14 , 17 , 19 , 20 , and 21 .

Youth constitute one third of our total population and this demographic structure has poised her for ‘Demographic Dividend’. Our young people outnumbered the old, and hence, we have more people who are able to work than those who are not.

To capitalize this scope, we have to make this raw young force into a work force and for this we need to train them with effective knowledge and skill. By arranging proper need base training, we can make this huge youth male and female into resources. To achieve the vision 2021 and 2041 and to achieve the goals of sustainable development by 2030, a young community infused with high human and moral spirit and equipped with quality education and training is essential.

Keeping this in mind, the study mainly focused on the training details of the Directorate of the Youth Development, which was formed in 1972 with a specific target and goal to make the young people of this country into a skilled resourceful work force. The study tries to look and analysis the existing strategy and effort of the Directorate to fill up the need of the youth force. It also tries to find out the limitations of the prevailed system and what possible steps can be taken to overcome those limitations. For this purpose, the study collected secondary data from the concern directorate and primary data from 30 respondents who are directly involve with the training programs of the directorate.

For the purpose of the study it was mainly dependent on the secondary data and few concern officials, trainers and trainees were interviewed with a prescribed set of questions to know the views, ideas and expectations

Chapter 1

1.1 Introduction

Independent and sovereign Bangladesh came into being through a long struggle and great liberation war under the leadership of our great leader, the Father of the Nation Bangabandhu Sheikh Mujibur Rahman. In the liberation war the youth played a valiant role. Actually, in all the critical stages of the nation's history, from the language movement in 1952 to the great liberation war at 1971, youth forces were the most aggressive and vital factor in the society. Historically the youth forces are the strongest part of our society to bring positive changes.

After our independence, government of Bangladesh felt the importance to develop a comprehensive program for the huge youth force to turn them into skill manpower. For this, the Directorate of Youth Development was established in 1973. Through the directorate government started its various programs for the development of the youth and trade-based training was one of them.

Youth constitutes one third of the total population of our country now and the demographic structure has given us an opportunity to have demographic dividend. Our young people outnumbered the old, and hence, we have more people who are able to work than who are not. Reaping the demographic dividend is linked to the development of resourceful young men and women. Considering achieving the sustainable goals and the vision 2021 and 2041, and to sustained the graduation to developing country from least developed one, government feels it most urgent to address the whole young force in an assertive way . Considering the fact, government of Bangladesh has formulated a youth policy in 2017 and in the light of the policy the Directorate of Youth Development are taking programs to give trade-based training and support to the youth to turn them to a resourceful skilled manpower. It is important now to assess and evaluate and rearrange the existing programs of trainings for making them more need based and effective.

1.2 Problem statement:

Youth development is dependent on their skills and on their capacity, which can be done through proper and effective training programs. Every young male and female will have an easier journey to development and empowerment if he or she is shaped accordingly. Directorate of Youth Development has taken a number of trade based trainings to develop the youth into skill manpower. Considering the fact of having the scope of demographic dividend, it is expected to have more serious effort and steps for the youth. It is expected that the training for youth by the directorate should be need based and specific trade based. It is also expected the training programs should be more professional and more skill based. Training time span should be longer and more in depth. Considering the need of the time there need to adopt some more relevant training module too.

The question here is whether the existing trainings can develop the youth into a skilled manpower in real sense or not and whether there are scopes for improvements. Whether the training and support can make an impact to turn the youth into a resourceful, skilled manpower in true sense or not and what are the possible area to improve is the question which needs answer.

1.3 Objectives:

- To find out the possible problems/challenges they face regarding the existing training programs of the Directorate of Youth Development
- To assess how the Directorate of Youth Development could be more functional in connection with their training programs for youth development.

1.4 Research Question:

In the light of the objectives the following research questions are to be ascertained:

1. What are the problems / limitations the Directorate of Youth Development has in this regard?
2. What are the possible solutions or steps to be taken to mitigate the problems?

1.5 Rationale of the Study:

The review of the study reveals that a very small numbers of articles are written to evaluate the role and efficiency of Director of Youth development regarding training. No in depth, systematic and analytical study was found to analyze the weakness of the Directorate of Youth Development and on specific suggestion regarding effectiveness. The role of training for the Youth by Directorate of Youth Development needs to be evaluated. The study finds it very urgent and important to analyze the existing training activities Directorate of Youth Development has, considering achieving the Sustainable Development Goals by 2030 and achieving the vision 2021 and 2041. Real need based training is essential for a skillful resourceful youth who can help to sustain the graduation of our country from least developed one. The study attempts to put some light to the above mentioned issue.

1.6 Scopes and Limitations of the Study:

There are many activities and agenda of the Directorate of Youth Development for youths. Among those, this particular area (given in the Title) is chosen because of some reforms are needed here. The study tried to analyze the potentials and problems of Directorate of Youth Development in their training programs. The study tries to find some possible ways to overcome of these limitations and problems. It seems very meaningful and fruitful to study this particular area for its further development with the need of the time. For a sustained development, a skilled work force is the must and by this government body with a specific job agenda to train the youth need to be thoroughly evaluated.

The study is not free from limitations. It did not cover a broader aspect; rather it took a small sector of the directorate activities (only training programs) for youth development. The study mostly depends on related papers and articles. Relevant books are not available. The study mostly depends on some documents published by the Ministry of Youth and the Directorate of the Youth Development. Besides, the study was done within a very limited time. It was not possible to make the study an extensive and in depth one. Regarding primary data, the study tries to reach a small group of people who are directly involved with the training activities of the Directorate of the Youth Development. The number of this primary data is very limited in number.

Chapter 2

2.1 Literature Review:

For a meaningful approach it may help if it is specific and defined the term 'youth'. Youth may be interpreted differently in different area or context. It may mean attainment of certain mental and physical maturity. It may as well signify certain personality traits or a life style. The most important aspect is the transition from childhood to adulthood. Youth is not a homogeneous group; rather it is made up of young people of diverse socio-cultural and economic background.

According to the Youth Policy of Bangladesh, youth is defined as all male and female from age 18 to 35. Government has a specific ministry for addressing this particular group of people (Ministry of Youth and Sports). The directorate of Youth Development is formed in 1972 with a specific agenda to address the youth, their development, empowerment and their capacity build up through training.

The Directorate of Youth Development, under the Ministry of Youth and Sports has made significant progress in the development of youth. Their interventions has contributed to fostering youth development in particular and national as a whole .As it is known that , youth make up one third of the total population of Bangladesh ,a significant portion amounting to approximately 48 million (according to the census 2011) is likely to be provided Bangladesh with a demographic window of opportunity . In this back drop, the Directorate of Youth Development, since its inception, has been making relentless efforts in creating self employment and employment opportunity for the youth through training programs, to make them an effective resourceful work force. In line with SDG targets the objective of the directorate is to impart training to those persons (18 -35 years) who are not in education, employment, or training. They are striving to turn the unemployed youth into skilled human resources by giving appropriate training, small credit support, and knowledge. Besides, a number of legal frameworks, for example, National Youth Policy 2017, Youth Organization Rules 2017 have been adopted for empowering and mainstreaming the youth in national development process. Action plan for National Youth Policy and Youth Development Index are on the process to be formulated by UNFPA.

National Youth Policy 2017 defines youth as those between the ages of 18 to 35 and the directorate works with this youth. They impart adequate trainings and skills to the youth and provide capacity building to turn them into skilled human resources. The policy highlights the current youth issues like adolescent right, drug abuse, child marriage, rampant unemployment and so on. The directorate includes all the vulnerable, less addressed youth into its agenda by offering various skill base training programs since its inception

Their focus has been to impart training to youth and it is estimated that the directorate has reached more than 300,000 youth through technical and vocational training in the fiscal year 2015-16. In FY 2015-16 the expected training target was 317,242 and the Directorate provided training to 332,321 youths. In FY 2016-17 the target was 282,000 and trained 355,881.

Since 2010 to June 2018 the total number of trained youth of Directorate of Youth stands at 20,61,741 where the number of female is 30% and male are 70%. Significant amounts of youth of this young people are self employed by using the credit given by the directorate. Total number of self employed youth since 2010 to June 2018 is 528,695 and of them 370,086 are male and 158,608 are female.

The activities of the Directorate of Youth Development are being implemented under direct GOB programs , besides technical assistance is received from UNFPA ,ILO , UNDP ,UNICEF ,UNESCO , OIC , SAARC and the Commonwealth .In this arena of capacity building NGOs , Public-Private partnership through MoU are imparting training.

The directorate has a specific vision. That is to build a modern youth with strong ethics and morals and youth with a commitment to develop Bangladesh. For this vision, they have given training to 52,03,343 youth from its inception in various trades. For self employment, it has given 1581,00,00,000 taka to 8,80317 youth as credit.

The main objectives of the Directorate of Youth Development is to create modern, self dependant youth, create environment for the growth of their potentials as well, It has also have the objective to ensure job and work for the youth and their empowerment and ensure to access in the decision making. To encourage the youth to be a modern citizen with global vision is another objective of the Directorate. For all this, training is the basic tool for the directorate. Through 64 district training centers, 58 residential training centers and through 496 upazila office the Directorate of Youth Development tries to train the youth in 42 institutional trades in various time span.

Hence the Directorate of Youth Development is engaged with their all efforts and activities to train the young male and women and turn them into a resourceful work force since its inception in 1972, their programs are need to be properly assessed and evaluate. It is very important to update and restructure the activities and training modules with the need of the time and market demand. At the same time, to address the demand of the time, it must have to be upgraded with modern facilities. For achieving the SDG goal and the vision 2021 and 2041, it is important to make a comprehensive holistic assertive engagement and intervention by the government to address the whole youth force.

Chapter 3

3.1 Methodology:

Methodology is the systematic and logical process of scientific investigation. Here, the methodology of this study is designed with a view to evaluate the existing situation of the activities of the Directorate of Youth Development and try to figure out the limitations and way forward.

To achieve the objectives set for the study, data/information on the following issues were collected:

- A. The existing programs of the Directorate of Youth
 - B. The challenges and limitations of the Directorate
 - C. The possible recommendations for overcoming those limitations
1. The study followed a qualitative and quantitative both partially. Primary data were collected from the officials of the Directorate of Youth Development, different stakeholders like the trainers and the young trainees by set questionnaire.
 2. Reviewing the secondary data from the relevant journals and literatures.
 3. Examination and review various documents and papers from the Directorate of Youth Development and Ministry of Youth and Sports.
 4. Report and publication of the directorate.

Data were collected as primary data from 10 officials, 10 trainers of the Directorate and 10 trainees through a specific set of question.

Secondary data was collected from some report of the Directorate of Youth Development and from some written documents

For the purpose of the study, purposive sampling was done in the view with the objective set. Selective respondents were sorted for finding out the probable problems and way out. In view with that, officials of the youth ministry and directorate and the trainers and trainees were been selected as respondents.

Chapter 4

Findings:

4.1 Finding in primary data :

As it is said earlier, the study runs with a limited time and with a limited scope. It incorporate a small number of primary data from the concern officials, trainers and some trainees. It can not collect information from the trainees who already completed the training or self employed.

Questionnaire survey through structured set of questions to the officials of the Directorate, trainers and trainees. Total 30 person were been questioned (10 officials, 10 trainers and 10 trainees).

1. The first question was whether they know about the existing training programs of Directorates of Youth Development. And the answer was :

yes	No	Some
75%	--	25%

Their answer reveals that 75% knew about the activities of the directorate and 25% of them knew some of the activities.

2. The second question was whether they think the existing training programs are sufficient to develop the youth into resources. Their answer was:

yes	To some extend	No
---	20%	80%

The result expresses that 80% of them are not satisfied with the existing activities and feel the need to change

3. Thirdly they were been asked about the reason behind the limitations or the challenges:

Table 3 : Challenges and limitations

Sl.	Subject	Strongly Agree	Agree	Do not Agree	Do not Know
1.	Poor allocation of budget.	70%	20%	10%	
2.	Lack of capacity	75%	20%	05%	
3.	Insufficient training options	70%	20%	10%	
4.	Insufficient time for every training course	60%	10%	10%	20%
5.	Lack of need base training	65%	20%	05%	10%
6.	Lack of trade base training	65%	20%	05%	10%
7.	Poor quality of trainers	80%	10%		10%
8.	Back dated training modules	80%	10%		10%
9.	Lack of supervision	70%	10%	10%	10%
10.	Poor linkage with credit facility	90%	10%		
11.	Others				

The table 3 reveals that in all the cases they agreed with the given reasons of the limitations of **Challenges and limitations** the Directorate of Youth Development

Considering the primary data and their analysis , it is found that , in all cases the officials , trainers and trainees agreed with the mentioned challenges and limitations.

On poor allocation of budget, 70 percent respondents agrees and interestingly 10 percent disagree. They think that money and allocation is not a limitation.

Regarding lack of capacity, 75 percent agreed strongly and others also agreed upon. On insufficient training options, they agreed strongly too. On the issue of training tenure or time span, most of them agreed on it.

Regarding the issue of need base and trade base training, the respondents also agreed, though some of them are not actually clear on the point.

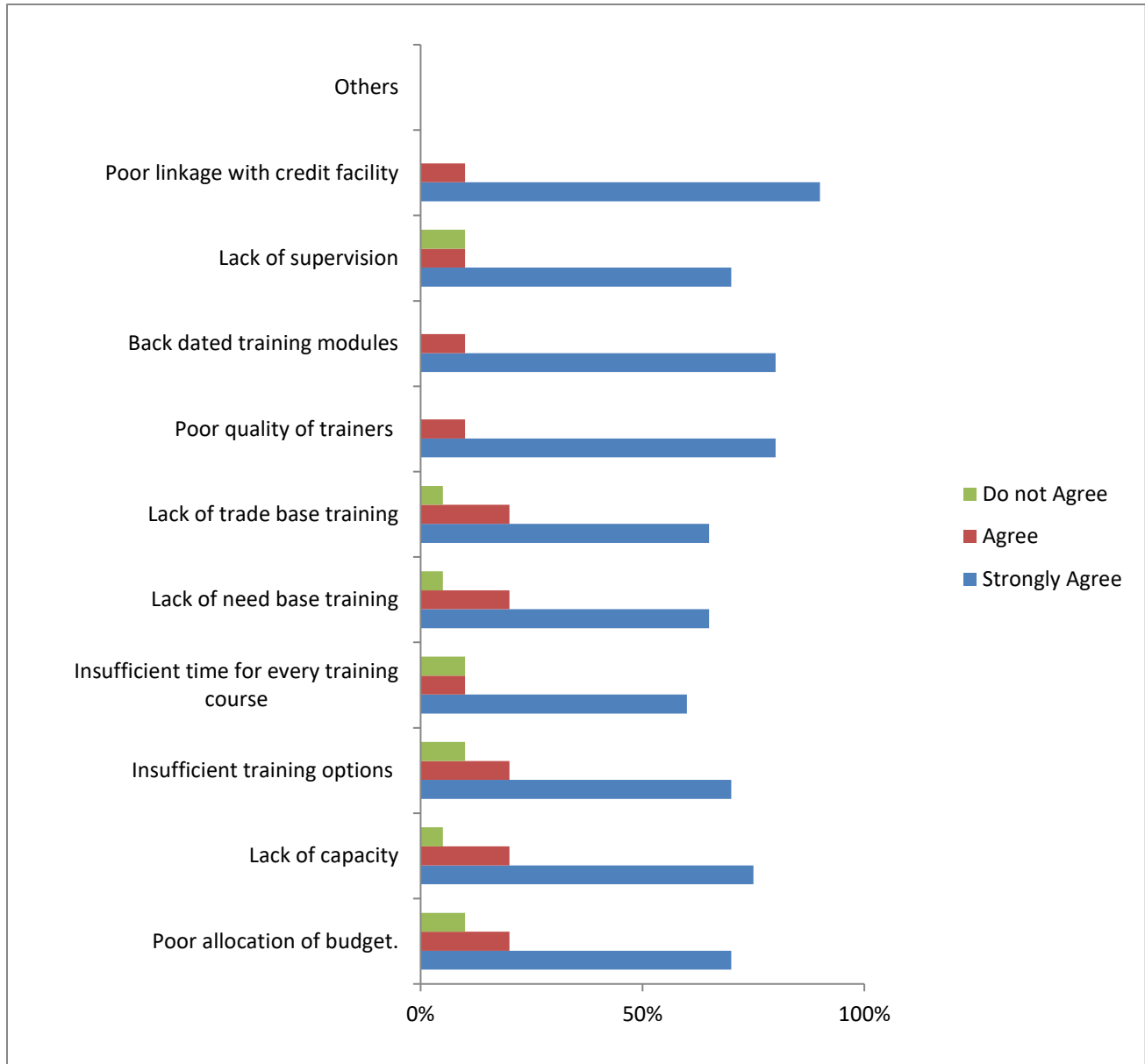
On training modules and the quality of trainers are the burning issue and most of all the respondents agreed on them. They all expressed their observation on improving the quality of the trainers and also the quality of the training modules.

At the same time, they are strongly agreed with the challenges and problem relating the credit facilities and lack of youth friendly loan arrangement. They are arguing on supporting the young male and female for more amount of credit and to more people. For the development of the empowerment of access in the market and for growing the capacity to sustain in the trade market, initial monetary support for the youth is the must.

The directorate of Youth Development, which is the core government body for the empowerment and development of the youth, has specific agenda on youth development through training and need base skill transfer to the youth to turn them into skilled resourceful manpower.

It is very much essential for the directorate to evaluate their activities and training programs to up date by addressing the challenges and confronting the limitations they face time to time. Regarding the given set of questions relating to probable challenges to the existing training facilities in this study, the responses show the importance to intervene.

Challenges and limitations



4. Lastly they were been asked about the possible way forward .They answered as follows:

Table 4 : Way Forward

Sl.	Subject	Strongly Agree	Agree	Do not Agree	Do not Know
1.	Duration of training Period	75%	10%	5%	10%
2.	Increasing the amount of loan	90%	10%		
3.	Increase the number of loan receiver	90%	10%		
4.	More need base training	70%	20%		10%
5.	More coordination between Government– NGO	70%	10%		20%
6.	Resourceful trainer	90%	10%		
7.	Improved Training modules	80%	10%		10%
8.	Introduce nationally acceptable certificate	90%	10%		
9.	Linking with other entities of youth based program	90%	10%		
10.	Strong monitoring and demand base	80%	20%		
11	Other				

The table 4 data shows that in all cases they are agreed with the set recommendations to resolve the existing limitations.

For understanding the possible and probable way forward to solve the problems and solve them the study has prescribed a set of probable addressing factors in a set question for response. The respondents were asked to tick against every probable suggestion whether they agree or strongly agree or disagree to them.

All 30 respondents from the group of officials concerned, trainers and trainees participated and responded. Most of them agreed with all the suggestions made in the question. Some of them suggested and made comments on some new issues too.

Regarding the issue of expanding the duration of many training courses, 75% were agreed upon. Some of them specifically suggested which courses need expansion too. Around 10% did not actually respond.

On the issue of increasing the amount of loan, all of them agreed and 90% were agreed strongly. It is found that, credit facility is a crying need and needs to be addressed in an assertive manner.

Regarding the issue of more need-based training, 90% agreed and out of them, 70% were strongly agreed. For this, there should be a research cell in the Directorate of Youth Development to ascertain in which new courses should be incorporated with alignment with the need of the time and need of the market.

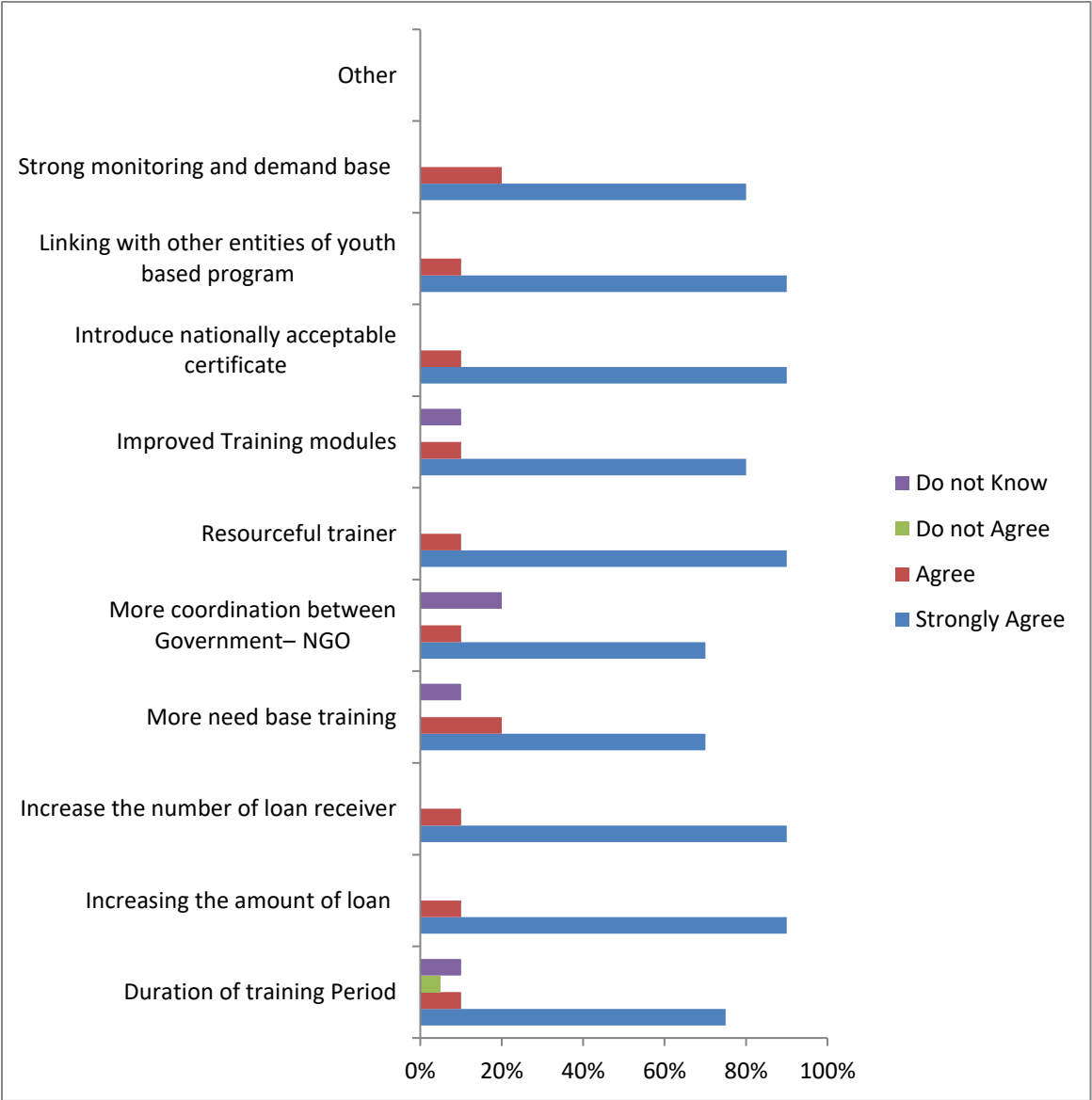
Coordination issues were also agreed by the respondents and the rate was 80%. It is suggested that, more involvement of the expert NGOs and private bodies can make the trainings more fruitful and meaningful. BGMEA, BTMEA, FBCCI etc. business bodies also can come up to train the youth with joint cooperation of the Directorate.

Resourceful trainers is a hugely demanding issue. All the respondents agreed with it. Government has to give a deep thought to the issue with a holistic plan and action strategy.

At the same time, the quality of the training modules has to be improved, as the primary data collection result reflects. The Directorate has to come up with an expert committee to chalk out programs for redesigning and restructuring the existing training modules.

Many respondents suggested to develop a system where the certificates of the training could have some real value addition. They suggested to expand the training time and make a linkage with the Technical Education Board, so that the certificate can be accepted by the Technical Education Board.

Strong monitoring is highly agreed too.



4.2 Finding from the secondary data :

By going through the reports and documents from the Youth ministry and the Directorate it is found some specific key achievements . From 2010 to 2018 the key achievement of the directorate regarding training are as follows:

1. **Major legal framework**

- 1.1 Launching of National Service Program across the country as per the poverty map
- 1.2 Finalization of National Youth Policy 2017
- 1.3 Youth Organization Act 2015
- 1.4 Youth Organization Rule 2017
- 1.5 The bill of establishing Sheikh Hasina National Institute of Youth Development was passed in 2018

2. **Establishment of new youth centers and new trades**

- 2.1 Establishment of 11 new youth center in 11 district
- 2.2 Vertical extension of 29 youth center in 29 district
- 2.3 E-learning content developed for 5 trades
- 2.4 Creation few new trades, like – Fashion Designing, Tourist Guide. Outsourcing, Catering, Hydroponics, Entrepreneurship
- 2.5 152 youth have been given Youth Award (since inception 364 youth awarded)
- 2.6 Launching of mobile banking for loan installment and loan application process
- 2.7 Formation of 2892 youth organization
- 2.8 Support 528,695 youth for self employment by giving training and credit support
- 2.9 Support to establishing 17000 bio gas plants in Upazila level by the youth

- 2.10 64 computer lab was established
- 2.11 Running 42 trade base training and 42 non trade base training around the country
- 2.12 Arranging sensitization programs on Autism. From 2015 to 2018 there are 367,907 youth was been sensitized
- 2.13 The department has provided Grant in Aid to 221 youth organizations
- 2.14 The National Service Program of the Department working on poverty reduction strategy has important contribution to creating employment opportunity for youth. A number of 19,300,000 youth has received training under this program while 19,200,000 youth got job attachment. From inception to June 2018 this program has been implemented in 37 districts, in 128 Upazila.

According to the annual report of the Directorate of Youth Development, 2018, the skill development at a glance is as follows:

Table 5 : Total number of youth been trained

FY	TARGET OF TRAINING	PROGRESS	%
2011-12	214,235	180,816	85%
2012-13	297,225	229,872	77%
2013-14	244,905	195,622	80%
2014-15	216,749	191,303	88%
2015-16	277,679	277,679	100%
2016-17	317,242	332,321	105%
2017-18	282,000	298,247(June 2018)	106%

Creation of self employment:

Table 6: Number of youth self employed

FY	TARGET	PROGRESS	%
2011-12	65000	65323	100%
2012-13	65000	69981	107%
2013-14	65000	42984	66%
2014-15	68000	61801	91%
2015-16	68000	68018	100%
2016-17	69000	83184	120%
2017-18	70000	74282	106%

Training Target projected in line with the 7th FYP & Alignment to the SDG:

SL No	FY	Training Target	Remarks
1	2015 - 16	317242	Up to June 2018 DYD imparted training to 9, 86,449 Youths. Other Division or Co-Lead Ministries can come up to cover the remaining gap.
2	2016 - 17	271000	
3	2017 - 18	282000	
4	2018 - 19	310000	
5	2019 - 20	320000	
	Total=	1500242	

4.3 Finding from the comments and observation and discussion:

After analyzing the data and information given by the Directorate of Youth Development and the Ministry of Youth we find that there are 42 Institutional trade base training course is running all over the country by the directorate and there are 42 non institutional short / elementary courses also running.

From the comments given by the officials and the trainers, it is found that, though there sufficient infrastructure was made all over the country but there is a huge gap in the number of trainers. In many places, there is no trainer's available .recruitment is limited and promotion is more limited. On the other hand, there is a huge lack in capacity and expertise among the trainers. In many Areas, there cannot be possible to open training courses of some particular trade due to lack of expert trainers, yet huge demand is in the market .

There is a tendency to run various training even there is less demand and there is lack of courses even there are huge demand .It occurs due to the absence of proper market survey of demand. There is no demand mapping in this regard, some trainees mentioned.

In response to the question, few officials mentioned in the comment column of the questionnaire that there is a lack of coordination among the human resource developing ministries. For that, the trained youth cannot excess in the job market and cannot get a friendly atmosphere.

Chapter 5

5.1 Recommendations

There are some specific suggestions and recommendations are been mentioned by the officials, trainers and trainees in this regard. Those recommendations can be categorized in some sub heads. They are as follows:

5.1.1 On curriculum:

1. Few training course should include few specific module .As for example, Assembling Electronic Machines can be include in Electronic Trade Course;
2. Few training courses need updating of their course. As for example, Modern Office Management and Computer Application Course needs to be updated;
3. There should be a grass root based workshop with the participation of the Upozilla Youth Officers regarding reviewing the courses and their module;
4. There can be lot more joint organized training programs with national and international NGOs and international bodies ;
5. There should be a comprehensive effort to standardize the course modules with the Bangladesh Technical Education Board , so that some long term training courses can get the accreditation from the technical education board ;
6. There can be specific programs and trainings for the trainers for standardize the quality of the trainers;
7. The research wing can work on this particular issue to update the courses and opening new courses on their need base survey;

5.1.2 On training calendar:

8. There should be a workshop with the participation of the field level officers , trainers, trainees and workers prior to fix up the yearly training calendar ;
9. Detail training schedule and calendar should be published in the official website of the Directorate of Youth Department and it must be widely circulated in the field level in the Upazila portal and in Union Parishad;

5.1.3 On quality training standards:

10. It is necessary to ensure by the Directorate to arrange classes to be taken by the real resource persons;
11. Ensure all modern training equipments in all the level of the training courses for all courses .Ensure use multimedia projector and overhead projector in the course;
12. There must have a thorough inspection on the availability and scarcity of the training materials in all the field level office. A data base can be prepared on this basis;
13. Ensure supply of all kind of training material in all training centers by the Directorate;

5.1.4 On monitoring:

14. Need to develop monitoring tools or apps to monitor all the courses going on in the field level;
15. Implement ‘e-monitoring’;

5.1.5 On availability training tools:

16. Preparing a training tool data base and ensure smooth supply line;
17. Ensure quality furniture, materials and adequate training budget by the Directorate of Youth;

5.1.6 On infrastructure:

18. Ensure the establishment of adequate training lab;
19. Ensure establishment of District Youth Center in all district;
20. Establishment of at least one international standard youth institution;

5.1.7 On manpower:

21. Data base on trainers in every district;
22. Fulfillment of all vacant revenue post in all district and field level office;
23. Creation of posts of new trainers in new training courses and new trades;

5.1.8 On quality of trainers:

24. Arrangement for quality TOT for the trainers for quality trainers;
25. Arrangement of training for the trainers with the joint program with BPATC, BIM, Planning Academy or BARD for ensuring the enhancement of the quality of the trainers;
26. Upgrading the course module with the active help of the specialist training institutes;
27. Arranging foreign exposure visit and training for the trainers to ensuring international standard of training qualities of the trainers;
28. A data base of the trainers can be generated by the directorate;

5.1.9 On entrepreneur development:

29. Training courses should be more encouraging for self employment rather than job based;
30. Financial support in the form of loan can be arrange by the directorate for the real motivated young entrepreneur;

31. There can be a inter ministry coordination among the development ministries with the Ministry of Youth for a realistic comprehensive and entrepreneur friendly environment.

5.1.10 On starting new courses:

Considering the market needs and capacity of the Directorate of Youth Development few courses are suggested to start as new course. They are as follows:

- A. Hospitality Management and Tourism
- B. Marine Fisheries
- C. Fish Preservation and Packaging
- D. Fish Value Addition (fish finger , fish ball, fish powder etc)
- E. Repairing Agricultural Instrument and Machineries
- F. Motor Driving
- G. Waste Management
- I. Financial Management
- J. Household Laws

5.1.11 On Readjustment of time span of courses:

Some courses' tenure can be readjusted as per the comments or suggestions of few officials and trainers. They are as follows:

- A. Training on Fisheries can be of 30 days instead of 15 days.
- B. Training on Dress Making can be of 90 days instead of 30 days
- C. Training on Block, Batik, Screen Printing can be of 90 days instead of 30 days
- D. Training on Electrical House ware and Solar System can be of 90 days instead of 30 days.

5.2 On Addressing coordination issue:

There is gaps among the human developing ministries regarding inter coordination . There can be more intensive, detailed, practical coordination among them. There should be a meaningful tool of inter correlation among them.

5.3 On developing data:

A serious effort is needed to build up a data base with all detail information of our total youth force. A centralized national level intervention is needed .All detail information of the youth with their educational technical back ground, training, after training employment and all follow up information should be generated and gathered.

5.4 On fund Allocation:

The ministry of Youth and specially the Directorate of Youth Development should have more allocation in the national budget. As this ministry is dealing with the one third of the population and their development, more funds should be allotted to this ministry and directorate.

5.5 On Policy Support:

The government can take the scope of the demographic dividend as an opportunity. In the policy framework, there can be some specific reflection on this opportunity. For a sustained development we need to emphasize on giving priority to enrich this huge youth force into resources in real sense.

6.1 Conclusion:

Youth are agents of change and push forward the nation towards achieving the country's vision 2021, to turn Bangladesh to a middle income country and Vision 2041 with the dream and aspiration of becoming a developed country along with implanting the goals of SDG. The priority area is effective training, with more income generation friendly course module with logistical sound linkage. The important objective is to building the capacity of the youth in every aspect, which includes empowerment and employment .The Ministry of Youth and the Directorate of Youth Development of Bangladesh is pledged-bound to turn unemployed and unskilled youth into a skilled human resource and productive youth.

The study is a very small effort to look to the youth development issue. Training is a very important element to enrich the raw youth force into a work force. As the Directorate of Youth has a specific agenda to train the huge youth force into a resourceful man power from the very beginning of their journey, it is important to evaluate their activities and update their activities according to the need of the time. The study tries to focus on this small but specific issue of training of the youth force of Bangladesh by the body specifically assigned for the job. The current activities of the directorate was been evaluated and the need of the changes also been figured and at the same time possible recommendations to overcome the challenges is also been pointed out. It is expected that, this training policy evaluation of Directorate of Youth Development of Bangladesh does have a little but significant impact as a whole.

Reference

1. Ministry of Youth and Sports, National Youth Policy 2017, Government of Bangladesh
2. Ministry of Youth and Sports, National Action Plan for implementation of the National Youth Policy, 2018.
3. Ministry of Youth and Sports, Directorate of Youth Development, Annual Report 2018
4. UNFPA (United Nations Fund for Population Activities) Annual Development Report 2017.
5. Ministry of Youth and Sports, Review of Training Manual
6. Ministry of Youth and Sports ,Directorate of Youth Development, Training Calender,2017-18

Annexure 1
Questionnaire

Title:

An evaluative study on developing youth into resources through training by Directorate of Youth Development

Prepared by:

Sayeed Mahbub Khan

Joint Secretary

Ministry of Youth and Sports

[Trainee of 87th Senior Staff Course]

NB: To be used only for training purpose

1. Do you know about the existing training programs of Directorates of Youth Development?

yes	No	Some

2. Do you think the existing training programs are sufficient to develop the youth into resources?

yes	To some extend	No

3. If your answer is **No**, what do you think the reasons for that?

Sl.	Subject	Strongly Agree	Agree	Do not Agree	Do not Know
1.	Poor allocation of budget.				
2.	Lack of capacity				
3.	Insufficient training options				
4.	Insufficient time for every training course				
5.	Lack of need base training				
6.	Lack of trade base training				
7.	Poor quality of trainers				
8.	Back dated training modules				
9.	Lack of supervision				
10.	Poor linkage with credit facility				
11.	Others				

4. What are the possible ways to improve the training programs of the Directorate of Youth development?

Sl.	Subject	Strongly Agree	Agree	Do not Agree	Do not Know
1.	Duration of training Period				
2.	Increasing the amount of loan				
3.	Increase the number of loan receiver				
4.	More need base training				
5.	More coordination between Govt – NGO				
6.	Resourceful trainer				
7.	Improved Training modules				
8.	Introduce nationally acceptable certificate				
9.	Linking with other entities of youth based program				
10.	Strong monitoring and demand base				
11	Other				

Comments or suggestions:

Name and Signature: _____

Designation: _____

(Ministry/Division)

Thanks for your Cooperation

Annexure 2

List of Respondents

No	Name	Designation
1	Mr Ruhul Azad	Additional Secretary M/O Youth and Sports
2	Mr Faizul Kbir	Joint Secretary M/O Youth and Sports
3	Mr Kamaluddin Biswas	Joint Secretary M/O Youth and Sports
4	Mr Ali Ahmed	Director General Directorate of Youth Development
5	Mr Yasin Chowdhury	Director Directorate of Youth Development
6	Mr Moazzem Hossain	Deputy Director Directorate of Youth Development
7	Ms Hosne Ara	Deputy Secretary M/O Youth and Sports
8	Mr Arun Chadra	Deputy Secretary M/O Youth and Sports
9	Mr Abu Awaal	Deputy Secretary M/O Youth and Sports
10	Mr Anis Mahmud	Joint Secretary M/O Youth and Sports
11	Mr Omar Faruq	Joint Secretary M/O Youth and Sports
12	Mr Zia Uddin Ahmed	Deputy Director Directorate of Youth Development
13	Mr Roisuddin Mandal	Trainer Directorate of Youth Development

No	Name	Designation
14	Mr Abid Azad	Senior Trainer
15	Mr Ahmed Musa	Senior Trainer
16	Mr Kama Khan	Trainer
17	Mr Ali Hossain	Trainer
18	Mr Yasin Ali	Trainer
19	Mr Mojammel Hossain	Trainer
20	Ms Alam Ara	Trainer
21	Mr Arun Das	Trainee completed
22	Mr Abu Ali	Trainee completed
23	Mr Aftab Mahmud	Trainee
24	Mr Md Faruq	Trainee
25	Mr Ziaul Haq	Trainee

No	Name	Designation
26	Ms Happy Begum	Trainee
27	Mr Md Abdul Ali	Trainee
28	Mr Ali Karim	Trainee
29	Mr Md Yunus	Trainee
30	MS Lila Rani	Trainee