



Skills Development & Employment Program (SDEP)

-by Shadow Director

For Graduate Students

1 in 3 graduates is unemployed in Bangladesh. We are a group of people working together to change this figure zero, mitigating the skills gap among the graduate nation. We are jointly working with government entities, development organizations, and corporate houses to make this possible.

Our activities boost Sustainable Development Goals (SDG):

- **SDG 4 - Education Goal** (Target 4.4): Substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs, and entrepreneurship.
- **SDG 8 – Work and Economic Growth Goal** (Target 8.6): Promote youth employment, education, and training.



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"The Future Job Market and What We Should Do?"

To catch the "Golden Deer" called a job, we cross the hurdle of primary school, complete university education, and become a product of the job market. While presenting ourselves as a market product, the buyer (Employer) wants to purchase or recruit a good employee for his organization by testing or verifying the quality or performance of the product. And many foreign products (foreign job seekers or applicants) are being competed in this market recently. Competition is fierce.

But in the market, there is a much more supply of goods or candidates than the demand of buyers or employers. Due to this mismatch between demand and supply, the number of educated unemployed is increasing every year in our country. By selling the arable land and cows, parents are trying to make their son or daughter compete in the job market by mortgaging their life's last possessions.

Every year 200,000 educated people are coming out from 39 public universities and 93 private universities in our country. Another 500,000 academic graduates are coming out from the country's largest university, the National University. Every year the market is heavy with 7 lakh educated job seekers; all are chasing the "Golden Deer".

We are far ahead in the number of unemployed among the educated, third in the world. In the job market, the number of government buyers (government jobs) is 5% and private buyers (jobs) is 95%. Again, it is heard that foreign workers are taking 65 thousand crores of Taka from this market every year. Again, the job candidates in our country are not getting jobs. Employment of foreigners and domestic unemployment are the main reasons. The question is why?

Skill! Yes, you are listening correctly. Due to a lack of skills, we are lagging in the job market competition. We have fallen behind in the **campus to corporate journey**. The education system of our country or the raw materials that are being produced by the institutions are not able to provide high-quality services to the corporate houses. So, unemployment is created. Which can be a unique source of income for our country. The country which has more resources should be the main economic driving force. Economic emancipation will only happen if the population can be transformed into our only resource.

The current era is the fourth industrial revolution, Industry 4.0. The fourth industrial revolution is creating many new jobs. At the same time, many old jobs are disappearing. For example, the job market for cash officers has weakened due to the advent of ATMs (Automated Teller Machines) in banks. There is also a possibility of zero in the future. Technology like doctorless hospitals, driverless cars, YouTube, or distance learning will narrow the job market.

Now the question is what we should do?

Yes! You are on the right track. Talking about or creating problems is not the key. Go to the solution. The solution is to develop contemporary skills (Employability Skills). Our skills are basically of three types:

1. Domain Knowledge
2. Communication & Presentation Skills
3. Technological Skills

- 1. Domain Knowledge or Functional Skill:** Domain Knowledge means an area or subjective knowledge—financial knowledge of finance graduates, architecture designing knowledge, medical science skills of doctors.
- 2. Communication & Presentation Skill:** This includes language (English, Hindi, Chinese) to develop relationships with people, and means of communication, to present oneself or one's work. We know many things but cannot present them due to lack thereof.
- 3. Technological Skill:** Technological knowledge is needed to do whatever we do easily and fluently. There are many technologies like Excel, Tally Software, and E-mail. Which should coordinate with the job requirements to make yourself efficient.

Education should be contemporary. According to the International Research Institute, at the end of four-year bachelor's-first-year learning is disappearing from the market due to the pace of industry movement. In other words, the first-year study is not required for the job. PWC said in a survey that 100 crore jobs will be created instead of 80 crore. But that will require different skills. Acquiring these skills should not be left the responsibility only of schools, colleges, or universities. We need to nurture a culture of lifelong learning in the nation, especially among university graduates.

And the right time to acquire this employability skill should be chosen in the present situation (in student life). If necessary, a Mentor should be sought. That will help you move forward in the right direction.

Program Details:

This skill development program is designed to equip the required skillset of graduate students. Initially, this program launched to focus on business faculty students who are reading in the final year of Hon's or in a Master's. The intent is to build a sustainable bridge between their campus to corporate journey. Provide them with technological training and practical accounting knowledge with help of industry experts. This program is collaboratively conducted by academicians and industry experts to mitigate the barriers of unemployment or underemployment. We believe every student has the potential to do better in the job place. They need proper guidance, career counseling, and grooming in the practical aspect. After successful completion of this program, every student will get the idea and guidelines to prepare him/her in employability skills.

In this way, we are trying to contribute to poverty elevation and mitigate the unemployment problem for educated citizens.

Two days long program is designed to motivate the students to know the industry demand and prepare them accordingly. Connect them with the changes that are happening around the globe in accounting and financial professions. How their four/five years of learning can be plugged with organizational needs.

Show the opportunity to work beyond national boundaries through the freelancing profession. How they can be competent in the gig economy and earn their lively hood in a competitive job market.

Program venue: Respective university campus

Duration: 2 days/16 hours

Participants: Approx 100 students

Regular course fees: 6,000 Taka

On-campus registration fees: 1,000 Taka (Waiver 5,000 Taka)

Prerequisite: Every student should have a laptop/Desktop

Session-wise course outline:

Session 1	<ul style="list-style-type: none">• Career planning and guidance• Changes in Business Profession
Session 2	<ul style="list-style-type: none">• Tally Software• Quick Book Software• SAP Software <div>Any one topic</div>
Session 3	<ul style="list-style-type: none">• Excel• Power BI• Power Point <div>Any one topic</div>
Session 4	<ul style="list-style-type: none">• Freelancing and outsourcing• Fulltime job placement

Each year-end, we are planning to organize **National Skills & Employment Summit** along with all the participants to promote contemporary skills and job placements. Engaging employers and academicians in this event will way forward to walk in the same way. Students will be connected with employers and get to know their current state and where they need to go and finally successfully hold a successful career.

Materials to be provided:

1. Course materials/presentation
2. Infographic CV format
3. Template and tools for Financial Profession
4. File folder, notebook, and pen
5. Certificate will be awarded