

WHO WE ARE

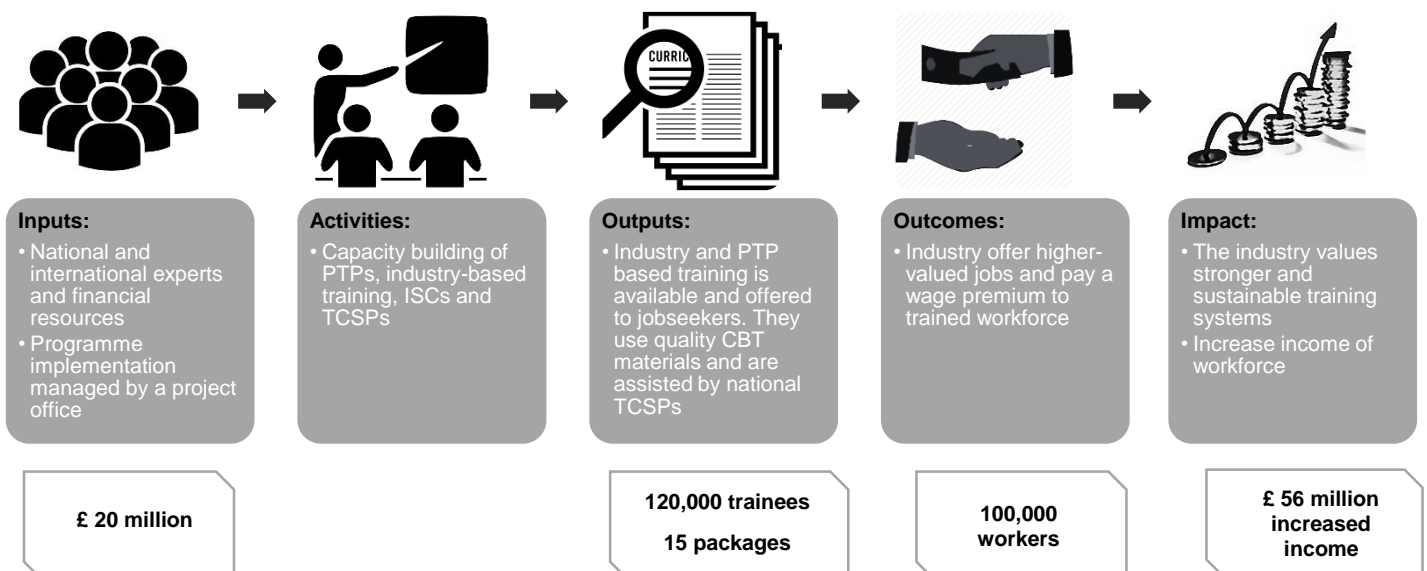
Sudokkho is a five-year skills training and employment programme in Bangladesh funded by UK aid and SDC and implemented by Palladium, in consortium with Swisscontact and British Council in cooperation with the Directorate of Technical Education (DTE), Government of Bangladesh.

Sudokkho tests and scales-up market-driven, quality skills training systems within the readymade garments and construction sectors that will stimulate further investment in training by trainees, private training providers and employers. Sudokkho aims to ensure employment of 100,000 poor people, including women and disadvantaged populations, after successful completion of training through its partnerships with privately owned training service providers (PTPs) and industry-based training (IBT) initiatives. Additionally, it also supports industry skills councils, supports the development of skills training packages that meets the occupational standards of the industry, and supports capacity building of national training consultancy service providers (TCSP) to sustain a long-term development process.

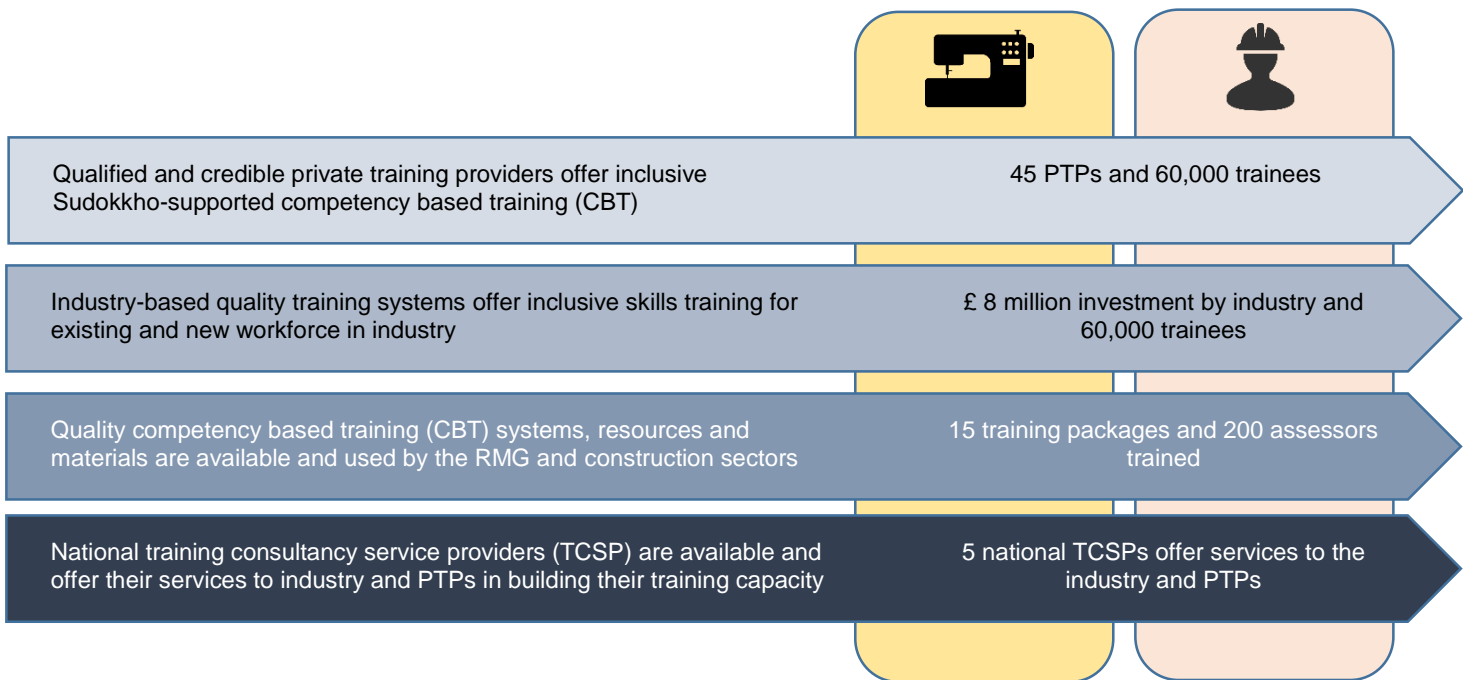
Sudokkho's objective is to reduce poverty through better training and job opportunities for the poor. For this, Sudokkho contributes to a stronger and more inclusive private sector training market creating better job opportunities for the poor.



SUDOKKHO'S THEORY OF CHANGE



SUDOKKHO'S OUTPUTS



PARTNERSHIPS WITH PRIVATE TRAINING PROVIDERS

Sudokkho has partnerships with private training providers/centres/institutions who are registered as “for profit” company, and are already in skills training business providing courses in construction and/or readymade garments occupations. The aim of the partnerships is twofold:

- 1) Build the capacity of private training providers to deliver quality training. This will accelerate the process of becoming a credible training provider for the industry. Capacity building will be by providing training curricula and manuals, providing skills assessment guides, upgrading of essential training tools, aides and equipment, training in school management and managing the quality of learning, training of instructors in training skills, training of instructors in technical skills, support in the development of skills certification and quality assurance system, and facilitate development of gender responsive and socially inclusive training.
- 2) Support the private training providers in becoming a valuable skills-development business partner for the industry. This will stimulate the industry to invest in training and will facilitate linking graduates to employment opportunities. Sudokkho will support each private training provider in its institutional development and organisational strengthening through long-term training and coaching process.

INDUSTRY-BASED TRAINING

Sudokkho's industry-based training (IBT) component provides technical assistance to setup training systems that are owned and managed by the industry. Sudokkho's support will buy-down the risk of identifying and operating skills training and employment initiatives that can have a sector-wide impact and are innovative training systems, different compared to traditional training approaches. Sudokkho works together with private sector employers to develop skills training systems that allow existing or new employees to acquire the skills that lead to employment in higher valued semi-skilled or skilled jobs. The focus of Sudokkho's contribution is on the development of training systems and to capacitate its implementers. Individual IBT projects should have an outreach beyond that of a single employer, and be applicable to a wider scale within the sector.

The IBT projects develop and test the implementation of training systems which methods are designed and tailored to the demand of the industry. There are no financial transactions between Sudokkho, the IBT partners and other industry-based stakeholders. All support from Sudokkho is provided primarily via advisory support and capacity building initiatives.

The type of IBT partners vary according to the different sectors and scope of training systems. Based on Sudokkho's experiences over the first two years of operation, the IBT partners in the readymade garments sector may be brands, retailers, group of manufacturing companies, buying agents, business associations, chambers of commerce or any meso level business organisations. In the construction sector, the partners may be input suppliers, real estate developers, subcontracting entities, business associations, chambers of commerce, industry skills councils or any meso level business organisations.