

Seminar Paper

**The Status, Problems and Prospects of the Technical Vocational Training
(TVT) imparted to the VDP members of Bangladesh Ansar and VDP**

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Abstract

Bangladesh Ansar and VDP is the largest paramilitary force in Bangladesh. Among the 6.3 million members 6.2 million are trained voluntary VDP members and the rests are uniformed General and Battalion ansar members. The VDP members could be transformed into human capital through technical vocational training (TVT). In spite of having potentials, the TVT imparted to the VDP members from 2 VTCs and 3 TTCs of Bangladesh Ansar & VDP cannot meet the demand of the VDP members as well as local or global market demand due to some problems. This study aims at exploring the present status and problems of the TVT imparted to the VDP Members. This study also examines the prospects and way forward of utilizing the prospects of the TVT imparted to the VDP members of Bangladesh Ansar and VDP. This is a qualitative study carried out with primary and secondary data analysis. The primary data were collected through key informant interview (KII) and the secondary data were collected by analyzing different articles, books, websites and relevant published documents. The findings of this study show that the quality of the TVT imparted to the VDP members is not satisfactory and cannot meet the demand of the VDP members as well as the market demand of home and abroad. This study identifies some major problems of the imparted TVT and these are-limited number, capacity, capability and insufficient budget of the VTC & TTC; poor accommodation & food; lack of modern tools & training equipment; lack of skilled trainers; limited trades and some of these are not need based; gap between training provider and job market; and insufficient post training loans. Enormous prospects of the imparted TVT are identified by this study. If the huge number of VDP members could be trained properly they could be self-employed or they could get job with handsome amount in home and abroad as skilled labor or reduce unemployment problem and could contribute to the rural development of our country as human capital. The existing problems of the imparted TVT can be overcome by increasing the number, capacity, capability, quality and budget of the VTC & TTC; introducing more need based training trades, curricula and modern technology through market demand survey; ensuring qualified experienced male and female trainers; establishing good link between training provider and job market in home and abroad; providing enough loans to the trainees and raising awareness among VDP members about the benefit of the training.

Key Words: Village Defense Party (VDP), Technical Vocational Training (TVT), Problems, Prospects, VTC (Vocational Training Center), TTC (Technical Training Center).

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1. Introduction

1.1 Background of the Study

Bangladesh Ansar and Village Defense Party (VDP) is the largest community based paramilitary force in Bangladesh. The force has 6.3 million members. Almost 0.1 million is uniformed regular ansar and 6.2 million are trained voluntary VDP members and almost half of the total VDP members are female (Ahmed 2022a; Bangladesh Ansar and VDP 2022; Banglapedia 2022). Since its inception on February 12, 1948 this auxiliary force has been efficiently working for maintaining law & order and ensuring security to puja, national and local government elections, diplomatic zone, public & private organizations, KPIs, VIPs and coordinating with the field administration to prevent terrorism, militancy, strike, violence, child marriage, rape, teasing and subversive activities at each Upazila/thana, Union, village/ ward levels in all the 64 districts across the country and directly contributing to the socio-economic development of Bangladesh (Ahmed 2021, Ahmed 2022a; Ahmed 2022b; Bangladesh Ansar and VDP 2022). Realizing the reality lately from the developed countries, government and non-government agencies in developing countries like Bangladesh have chosen technical and vocational education and training as an important area to turn their huge population into skilled manpower to enter into national and global market so that they can contribute to socio-economic development (Haolader et al. 2017; Iqbal 2022; Khan et al. 2017). Being a Government agency and having a huge force Bangladesh Ansar and VDP conducts 40 different types of professional, basic and technical vocational training (TVT) programs round the year. More than 3,00,000 members, male and female, are imparted basic and technical vocational training every year (Banglapedia 2022). But after technical vocational training (TVT) VDP members do not get enough loans and support and cannot actively participate or engage themselves in the rural development activities due to lack of policies. Having immense potentials specially the technically trained human resource, the force cannot utilize these potentials properly due to some problems (Ahmed 2020; Ahmed 2021; Ahmed 2022a; Alam 2019). Bangladesh government is trying to identify and solve the existing problems in TVT sector for the huge unemployed population to make them skilled human capital and to utilize their potentials (Iqbal 2022; Khan et al. 2017). Thus, this study is significant and relevant to identify the present status, problems, prospects of technical vocational training (TVT) imparted to the VDP members and the way forwards for utilizing the prospects which may contribute more to the socio-economic development of Bangladesh.

1.2 Problem Statement

Bangladesh Ansar and VDP has nearly 6.3 million members in total which is almost 3.81 % of the total population of Bangladesh. Among them there are 6.2 million trained voluntary members of VDP/TDP (Town Defense Party, the municipal version of VDP), and 50% of them are female and the rests almost 0.1 million is regular uniformed Battalion and General ansar force. In the villages, it has one male VDP Platoon and one female VDP Platoon each comprising of 32 members. At the union level, there is an Ansar Male Platoon and each upazilla has an Ansar Company with 32 and 115 members respectively (Alam 2019; Bangladesh Ansar and VDP 2022). Since its inception, Ansar & VDP members have been involved in public order, socio-economic development and various other activities aimed at reducing poverty and improving living standards. Despite various constraints, Bangladesh Ansar and VDP is working tirelessly to achieve the goals of implementing Vision 2041 and Bangladesh Delta Plan 2100 (Ahmed 2021; Ahmed 2022a; Ahmed 2022b). As most of its members work voluntarily and independently at the local level, no significant studies or investigations have been conducted into the success, failure or impact of their performance (Ahmed 2020). The main potential of Ansar VDP is its 6.2 million technically trained VDP manpower. If this potentiality is utilized and VDP members are trained properly, then they would be able to contribute a lot in case of poverty alleviation, employment creation, human resource development and change of present Bangladesh to a developed one. Notable and recommendable development has been achieved by Bangladesh Ansar and VDP in human resource development providing various realistic and employment generating technical vocational training (TVT) by its 2 Vocational Training Centers (VTC) & 3 Technical Training Centers (TTC) to the VDP members though there are some problems, like capacity of the VTC & TTC, quality of the technical vocational trainings and post training support to the trainees (Ahmed 2022a; Ahmed 2022b; Alam 2019). In Bangladesh number and facilities of technical vocational training centers are not enough and they do not have the standard to meet market demand due to lack of quality trainers, fund and facilities, need based training and communication gap with job market (Haolader et al. 2017; Iqbal 2022). As there is no mentionable study to identify the problems and prospects of the technical Vocational training (TVT) imparted to the VDP members thus, this study was conducted to identify the present status, barriers and prospects of the technical vocational training imparted to VDP members and to find out some ways to utilize these prospects which may contribute more to the rural development of Bangladesh.

1.3 Research Objectives

This study aims to -

- Explore the present status and problems of the technical vocational training (TVT) imparted to the VDP members of Bangladesh Ansar and VDP;
- Examine the prospects and way outs of utilizing these prospects of the TVT imparted to the VDP members of Bangladesh Ansar and VDP.

1.4 Research Questions

The study aims to look at answering the following questions:

- a) What is the present status and problems of the technical vocational training (TVT) imparted to the VDP members of Bangladesh Ansar and VDP?
- b) What are the prospects and how to utilize these prospects more effectively which will ultimately contribute to the socio-economic development of Bangladesh?

1.5 Rationale of the Study

This study argues that having the training capability and the largest trained human resources why Bangladesh Ansar and VDP cannot contribute to that level to the socio-economic development of our country and how it can contribute more (Ahmed 2020; 2022a; Ahmed 2022b). On the occasion of the 42nd anniversary of the establishment of Bangladesh Ansar and VDP, His Excellency President of Bangladesh Md. Abdul Hamid said in his message, since its establishment the force contributing to socio-economic development along with maintaining law and order of Bangladesh (BSS 2022). On the same day Honorable Prime Minister of Bangladesh Government Sheikh Hasina, called on Ansar VDP to work together for more collective development (FE 2022; BSS 2022). Trained VDP members are instrumental in ensuring public safety while accelerating social and economic development in rural areas (BSS 2022; The Business Post 2022). This organization has glorious contribution to the independence of our country, maintaining the law and order, ensuring peace and security to the public/private organizations and person (Bangladesh Ansar and VDP 2022). But this organization needs to explore the problems and prospects of the technical

vocational training (TVT) given to the huge VDP members for contributing to the employment generation and above all for the betterment of our country. It is necessary to identify the problems and to change the subjects/trades of technical vocational training as per the demand of time and business market to make the trainings effective (Morris et al. 2020). To do this, at first it is required to identify the present status, the problems/challenges and the prospects of the technical vocational training imparted to the VDP members. And, then to suggest the ways to utilize these prospects more effectively which will ultimately contribute to the socio-economic development of Bangladesh. Before this study no research was conducted specifically to identify the problems, prospects and the way outs of utilizing the prospects of the technical vocational training (TVT) imparted to the VDP members so that they can contribute more for the development of our rural economy. As this study aims to do that, this study is very important and relevant in the present context of Bangladesh. Moreover, this study findings may help the other organizations like this force, researcher and training centers.

2. Literature Review

Technical and vocational training (TVT) give importance on acquisition and utilization of practical skills, and make people job creator rather than job seeker (Akanbi 2017). It is desirable to make the training relevant to the needs of the society and in that case technical and vocational training fulfill that desire specially in the developing countries with mass unemployment (Akanbi 2017). Technical and vocational training is one of the most important tools of human forces development which ensures skills for trainees to prepare them to enter in the business world or to be self-employed (Seilaneh & Karami 2014). Recipients of technical vocational training acquire practical and applied skills, knowledge and attitude which enable them to secure gainful employment in a particular occupation and to contribute to the socio-economic development of the nation (Audu et al. 2013a; Audu et al. 2013b). Bangladesh Ansar and VDP headquarters plans, organizes and manages different types of technical vocational trainings on different trades on the basis of demand of the locality for 6.2 million VDP members across the country in every fiscal year so that the trainees (VDP) members can get easy access to employment or business world. Bangladesh Ansar and VDP has 2 Vocational Training Centers (VTC) and 3 Technical Training Centers (TTC) to conduct the technical vocational trainings on 12 or more trades, like electrical house wearing, basic

computer, mobile phone servicing, fridge & air conditioner repair, sewing & fashion design, motor driving, karuponno, plumbing & pipe fitting, constructing and painting, tiles setting, masonry & rod binding, welding, 4g training, and auto mechanic for the VDP members across the country and these trainings courses are certified by Bangladesh Technical Education Board (Bangladesh Ansar and VDP 2022; Bangladesh Ansar and VDP 2021-2022,p.76-94; Alam 2019). These technical vocational trainings are very important for making the VDP members as skilled manpower who are contributing a lot for rural development of Bangladesh (Alam 2019). Bangladesh Ansar and VDP conducts various skills development trainings and activities day after day to train and socialize the members of the organization and it has trained its VDP members in social awareness, women empowerment, employment at home and abroad, leadership practice, technical and professional sectors (Alam 2019; Lutfar 2017). It is believed that the organization has micro and macro impact on socio-economic development through training and counseling by improving lives of VDP members at rural areas of Bangladesh since its inception (Alam 2019; Lutfar 2017). In addition to providing peace & security and maintaining law and order with the largest human resources currently Bangladesh Ansar and VDP focus on socio-economic development, which is closely related to order, discipline and training. After receiving various technical vocational trainings like poultry farming, fishing, nursery, carpentry, welding, tailoring, knitting, weaving and many more and availing loans from Ansar VDP Unnayan Bank the VDP members engage in quality income that brings productivity and profitability, which ultimately benefit them and contribute to poverty reduction as well as to socio-economic development of the country (Ahmed 2021; Ahmed 2022a; Ahmed 2022b).

Bangladesh Ansar and VDP has huge potential to solve any problem of socio-economic development, law and order, efficient human resource development and human security of the marginalized people of Bangladesh (Ahmed 2022a; Ahmed 2022b). But if the great promise and potential of Ansar VDP are appreciated and utilized in our nation-building activities and the VDP members are properly trained, they can contribute immensely to prosperity, especially in anti-poverty programs, employment generation, human resource development and development activities (Ahmed 2020; Alam 2019). Since almost all the members of VDP work voluntarily and individually at the village/grassroots level, no significant research/survey has been done to determine the feasibility, success or failure, impact of their work, or how to use its potential/opportunity to contribute more towards the socio-economic development of our country

(Ahmed 2021; Ahmed 2022a; Ahmed 2022b). If enough loans are arranged by the Ansar VDP Unnayan Bank to the VDP members after successful completion of their technical vocational trainings this will help them to be self-employed and to contribute to the rural development our country. But no mentionable review or study or research has been conducted to evaluate the problems and prospects of these skill development technical vocational training (TVT) of VDP members till today (Alam 2019). Being a traditional system technical vocational training sometimes fails to meet the ever-changing needs of the learners and business market. For that reason, identifying the problems and prospects, new training approaches/trades and designs are introduced in many developed and developing countries for training effectiveness and improvement of individual skills (Morris et al. 2020). Existing literature further aims to provide information on how VDP members having technical trainings are contributing despite having many limitations/problems, what are the prospects of these technical trainings and how the challenges can be solved for the betterment of the VDP members which will ultimately contribute for the rural development of Bangladesh. As no mentionable work is done on this issue, this study aims to identify the problems and prospects of the technical vocational training (TVT) imparted to VDP members and the way outs of these problems.

3. Research Methodology

Research methodology is the process of conducting the study following scientific methods and styles with an aim to find out the solution of the research problem (Kothari 2004). To reach at substantial research findings a researcher is required to identify and implement relevant specific methods and strategy (Mouton & Marais 1992). There are different stages of research method called ‘Research Process Onion’, such as research philosophy, methodological choice (research approach, methods), research strategies, techniques and procedures, time horizon (Saunders & Tosey 2017; Saunders et al. 2009). The onion process which was followed in this research has been explained and described below:

3.1 Research Philosophy

The philosophical issues of research are connected to the ontological and epistemological views of the world (Bryman & Bell 2015). The main ontological positions or paradigms are objectivism, subjectivism (Bryman 2012) and epistemological philosophies/paradigms are positivism,

interpretivism, realism and pragmatism (Saunders et al. 2009). The interpretivism paradigm and qualitative method make enable the researchers to reveal further depth of a particular social context through seeking experiences and perceptions (Alharahsheh & Pius 2020). This research followed interpretivism as research philosophy.

3.2 Research Approach

Research is based on research approach (Collis & Hussey 2014). The main approaches to research are deductive and inductive approach. The deductive approach uses quantitative method or a hypothetic deductive method where numerical terms are used in collection and analysis of data (Easterby-Smith et al. 2008). In inductive approach, qualitative method is used where non-numerical terms are applied for collection of qualitative data through interviews and in analysis (Weathington et al. 2012). An inductive approach was followed in line with the purpose of this research.

3.3 Research Method

There are two research methods, quantitative and qualitative method (Brymen & Bell 2015). In qualitative method, research focuses on theoretical aspects and data is collected and analyzed in a qualitative manner and in quantitative method, research focuses on quantitative aspects and data is collected and analyzed in a numerical manner. This research was conducted based on empirical method. The term ‘empirical’, which denotes ‘knowledge based on real world observations or experiment’, is used here to describe field-based research that uses data collected from natural settings (Flynn et al. 1990). Empirical research uses both qualitative and quantitative methods of data collection. A qualitative method was considered more appropriate for this study in order to satisfy the objectives of this study and realize the intrinsic reasons of the research questions. Key informants from the most relevant participants were interviewed to identify the nature of the problem and suggest solution through inductive method.

3.4 Research Strategy

Research Strategy is the technique of obtaining the data for the research. Data can be collected from either primary or secondary sources based on objectives and aims of the research (Bryman 2012). Data can be obtained through the methods of experiments, case studies and surveys (Adams

et al. 2007). Both the primary and secondary data were used and analyzed in this study. Because of the objectives, this research requires qualitative data. Quantitative data are collected through Questionnaire survey, secondary data (numeric) and Qualitative data are collected through Interview, Observation, Focus Group Discussion, Key Informant Interview etc (Cassell & Symon 2011; Holley & Colyar 2009; Toladata 2022). Due to nature of this study data were collected through Key Informant Interview (KII) with a semi structured questionnaire.

3.5 Techniques and Procedures of Data Collection and Analysis

Key informant interviews involve interviewing a select group of individuals who are likely to provide needed information, ideas, and insights on a particular subject (Kumar 1989; Jha 2011). In this study, Key Informant Interview (KII) was chosen as a mode of data collection to get more relevant and accurate information relevant to satisfy the research questions designed for this study and which supports the research to provide effective suggestions and recommendations for a better solution. Key informant interviews were taken following purposive sampling technique to identify the potentials and challenges of technical vocational training (TVT) provided to VDP members of Bangladesh Ansar and VDP and the way forwards to utilize the prospects for contributing more to the socio-economic development of Bangladesh. As this research focuses on prospects and challenges of the TVT imparted to the VDP members of Bangladesh Ansar and VDP, data were collected through key informant interviews (KIIs) with a semi structured questionnaire from the officials of the Bangladesh Ansar and VDP headquarters; District level officers of Dhaka and Manikganj District; Concerned officers of VTC (Vocational Training Center), Nawabganj, Dhaka out of total 2 VTCs and Officer-in-Charge of TTC (Technical Training Center) Manikganj out of total 3 TTCs; one Upazila Ansar VDP Officer from Savar Upazila, Dhaka district and one Upazila Ansar VDP Officer from Manikganj Sadar Upazila, Manikganj district. Besides VDP members from Dhaka and Manikganj district who have received different types of technical vocational trainings and working at grassroot level were included in the research. Secondary data were collected from different articles, books, websites and relevant published documents. Thematic analysis is an increasingly popular approach to qualitative research where the researcher tries to find out something about people's opinions, knowledge, views, values and experiences from a set of qualitative data (Braun & Clarke 2012; Castleberry & Nolen 2018; Coulfield 2019; Holley & Colyar 2009; Victoria 2006). Thus, thematic analysis technique was followed in analyzing

qualitative data in this research. Directorate of Ansar and VDP works under the control of Public Security Division, Ministry of Home Affairs. As the researcher is working as a Deputy Secretary at Public Security Division under Ministry of Home Affairs and looks after the affairs of Directorate of Ansar and VDP, thus this research is very much relevant with the researcher. Ethical issues were maintained in this research.

3.6 Summary of Methodology

This study followed interpretivism philosophy, inductive approach, qualitative method, purposive sampling technique, key informant interview as a mode of data collection from selected group of individuals and thematic analysis technique for data analysis. The findings of this research might be helpful for Bangladesh Ansar and VDP, further research, technical vocational training centers and other force or organization like Bangladesh Ansar and VDP.

4. Data Collection, Limitations, Data Analysis and Findings

Both the primary and secondary data were used to conduct this study. Primary data were collected through key informant interview (KII) from limited number of key informants due to time constraint. Before conducting the interviews, participants were informed about the aims and nature of the study. For few participants the data were transcribed from Bengali to English. Secondary data were collected from different articles, books, websites and relevant published documents. Thematic analysis, a prominent qualitative data analysis method (Caulfield 2019; Braun & Clarke 2012; Victoria 2006) was used in this study. The details of the key informant interview, the limitations of this study, data analysis and findings are described below-

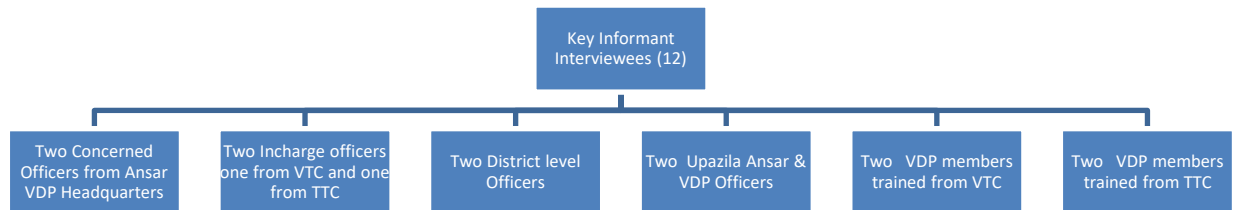
4.1 Key Informant Interview

This research chooses key informant interview (KII) through a more commonly used semi structured questionnaire (set questions with scope for follow ups and free discussions) as a mode of data collection. According to Kumar (1989, p. 1) key informant interviews involve interviewing a select group of individuals who are likely to provide needed information, ideas, and insights on a particular subject. Key informant interviews (KII) are qualitative in-depth interviews with

people who are well placed to provide first -hand insights into the subject matter (Jha 2011; Kumar 1989; Toolkit 2022; UCLA 2022). The purpose of key informant interviews is to collect information from a wide range of people including community leaders, professionals, or residents—who have firsthand knowledge about the community. These community experts and professionals with their particular knowledge and understanding, can provide insight on the nature of problems and give recommendations for solutions (Jha 2011; Toolkit 2022; UCLA 2022). The followings are two common techniques used to conduct key informant interviews: Telephone Interviews, Face-to-Face Interviews (UCLA 2022). The data of this study was collected from the key informants following face-to-face interview technique with a semi structured questionnaire. The key informants helped the researcher to provide detail information. Because of the nature of the research, the researcher identified a set of issues to be explored during its process of interview. It was flexible, responding to the direction in which the participants took it, with adjustments to the emphases of this research because of significant issues that emerged during interviews. Participants were encouraged to talk freely and give their opinions and evaluations of the problems and prospects of the technical vocational training (TVT) given to the VDP members of Bangladesh Ansar & VDP and to suggest how to overcome the problems and utilize the prospects for betterment of our country.

Some 12 (twelve) key informant interviewees were selected based on the research relevancy and their experience with the research topic. As this research focuses on problems, prospects and the way forward to overcome the problems of the technical vocational trainings imparted to the VDP members of Bangladesh Ansar and VDP, thus this research selected Bangladesh Ansar and VDP headquarters, Dhaka and Manikganj district as research area. Because Ansar and VDP headquarters plans, design and supervise the technical vocational trainings (TVT) held under its 2 (two) Vocational Training Center (VTC) one in Dhaka, another in Gazipur and 3(three) Technical Training Centers (TTC) located at Manikganj, Jamalpur and Dinajpur district. The key informants interviewees were 2 (two) technical vocational training concerned officers from Ansar and VDP headquarters; 2 (two) district level officers from Dhaka and Manikganj district; 2(two) concerned officers of VTC and TTC where 1(one) Officer-in-Charge of VTC, Nawabganj, Dhaka and one Officer -in-Charge of TTC, Manikganj; Two Upazilla Ansar and VDP officers- one from Savar Upazila and one from Manikganj Sadar Upazilla as they directly supervise the VDP members at

grassroot level; and 4 (four) VDP members where 2(two) of them received different types of TVT from VTC, Dhaka and 2(two) received TVT from TTC, Manikganj and working at grassroot level.



The above figure shows the 6 (six) groups of participants- Officers concerned from Ansar and VDP headquarters, officers from VTC and TTC, District level officers, Upazilla Ansar and VDP Officers, VDP members trained from VTC and TTC. Two participants were selected from each group.

4.2 Limitations of this study

Data were collected from twelve key informants due to time constraint. The number of participants is enough for KII. Still, extensive research could be done, and a more precise conclusion could have been drawn from a wide range of samples. Besides, it may be difficult to tell how reliable a person's responses are. People may not quite understand questions, may have unique opinions about a topic, or may simply tell what they think the researcher want to hear or try to protect their own interests. The data collected reveals that VDP members were less willing to talk about the problems. Upazilla Ansar VDP Officers were also cautious about providing information. There were some differences among the key informant interviewees in providing the data. Furthermore, the research is committed to ensure the privacy of the participants and use coding to analyze data.

5. Data Analysis and Discussion: Understanding Problems and Prospects of the TVT & Way Forward in Utilizing the Prospects

Data analysis in qualitative research consists of preparing and organizing data for analysis, then reducing these into themes through a process of coding and condensing, and finally representing the data in figures, tables, or a discussion (Creswell et al., 2007). This research used thematic analysis to identify concepts and explore the relationships among them. Researcher collected data from six types of participants which included relevant government officers and voluntary VDP members having technical vocational trainings. The twelve participants were more than thirty years old. They were asked about the overall situation of the technical vocational training imparted to the VDP members. Emphasis was given on identifying problems, prospects and how to overcome the problems and utilize the prospect of the technical vocational training given to the VDP members of Bangladesh Ansar and VDP. The table-2 provides a brief overview of the participants who took part in the key informant interview process and their work experience. Coding is used to identify the participants.

Table 2: An overview of participants (Key Informant Interviewees)

Sl. No.	Participants	Relevant experience	Code
1.	Director, Ansar and VDP Headquarters	More than 12 years	1.1
2.	Assistant Director, Ansar and VDP Headquarters	More than 4 years	1.2
3.	Officer-in-Charge of VTC, Dhaka	More than 10 years	2.1
4.	Officer-in-Charge of TTC, Manikganj	More than 14 years	2.2
5.	District Commandant, Dhaka	More than 11 years	3.1
6.	District Commandant, Manikganj	More than 11 years	3.2
7.	Upazila Ansar and VDP Officer, Savar, Dhaka	More than 29 years	4.1
8.	Upazila Ansar and VDP Officer, Manikganj Sadar	More than 4.5 years	4.2
9.	VDP members trained from VTC, Dhaka	Self-employed 4 years	5.1
10.	VDP members trained from VTC, Dhaka	Self-employed 3 years	5.2
11.	VDP member trained from TTC, Manikganj	Self-employed 2.5 years	6.1
12.	VDP member trained from TTC, Manikganj	Self-employed 3 years	6.2

A number of dominant patterns/themes emerged from the collected data. Theme-based discussion and analysis is provided below.

5.1 Issues Related to Technical Vocational Training (TVT)

One of the objectives of this study was to explore the present status and problems of the technical vocational training (TVT) imparted to the VDP members of Bangladesh and Ansar VDP. There are some differences among the participants regarding the present status and nature of the problems of the technical vocational trainings imparted to the VDP members. But almost all the participants agreed that the existing number and capability of VTC & TTC is not enough and it is necessary to establish at least one VTC or TTC at every division so that the trainees can easily get the training from the nearest training centers; logistic supports, training facilities and quality of the training are not satisfactory and training on more new different trades like- free lancing, ICT, modern agriculture & fisheries, motor vehicle maintenance, IPS maintenance are required to introduce and some outdated trades are needed to change to meet the demand of the local and global market. Among 6(six) types of participants only two participants 2.1 and 3.2 said that the number and capability of the existing VTC and TTC is good enough as a limited number of VDP members are interested to take part in the training. They also said that existing trades are enough, need based and fulfill the demand of time and they emphasized on increasing the number of participants.

Though there are differences of opinion among the interviewees regarding the nature of the problems but all the interviewees said there are some common problems of the technical vocational trainings imparted to the VDP members of Bangladesh Ansar and VDP. According to the interviewees the main problems/challenges/difficulties of the technical vocational training (TVT) are- poor accommodation, food and sanitation; lack of modern training tools, technologies & logistic support; limited number of trades; no mentionable analysis/survey of market demand; lack of need based trades and offered trades are not enough to meet the local & international labor market; gap between the training centers and job placement; insufficient skilled and experienced trainers/instructors; lack of female instructor for female trainees; post training insufficient financial support for self-employment/business; poor daily allowance and transport allowance to the trainees; mostly theory based training; lack of training friendly environment, insufficient budget and funding for VTC and TTC; limited number of trainees due to lack of awareness about the benefit of TVT; and poor medical facilities. Only interviewee 6.2 said that the trainees do not face

any major problems during the training. Most of the interviewees put emphasis on the problems of accommodation & food; insufficient budget and logistics support; lack of modern training tools/instruments; limited number of need based trades; lack of qualified and experienced trainers/instructors; job placement after training; insufficient financial support after training and poor training allowance to the trainees.

5.2 Examining the Prospects Relating to Technical Vocational Training (TVT)

Second objective of this study was to examine the prospects and way forwards of utilizing the prospects of the technical vocational training (TVT) of the VDP members of Bangladesh Ansar VDP. All the interviewees from 1.1 to 6.2 said that there are huge prospects of technical vocational training imparted to the VDP members. No interviewees disagree with this issue. What they said about the prospects of the technical vocational training are the huge human resource (almost 6.2 million) of the VDP members, the trained VDP members can be self-employed/self-dependent easily or they can go abroad and earn more foreign remittance compared to non-trained and unskilled manpower or can start training related business. TVT make the VDP members skilled, efficient and reduce unemployment problems. After training the VDP members get related job or become self- employed and can play a vital role for their family which will increase their standard of living and their social status. Properly technically trained VDP members turn into human capital rather than burden and can contribute to the rural development as well as socio-economic development of Bangladesh.

5.3 Addressing the Problems of TVT for Utilizing the Prospects

Different interviewees suggested different ways for solving the problems/challenges of the technical vocational training (TVT) imparted to the VDP members of Bangladesh Ansar and VDP. Participants 1.1 and 1.2 suggested some measures to take to solve the problems of TVT and for ensuring quality TVT for the VDP members, and these are- increasing the number of modern & need based trades; infrastructural development of VTC and TTC creating separate entity of the VTC & TTC by incorporating in the TO&E; ensuring qualified and experienced trainers/instructors; providing sufficient financial and logistic support to VTC & TTC; ensuring practical based training rather than theory based; providing quality accommodation & food; selecting trades, bringing change in the curricula and providing training on the basis of

comprehensive analysis of the demand job market; and proper evaluation of after training effect. In addition to the suggestions of 1.1 & 1.2, participants 2.1 and 2.2 suggested for- facilitating the trainees to be oriented with the job market/job placement; updating the syllabus time to time and ensuring more practical exams; ensuring after training follow up and providing necessary support especially financial support/loans from Ansar VDP Unnayan Bank. Besides these, participants 3.1 & 3.2 emphasized for increasing training budget of the VTC & TTC and daily & transport allowance of the trainees. With others participants 4.1 & 4.2 opined for establishing more VTC & TTC in different areas of the country so that the poor VDP members can easily get training and feel better and modernizing and improving the training facilities of the VTCs & TTCs. Participants 5.1, 5.2, 6.1 & 6.2 suggested some measures in addition to those mentioned above are- raising awareness among the VDP members about the importance and necessity of the TVT; providing qualified female trainers for female trainees; ensuring more practical classes with modern equipment; and applying strict monitoring systems in VTC & TTC.

Among the participants most of them suggested for taking some common measures to overcome the problems/challenges of the TVT imparted to the VDP members. These are- introducing modern and need based training trades; ensuring qualified experienced trainers/instructors; facilitating job placement of the trainees in home and abroad; establishing closer link with the industrial organizations; conducting job market demand analysis and accordingly formulate the training curriculum; infrastructural development of the VTCs & TTCs and establish more VTC & TTC at least at every range/division; ensuring quality food and accommodation; providing adequate budget and modern training tools & equipment to VTCs & TTCs to adapt the challenges and to take the benefit of the Fourth Industrial Revolution (4IR); putting importance on practical classes rather than theoretical; ensuring more practical exams and strict monitoring of the training activities and providing post training support through loans from the Ansar VDP Unnayan Bank or job at the related field.

6. Summary of the Findings

Overall findings of this study are-

- The present status of the technical vocational training (TVT) imparted to the VDP members of the Bangladesh Ansar and VDP is not satisfactory and TVT cannot meet the demand of

the VDP members as well as the market demand in home and abroad. Officers of Bangladesh Ansar VDP headquarters, officers assigned at the VTC & TTC, district and field level authority of the VDP members and even the VDP members trained from VTCs & TTCs are not satisfied with the capacity, capability, training quality of the VTCs & TTCs due to many reasons. They all agreed that the capacity, capability and quality of the VTC and TTC need to be increased.

- The main problems of the TVT provided to the VDP members are- limited number, capacity and capability of VTC & TTC; poor accommodation, food and sanitation; lack of logistic support, training facilities and modern training tools & equipment; lower quality of the TVT; limited number of trades & among the offered trades all are not need based; theory based training; job placement; absence of market demand survey/analysis; lack of skilled and experienced trainers/instructors; inadequate female instructors for female trainees; insufficient budget for the VTC & TTC; insufficient daily allowance and transport allowance for the trainees; insufficient post training loans; lack of training friendly environment; VDP members are not aware about the benefit of the TVT and less interested to take the training; and limited number of trainees.
- The prospects of the TVT imparted to the VDP members are huge human resources (almost 6.2 million) of the VDP members. Technically trained VDP members can be self-employed or can get job with handsome remuneration easily or they can go abroad as skilled labor and earn more foreign remittance than less skilled labor or can reduce unemployment problems. The trained VDP members can turn themselves into human capital and can contribute to rural development of Bangladesh.
- This study suggests some way forward to overcome the problems. These are- increasing the number, capacity, capability & quality of the VTC & TTC; ensuring infrastructural development and training friendly environment providing adequate budget to the VTC and TTC; introducing modern technology, training equipment & tools; ensuring qualified experienced trainers/instructors; providing reasonable training allowance; identifying the demand of job market through survey/analysis and accordingly introduce the need based training trades and curriculum; ensuring job placement in home & abroad; providing enough loans to the trainees and raising awareness among VDP members about the benefit of the technical vocational training (TVT) imparted to them.

7. Conclusion

About 6.2 million voluntary VDP members, a big part of the total population is having poor skill and competency for modern technology-based job market at home and abroad which is one of the major constraints for achieving economic growth. The quality of the technical vocational training (TVT) imparted to the VDP members through VTC & TTC of Bangladesh Ansar and VDP is also poor and not up to the mark to meet the demand of the market due to many reasons. Thus, the objectives of this study are to identify the problems, prospects and way forward to overcome the problems of utilizing the prospects of TVT imparted to VDP members. To solve the existing problems of the technical vocational training imparted to the VDP members and to make the training effective and market demand driven, the responsibility lies with the government. Government should utilize the demographic advantage by applying the right kind of strategy putting importance on the technical vocational education and training in line with the Fourth Industrial Revolution (4IR) to be a developed nation by 2041. If the identified problems are solved with the coordinated efforts of the government, private organizations, development partners and civil society, the huge VDP members would be able to make them skilled and to contribute to his family, society as well as to the socio-economic development of Bangladesh

7.1 Recommendations

In light of this study findings to make the technical vocational training (TVT) imparted to the VDP members effective and market demand driven a few recommendations are mentioned below-

1. Technical Vocational Training (TVT) for the VDP members should be formulated on the basis of National Skill Development Policy;
2. Establish at least one VTC at every range or division and one TTC at every district with latest technology, infrastructure and skilled human resources considering the huge 6.2 million poor VDP members where half of them are female;
3. Ensure quality food, accommodation, training friendly environment, enough training allowance for trainee VDP members and trainers/instructors;
4. TVT should be made more need based and market driven in nature;
5. Quality of the TVT should be maintained in a planned way;

6. Adequate budget and funding for VTC & TTC would be good investment towards human resource development;
7. Appropriate research and study should be conducted to design proper TVT system;
8. Systematic professional development of TVT trainers/instructors;
9. Acquisition of up-to-date equipment and tools should be ascertained;
10. TVT system should keep pace with technological advancement and use of appropriate technology in line with 4IR (Fourth Industrial Revolution);
11. Partnership between enterprise and training provider should be encouraged;
12. Find out the way outs and make arrangements to send the technically trained VDP members to international labor employment market with minimum cost as skilled remittance earners;
13. Establishing closer link among VTCs, TTCs and employment sectors in home and abroad;
14. Providing enough loans to the deserving trained VDP members to be self-employed through Ansar VDP Unnayan Bank or other banks without security;
15. Ensuring gender friendly environment in VTCs & TTCs to promote and encourage women VDP members participation in TVT;
16. Ensure industrial organization's engagement to participate in the formulation of training curricula of VTCs & TTCs and to certify the competencies;
17. More arrangement for counselling, awareness building and guidance to TVT;
18. Change the mindset of the VDP members, the community and stakeholders about TVT;
19. TVT for VDP members should be recognized as an investment not as a cost considering the well-being of the huge VDP members and their family, reducing unemployment problem, enhanced productivity and socio-economic development in the long run.

8. Action Plan for Implementation of the Recommendations

An action plan for implementation of the important recommendations of this study is given below. If these recommendations are implemented the rests will be implemented automatically.

Action Plan for Implementation of the Recommendations

Sl. No.	Action Required	People/Organizations Involved	Time-line	Resources Required
1	Technical Vocational Training (TVT) for the VDP members should be formulated on the basis of National Skill Development Policy×	Public Security Division (PSD)- MoHA, Bangladesh Ansar & VDP	6 months	Existing HR FR- Tk. 5 lacs
2	Establishing one VTC at every Division & One TTC at every District with latest technology, infrastructure & skilled human resources	PSD, MoPA, MoF, Planning Division/Com., Bangladesh Ansar & VDP,	8 years	HR- VTC- $50 \times 7 = 350$, TTC- $30 \times 61 = 1830$ FR- $7 \times 100 = \text{Tk. } 700$ crore $61 \times 80 = \text{Tk. } 4880$ crore Total- Tk. 7010 crore & HR-2180
3	Adequate budget and funding to VTCs & TTCs specially for technological advancement in line with 4IR & including others	PSD, MoF, Bangladesh Ansar & VDP	Every Year	FR- VTC- $8 \times 12 = 96$ crore; TTC- $10 \times 64 = 640$ crore Total-TK 736 crore

4	Research & Survey	PSD, MoF, Bangladesh Ansar & VDP,	Every Year	FR- 1 crore (for all VTC & TTC)
5	TVT should be made more need based and market driven in nature	PSD, Bangladesh Ansar & VDP,	6 months	For existing 2 VTC at Dhaka Div. & 3 TTC at 3 Districts FR- 5 crore
6	Development of the Trainers/Instructors	PSD, MoF, Bangladesh Ansar & VDP	Every Year	FR- 3 crores (for all VTC & TTC)
7	Establishing closer link among VTCs, TTCs and employment sectors in home and abroad	PSD, MoFA, MoC, MoI, MoEWOE, Bangladesh Ansar & VDP	Every Year	Existing HR; FR-1 crore (for all VTC & TTC)
8	Providing enough loans to the deserving trained VDP members	PSD, MoF, Ansar VDP Unnayan Bank or other banks without security	Every Year	Existing Capacity
9	Awareness building of the VDP members about the benefit of TVT	PSD, MoF, Bangladesh Ansar & VDP	Every Year	FR- 5 crores (for all VTC & TTC)

Acronyms-PSD- Public Security Division; MoHA- Ministry of Home Affairs; MoPA- Ministry of Public Administration; MoF- Ministry of Finance; MoFA- Ministry of Foreign Affairs; MoEWOE-Ministry of Expatriates Welfare and Overseas Employment; MoC- Ministry of Commerce; HR- Human Resources; FR- Financial Resources; VTC-Vocational Training Center; TTC- Technical Training Center.

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