

## Private Sector Engagement in Skills Development in South Asia



EU VET Toolbox Regional Seminar  
11-13 December 2019, Kathmandu, Nepal

*Post-Implementation Report*





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## Executive summary

The British Council delivered an EU VET Toolbox regional seminar on 'Private Sector Engagement in Skills Development in South Asia' on 11-13 December 2019 in Kathmandu, Nepal. This by-invitation event was limited to 60 delegates and brought together key stakeholders from policy and practice, including employers, from across the region and beyond to explore shared challenges and practical solutions to engaging employers in skills development.

The event reflected and addressed core priorities of the South Asian region in engaging the private sector in skills development. It covered a wide range of areas including the current and emerging megatrends impacting on skills, effective mechanisms and ways of incentivising employer engagement, institutional capacity building, parity of esteem, training for local export markets, the relationship between skilling staff and business success, modern apprenticeships, career pathways and life skills, as well as the importance of international collaboration and exchange in order to find solutions to the common challenges.

The seminar was highly stimulating and delivered a range of positive outcomes, including improved understanding of challenges and approaches to private sector engagement in skills development in the region; improved collaboration and shared learning between the countries in the region; improved understanding of stakeholders about the VET Toolbox and how to engage with it; enhanced relationships between and with key stakeholders; and the development of a successful model for delivering future regional seminars.

The formal and informal feedback received was highly positive (the formal scoring by delegates delivering near-perfect satisfaction rates against all indicators). From the anonymous feedback provided, delegates greatly valued the chance to share experience with counterparts from within South Asia; the chance to hear about successful models from the UK; the calibre of delegates attending (including employers from across the region) and their engagement throughout the event; the quality of the input sessions; the ring-fenced discussion time; and the professionalism of the event management.

The success of the event was down to a combination of factors including: a realistic preparation timeline; thematic design and programme content relevant to the priorities and developments in the region; regional ownership of the event; expert and varied

**100**

*Percentage of delegates agreeing or strongly agreeing with the statement:*

**'The seminar addressed current national/regional/local issues and needs.'**



contributors; sufficient time for discussion; excellent and varied employer visits; and strong event management. The key suggestions for enhancements were better addressing of the inevitable numerical dominance of delegates from the host country; inclusion of young people; and inclusion in the seminar of all institutions visited.

The next steps centre on building on the success of the event to pave the way for VET Toolbox support requests from the region, leading to future VET Toolbox interventions to address priority needs.



## Overview

On 11-13 December 2019 at the Yak 'n' Yeti Hotel in Kathmandu, Nepal, the British Council delivered an EU VET Toolbox regional seminar on 'Private Sector Engagement in Skills Development in South Asia'.

Bringing together 60 employers, policy makers, representatives from sector skills organisations, education leaders and EU representatives from Nepal, Bangladesh, India, Pakistan and Sri Lanka, as well as Europe and Africa (the full delegate list is included in Annex I), the seminar focused on exploring shared challenges and practical solutions to engaging employers in skills development.

The event had five specific, inter-related objectives:

- To share knowledge about, and approaches to, private sector engagement in VET in South Asia and provide a global perspective on the current opportunities and challenges for private sector engagement in skills development
- To support improvements in policy and practice to strengthen the role of employers in skills development in the region
- To showcase appropriate international and regional expertise
- To forge relationships with and between key stakeholders in the region to support improvement of private sector engagement in skills development, including through transnational cooperation
- To showcase EU VET Toolbox project achievements to date and build engagement in South Asia with the project.

The seminar combined expert presentations - including a keynote from Dr Ligaya L Dumaoang, Skills and TVET Specialist at the International Labour Organisation (ILO) – two panel sessions (one focussing on the policy-makers' perspective, the other on that of employers), case studies from VET Toolbox interventions in Pakistan and Uganda, discussion

*This regional seminar was a highly valuable experience, allowing us to share and explore practical examples of what works to overcome skills development challenges – challenges that are often very similar from country to country. It was particularly useful to have the opportunity to discuss issues with counterparts from other countries in South Asia. These countries have a great deal to learn from each other but usually most projects don't provide this opportunity. I think it's quite far-sighted of the VET Toolbox to build this in.*

**Saadia Ainuddin,  
Development Adviser,  
EU Delegation to  
Pakistan**

sessions, visits to employers and planning time. (The full programme is included in Annex III.)

This was the first EU VET Toolbox regional seminar the British Council has delivered and it served as a pilot for potential future events.

The purpose of this document is to capture the key themes that emerged; set out the achievements of, and the learning points from, the event; and detail the next steps.





## Key themes

While the input and discussions over the two-and-a-half days inevitably covered considerable ground, a number of key themes emerged that reflect core priorities of the South Asia region in the field of private sector engagement in skills development:

- Megatrends impacting on skills development and country responses to the new opportunities and challenges. Primary amongst these megatrends were technological developments, perhaps most significantly Industry 4.0; changing demographics globally; the green economy and sustainability; complex labour markets, including informal economies; and the emergence of new business markets
- Ways of incentivising employers as key players and drivers of skills development and the importance of adopting approaches tailored to specific national contexts
- The importance of appropriate institution-building in South Asia and the considerable progress that has been made in this area in the last few years
- The need to consider national and regional cultural factors, particularly concerning parity of esteem
- The particular training context in the South Asia, including volume of training for the local export market in the region
- Evidencing, and building awareness of, the relationship between skilling staff and business success as a vehicle to building private sector engagement in skills development
- The role of modern apprenticeship initiatives in engaging employers in skills development and building fit-for-purpose workforces
- Career pathways, and in particular, the importance of providing high quality careers guidance and information from school level onwards

*British Council's convening power is considerable and this seminar was an excellent example of that: they brought together the right people from across South Asia to address one of the most pressing challenges facing the region. It was an outstanding seminar in its design, content, delegates and organisation. I learned a lot and was happy that I went.*

**Syed Nasim Manzur,  
Managing Director,  
Apex Footwear Ltd.,  
Bangladesh**



- The importance of developing core life transferable skills in the current and future workforces alongside technical skills
- The value of international collaboration in the area of employer engagement, particularly collaboration between South Asian countries, which share similar contexts and challenges.

## Outcomes and Achievements

By any standards this was an extraordinarily successful event, surpassing all prior expectations. The seminar delivered the following outcomes:

**100**

*Percentage of delegates agreeing or strongly agreeing with the statements:*

**‘My knowledge about Private Sector Engagement in Skills Development has improved due to the seminar.’**

**‘My network has expanded due to the seminar.’**

**‘I felt the organisations delivering the seminar are knowledgeable about the subject matter.’**

**‘I would recommend participating in such Toolbox seminars to others.’**

- Improved understanding of challenges and approaches to private sector engagement in skills development in South Asian countries
- Established new/closer ties between stakeholders in South Asian countries and between those stakeholders and the VET Toolbox
- Provided a model for successfully delivering future regional seminars
- Improved understanding amongst stakeholders of the VET Toolbox and how to engage with it.

In regard to the latter point, it was agreed that follow up meetings with in-country British Council representatives, and key

in-country stakeholders as appropriate, would be held in early 2020, with a view to paving the way for VET Toolbox support requests. Interventions that emerge from these requests would be seen as a further outcome of the seminar (see below).

The feedback from participants was extremely positive, testifying to the concrete achievements of the seminar. From the evaluation form and the accompanying plenary discussion session, the participants particularly appreciated the following:

- The opportunity to share experience with counterparts from within South Asia. This was a rare opportunity for many of the participants and was valued above everything else.



- Having the right people in the room, including employers from across the region – their participation was particularly important and encouraging at an event focussed on engaging the private sector in skills development.
- Related to this, the quality and range of the presentations and panel sessions, with participants particularly appreciating the keynote presentation on megatrends, ‘Skills development for the digital global economy’ by Dr Dumaoang from the ILO, and the employer’s panel discussion on ‘Employers’ role in skills development: Main barriers and critical enablers’.
- The skilled chairing and strong timekeeping, which helped ensure that time for discussion was protected and utilised to the full.

Twenty-nine delegates completed the evaluation form, which had 12 sliding-scale questions. Of the 29 delegates, 100% responded positively to nine questions and 97% positively to the remaining three questions. (Full details of delegate feedback are included in Annex II.)

*This regional seminar provided very inspirational exchanges for all participants. The diversity of voices was a clear forte of the event. The employer input was especially valuable. The active contributions of all the participants during the different parts of the seminar were a very good indication of the relevance of the content and the suitability of the format. The event also provided an excellent opportunity to promote the other VET Toolbox services to a large and diverse target group.*

**Bartelijne Van Den Boogert, Team Leader,  
EU VET Toolbox,  
Enabel, Belgium**

## Learning Points

This event was a long time in the planning and preparation and the British Council noted learning points during this time as well as during the delivery of the event. The evaluation form and feedback session at the seminar were particularly useful in refining the Council's understanding of what went well and what could be improved upon, as was informal feedback received during and after the event.



The seminar's considerable success was down to a combination of factors, most notably the following:

- *Being Region-led.* Although the UK-based VET Toolbox team led the design, preparation and implementation of the event, the focus and content of the seminar was informed by the priorities and expectations of the region, in consultation with the British Council country leads. This was genuinely a regional seminar.
- *Expert and varied contributors.* Allied to the above, and in consultation with the UK Skills team, the British Council country leads identified outstanding contributors. The UK Skills team ensured that the small number of experts from outside the region contributed with relevant expertise and complemented the event well.



- *Sufficient time for discussion.* Related to the above, ensuring presenters did not go over time meant that participants had plenty time to ask questions and make contributions themselves. The design of the programme aided this, with presenters being allocated e.g. 20-minutes speaking time within a 35-minute slot.
- *Excellent and varied employer visits.* The institutions to visit were well-chosen and constituted a highlight for many participants. Having the option of a private sector, public sector or NGO employer to visit was appreciated.

As regards challenges and areas for improvement, the following were the most significant:

- *Imbalance in country representation.* Regional seminars are likely to have many more delegates from host country than other participating countries and that was the case at this seminar, with around half of the delegates being from Nepal. For most of the seminar this was not a significant issue but in the planning session it was, with Nepalese delegates wanting more time for the rich discussions they were having but the small groups from other countries being limited in the ground they could cover and the decisions they could make.
- *All institutions visited to be included in the seminar.* Representatives from some of the institutions were not invited to the seminar itself but it would have been good if they had been, partly because they were impressive organisations that would have

- added value to the event; but also because they would have had an improved understanding of the delegates and their priorities before the visits, which would have further enriched the visits.
- *Young people to be included in the event.* In the planning of the seminar efforts were made to include young people, either just from Nepal or from across the region. This proved too challenging on this occasion but the event would have been enhanced by the involvement of young people, particularly given that they are the ultimate focus of seminars such as this one.





## Next Steps

Following the seminar, the primary next steps are for

- The British Council to circulate this report to EU DEVCO and all relevant stakeholders including seminar participants
- Participants to implement their action plans, including identifying priority needs that could be the subject of a VET Toolbox intervention
- The British Council to conduct follow up meetings in early 2020 with key in-country stakeholders, with a view to paving the way for VET Toolbox support requests.





## Annex I: Delegate List

Akshay Kashyap	India	Deputy Head- Short Term Training	National Skill Development Corporation
Alex Abel	UK	Principal Consultant	British Council
Anoj Bhattarai	Nepal	Director	Council for Technical Education and Vocational Training
Baikuntha Shrestha	Nepal	Vice Principal	Balaju School of Engineering & Technology
Bandana THAPA	Nepal	Program Manager	Delegation of the European Union to Nepal
Bartelijne van den Boogert	Belgium	Team leader	Enabel - VET Toolbox
Binayak Shah	Nepal	Senior Vice President	Hotel Association Nepal
Bipin Acharya	Nepal	Executive Director	UCEP Nepal
Chandra Kanta Adhikari	Nepal	Executive Director	Federation of Nepal Cottage and Small Industries
David Maynard	Bangladesh	Director English and Education	British Council
Devi Prasad Dahal	Nepal	Team Leader	Swisscontact, Nepal Vocational Qualifications System Project
Dr. Nasir Khan	Pakistan	Executive Director	NAVTTCC
Dr. Dessislava Stoycheva	Bulgaria	Global Finance and Evaluation Manager, Skills for Employability	British Council
Dr. Dhruva Raj Regmi	Nepal	Undersecretary,	Ministry of Education Science and Technology
Dr. Hari Pradhan	Nepal	Consultant	Dakchyata, British Council, Nepal
Dr. Jovan Ilic	UK	Country Directot	British Council Nepal
Dr. Ligaya L. Dumaoang	Bangladesh	TVET/Skills Specialist	ILO-Dhaka
Dr. Manish Kumar	India	MD & CEO	National Skills Development Corporation, India
Dr. Mukunda Mani Khanal	Nepal	National Project Manager (NPM)	SKILLS Programme, MoEST/UNDP
Engr. Sajjad Ali Shah	Pakistan	Managing Director (MD)	Khyber Pakhtunkhwa, Technical Education & Vocational Training Authority
Erik Winther-Schmidt	Nepal	Team Leader	Dakchyata Project, British Council, Nepal
Gaurab Sharma Test	Nepal	Society Positioning Manager	British Council
Gert Janssens	Belgium	Education, Training and Employment Advisor	Enabel
Hamza Salim Ahmed	Pakistan	Project Manager Higher Education & Skills	British Council



Helga Stellmacher	UAE	Director Education and English South Asia	British Council
Herbert Byaruhanga	Uganda	Chairperson	Uganda Tourist Board
Ishwor Rimal	Nepal	Skill Test Assistant	National Skill Testing Board
Jane Rexworthy	UK	Executive Director People 1st International	People 1st International
Keshav Suwal	Nepal	Deputy Director	UCEP Nepal
Kishor Chandra Sharma	Nepal	Electrical Asst. Instructor ( Skill testing Assistant)	CTEVT/NSTB
Louise Cowcher	Sri Lanka	Director, Education and English	British Council Sri Lanka
Md Faruque Hossain	Bangladesh	Executive Chairman	National Skills Development Authority
Megh Nath Neupane	Nepal	Director General	Confederation of Nepalese Industries
Mian Waqas Masud	Pakistan	Director	Fazal Industries PVT LTD
Mina Regmi Poudel	Nepal	Section Officer	Ministry of Education, Science and Technology
Monika Rajbhandary	Nepal	Program Officer	Sukalpa International Pvt. Ltd.
Nala Ram Devkota	Nepal	Training Director	Training Institute for Technical Instruction (TITI)
Neil Shaw	UK	VET Toolbox Manager	British Council
Nirmal Prasad Neupane	Nepal	Principal	Balaju School of Engineering and Technology
Pippin Searle	Nepal	Senior Programme Manager	British Council
Prakash Bhujel	Nepal	Business development Manager	British Council
Rabin Kumar Shrestha	Nepal	Managing Director	Coseli Challa Jutta Udyog Pvt. Ltd
Rachana Thapa	Nepal	Director & Academic Dean	Silver Moutnain School of Hotel Management
Rajendra B. Shrestha	Nepal	Deputy Team Leader	Dakchyta: TVET Practical Partnerships
Reshu Karki	Nepal	Communications Manager	The British Council Nepal
Rossi Vogler	UK	Skills Adviser	British Council
Saadia Ainuddin	Pakistan	Development Advisor, Human Resource Development	Delegation of European Union to Pakistan
Sagun Shrestha	Nepal	Sr. Business Development Manager	British Council
Sai Krishna Nanduri	India	CEO	NSFI
Samir Thapa	Nepal	Executive Chairman	Silver Mountain School of Hotel Management
Sandeepa Sahay	India	Assistant Director, Skills	British Council
Saurav Ram Joshi	Nepal	Skills Component Lead/Partnership Advisor	UKaid Skills for Employment Programme
Sharon De Silva	Sri Lanka	Senior Manager – Corporate Sustainability	National Development Bank PLC, Sri Lanka
Shyam Prasad Giri	Nepal	Chairperson	Federation of Nepal Cottage and Small Industries
Simon C Perryman	UK	Director	Perryman, Yeandle and Associates Ltd
Subas Subedi	Nepal	Team Leader	ENSSURE Project, Helvetas Nepal



Sumit Kedia	Nepal	Executive Member	Federation of Nepalese Chambers of Commerce and Industry
Sunil Khanal	Nepal	School Manager / Academic Coordinator	Silver Mountain School Of Hotel Management
Sunita Sanghi	India	Senior Advisor	Ministry of Skill Development and Entrepreneurship
Syed Nasim Manzur	Bangladesh	Managing Director	Apex Footwear Limited
Tek Bahadur Malla	Nepal	Director/Project Manager	CTEVT/ENSSURE project
Ajit Kumar Gupta	Nepal	Assistant Director	Federation of Nepalese Chambers of Commerce and Industry



## Annex II: Delegate Feedback

Summary of responses on evaluation form, completed by 29 delegates.

1. How would you rate your overall satisfaction with the seminar?	
Very satisfied	22
Satisfied	7
Not fully satisfied	
Very unsatisfied	

2. For the following statements, please answer to what extent you agree with them:	
<b>a. The seminar was in line with national/regional/local priorities</b>	
Strongly agree	17
Agree	12
Disagree	
Strongly disagree	
<b>b. The seminar addressed current national/regional/local issues and needs</b>	
Strongly agree	20
Agree	9
Disagree	
Strongly disagree	
<b>c. I was able to relate the content of the seminar to the objectives</b>	
Strongly agree	19
Agree	10
Disagree	
Strongly disagree	
<b>d. The content of the seminar was valuable / relevant for my job</b>	
Strongly agree	20
Agree	8
Disagree	1
Strongly disagree	
<b>e. I felt the organisations delivering the seminar are knowledgeable about the subject matter</b>	
Strongly agree	20
Agree	9
Disagree	
Strongly disagree	
<b>f. I was appropriately challenged by the content of the seminar</b>	
Strongly agree	11
Agree	17



Disagree	1
Strongly disagree	
<b>g. I was comfortable with the duration of the seminar</b>	
Strongly agree	15
Agree	13
Disagree	1
Strongly disagree	
<b>h. I felt the seminar was well planned and organised</b>	
Strongly agree- 1 participant added very well planned/time/schedule	24
Agree	5
Disagree	
Strongly disagree	
<b>i. My knowledge about Private Sector Engagement in Skills Development has improved due to the seminar</b>	
Strongly agree	15
Agree	14
Disagree	
Strongly disagree	
<b>j. My network has expanded due to the activity</b>	
Strongly agree	19
Agree	10
Disagree	
Strongly disagree	
<b>k. I would recommend participating in such Toolbox seminars to others</b>	
Strongly agree	22
Agree	7
Disagree	
Strongly disagree	

**QUOTES FROM THE OPEN QUESTION OF THE QUESTIONNAIRE – “Please use this box for any additional comments and suggestions”**

- In days to come, this kind of events would help develop skill to a further extent. In this event I still felt that there still exists a major difference between Public and Private Sector though they are working for a common goal.

\_ TVET  
\_Skills development

At the end of the day economy has to prosper and that can only be possible if the industries can grow. “But how is a major challenge”

Linkage between government, industries and training providers
- Well organized. Should we made a regular gathering for experience sharing. Suggestion to include other countries in SA region
- My opinion is that there should be more policy level change. i.e. Government involvement. VET Toolbox collaboration with the relevant authorities of each country whilst engaging with industry to bring about a sustainable change.



It would be great if the school level career guidance project as explained by Ms. Louise Coucher could be implemented in each country because it is at the level that lasting change will happen. Vet Toolbox should look at this aspect and work towards implementing this, which would be a radical improvement, opening new horizons for children at a young age.

More participation from Policy makers requires as they are the decision makers.

4. This kind of seminars should happen once/twice a year. It is simply “wonderful”
5. Policy level interactions are very good. Operational issues w.r.t and methodological issues in terms of developing the toolbox would have enhanced the value.  
Interesting to see the case studies, however elaboration by linking the examples with toolbox would have been more value adding.
6. Timing/Time management is excellent  
Little flexibility in the session duration may allow to go bit longer the appropriate or relevant session
7. Time was managed very well. The Action planning should have been a bit longer as there were many things to discuss further though. Doing it in a rushed manner risks losing the developing ideas and concepts especially we are away from our routine work pressure, there is little time for reflection and deep thinking!
8. I found this opportunity very relevant to my work and was able to understand how other countries in region are working. There is a possibility of learning from the great work already being done in other countries, rather than inventing the wheel.
9. I am really proud to participate in this valuable seminar. I know about different country experience about TVET sector changes.
10. I suggest to provide all the presentations, materials, photos. List of participants with contact details.
11. The seminar was carefully planned. Facilitation and animation was excellent. Different angles of PPP were given the floor.
12. 1. More employer participation would be useful. 2. Provide more micro/sectoral case studies from industries relevant to manufacturing/agricultural services. 3. More focus on new economy jobs – shared economy/ITES/informal work
13. Well organized, interactive and applicable. Well done
14. This seminar is good for learning about private sector engagement. It should be more concentrate on South Asian context.
15. Would be nice if such seminars take place on an annual basis in different countries and with specific themes. A big thank you to EU and the British Council for the useful seminar.
16. Further opportunities and workshops to share and disseminate best practice
17. The seminar has been focused on the issues and current practices in various countries in regards to TVET. But I am more interested to know and develop concrete solutions. If could be possible, some time can be allotted to develop and implement doable plan of action to mitigate issues. Most issues were with government policies and lack of concern. It would be great if concerned government representatives are part of the seminar and provide input from their end.
18. New system seminar I got – group discussion and question answer. Engage more participate it is newly experience. I got more information in short period. I got lot of information about TVET from national and international. I got lacking processing system in TVET and other information such as – entrepreneurship /long term and short term course. VETToolbox should be engage as much as private and public in Nepal. Thank you.
19. In general the seminar is very beneficial and timely as it focused on private sector engagement- one of the much talked about factor for a successful skills development system.
20. Found two points totally interesting: 1. Ligaya/ILO/s presentation underlined that the middle segment (not academics, not totally unskilled) is where the greatest job changes/challenges are expected – exactly where TVET is – so it is urgent to get organised and to get it right! 2. Many countries in Europe



have tri-party models, balancing views of employers, unions and government. But when it comes to defining skills needs, make no mistake – it is not an equal playing field. If employers don't take the lead, NO BODY will! Employers have to step up, also in Nepal. Toolbox can help in this.

21. Really informed about the TVET implementation and the role of private sector engagement in TVET in most of the countries of South Asia. Got some ideas to balance supply and demand side in TVET. It would be more effective if this seminar covered the whole SAARC countries
22. Involving practitioners will add more value – training providers, business owners, policy makers
23. Got first hand information from private sector specifically during panel discussions, learned their challenges, problems and issues (heard their voices). Very good discussions, need some more time for discussions in some sessions
24. Discussion on accreditation, preparation of standard and assessment was absent! Discussion was conferred with private sector engagement, as the title was. Integration in general education, acceptability of diploma/vocational education, was discussed a little. Methodology of social marketing should be discussed in the future.
25. Kindly provide presentation materials

## PROGRAMME

## Annex III: Programme



## PRIVATE SECTOR ENGAGEMENT IN SKILLS DEVELOPMENT

South Asia Regional Seminar

Hotel Yakn Yeti, Kathmandu, Nepal 11-13  
December 2019

## PROGRAMME

## DAY 1

08:15–09:00

Registration and Coffee

09:00–09:30

Welcome &amp; Introductions

Ovidiu Mic (Head of Cooperation, EU Delegation to Nepal)

Deepak Sharma (Joint Secretary, TVE Division, Ministry of Education Science and Technology, Nepal)

Dr. Jovan Ilic (Country Director, British Council, Nepal)

09:30–10:15

Keynote presentation: Skills development for the digital global economy

Dr Ligaya L Dumaoang (Skills and TVET Specialist, International Labour Organisation)

10:15–10:35

Presentation: Introduction to the EU VET Toolbox

Bartelijne van den Boogert (VET Toolbox, Team Leader)

## PROGRAMME

10:35–11:10

**Presentation: Regional case study – Building Employer Engagement in Pakistan through TVET reform**

Saadia Ainuddin

(Development Advisor, Human Resource Development, Delegation of European Union to Pakistan)

11:10–11:35

**Coffee break**

11:35–12:45

**Panel discussion: Private sector engagement - Primary challenges and opportunities in South Asia**

Chair: Simon Perryman (Consultant, UK)

Sunita Sanghi (Senior Adviser, Ministry of Skills Development and Entrepreneurship, India)

Anoj Bhattarai (Director, Council for Technical Education and Vocational Training, Nepal)

Mian Waqas Masud

(Director, Fazal Industries Ltd, Pakistan)

Md Faruque Hossain (Executive Chairman, National Skills Development Authority, Bangladesh)

12:45–13:45

**Lunch**

13:45–14:55

**Discussion session: Building effective employer engagement: What works?**

Group discussion (30 mins)

Plenary feedback and discussion (40 mins)

14:55–15:30

**Presentation: Regional case study – Employer Engagement: The Nepalese Employer's View**

Binayak Shah (Senior Vice President, Hotel Association Nepal)

15:30–15:50

**Coffee break**

## PROGRAMME

### DAY 1

15:50–16:20

**Presentation: Showcase of Dakchyata Project**

Erik Winther-Schmidt (Team Leader, Dakchyata Project, British Council, Nepal)

16:20–16:45

**Discussion session: Reflections on Day 1**

Plenary discussion

16:45–18:00

**Refreshments and networking**

## PROGRAMME

### DAY 2

08:30–09:00

Networking and Coffee

09:00–09:05

Introduction to Day 2

09:05–09:40

**Presentation: Employer engagement at the heart of the UK VET system**

Jane Rexworthy (Executive Director, People 1st, UK)

09:40–10:55

**Panel discussion: Employers' role in skills development: Main barriers and critical enablers**

Chair: Jane Rexworthy (Executive Director, People 1st, UK)

Syed Nasim Manzur (Managing Director, Apex Footwear, Bangladesh)

Dr. Manish Kumar

(Managing Director and Chief Executive Officer, National Skills Development Corporation, India)

Sumit Kedia

(Executive Member, Federation of Nepalese Chambers of Commerce and Industry)

Mian Waqas Masud

(Director, Fazal Industries Ltd, Pakistan)

Sharon De Silva

(Senior Manager – Corporate Sustainability, National Development Bank PLC, Sri Lanka)

10:55–11:15

Coffee break

11:15–11:50

**Presentation: Regional case study – Effective Employer Engagement in India**

Dr. Manish Kumar

(Managing Director and Chief Executive Officer, National Skills Development Corporation, India)

## PROGRAMME

### DAY 2

11:50–12:25

Presentation: Regional case study – Effective Employer Engagement in Sri Lanka

Louise Cowcher (Director, Education and English, British Council, Sri Lanka)

12:25–13:00

Presentation: Dakchyata Research (Private Sector Investment in TVET in Nepal 2009-2019)

Dr Hari Pradhan (Consultant, Dakchyata, British Council, Nepal)

14:00–16:30

**Institutional Visits:**

Group A: Balaju School of Engineering and Technology, Kathmandu

Group B: Silver Mountain School of Hotel Management, Kathmandu

Group C: Underprivileged Children Education Programs, (USEP), Kathmandu

16:30–18:00

**Free time**

18:00–21:00

**Official Dinner**

## PROGRAMME

### DAY 3

08:30–09:00

Networking and Coffee

09:00–09:05

Introduction to Day 3

09:05–09:25

Discussion session: Reflections on Day 2

Plenary discussion

09:25–09:55

Presentation: VET Toolbox case study 1: Uganda

Herbert Byaruhanga (Chairperson, Uganda Tourist Board) Jane Rexworthy  
(Executive Director, People 1st, UK)

09:55–10:25

Presentation: VET Toolbox case study 2: Pakistan

Dr. Nasir Khan  
(Executive Director, National Vocational and Technical Training  
Commission, Pakistan)  
Hamza Salim (Project Manager HE & Skills, British Council, Pakistan)

10:25–10:45

Presentation: Accessing VET Toolbox support for your country

Neil Shaw (VET Toolbox Manager, British Council, UK)

10:45–11:05

Coffee

## PROGRAMME

11:05–12:15

Discussion session: Next steps: Country plans and regional collaboration opportunities

Group discussion (30 mins)  
Plenary feedback and discussion (40 mins)

12:15–12:40

Presentation: Review of the seminar: Themes and Take-aways

Simon Perryman (Consultant, UK)

12:40–13:00

Evaluation and Close

13:00–14:00

Lunch