



**Pre and Post-Training  
Assessments of**

**Critical Capability  
Development (CCD) Trainings**

**GOI-PTA Project  
2022-23**

# Background

**The critical Capability Development (CCD) program is a training and development intervention to enhance the performance and productivity of the workforce in different economic sectors.**

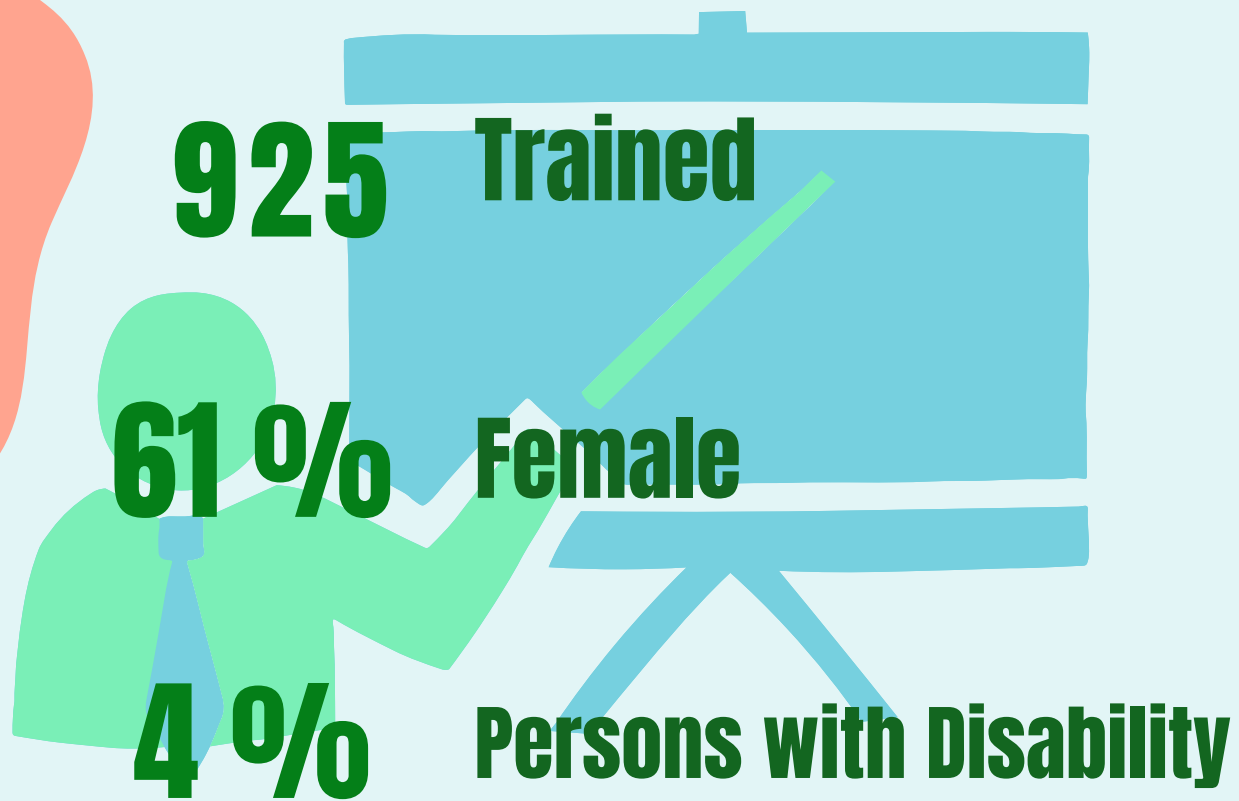
**The three training areas are identified based on skills need assessment carried out through consultation with region and establishment survey.**

# Objective

**Enhance productivity and performance of workforce engaged in different priority sectors through effective and relevant reskilling and upskilling opportunities**

**Bring greater collaboration and coordination between different HRD partners and players for effective HRD program delivery**

**Create a better opportunity of retaining/employability in other sectors by imparting current and relevant skills and knowledge.**



**Location**

**19 Dzongkhags; 55 locations**

**Areas**

- 1. Accounting with Tally**
- 2. E-Commerce**
- 3. Small Business Management**

**Dates**

**October 2022 to March 2023**

# Accounting with Tally

**340**  
**Trained**

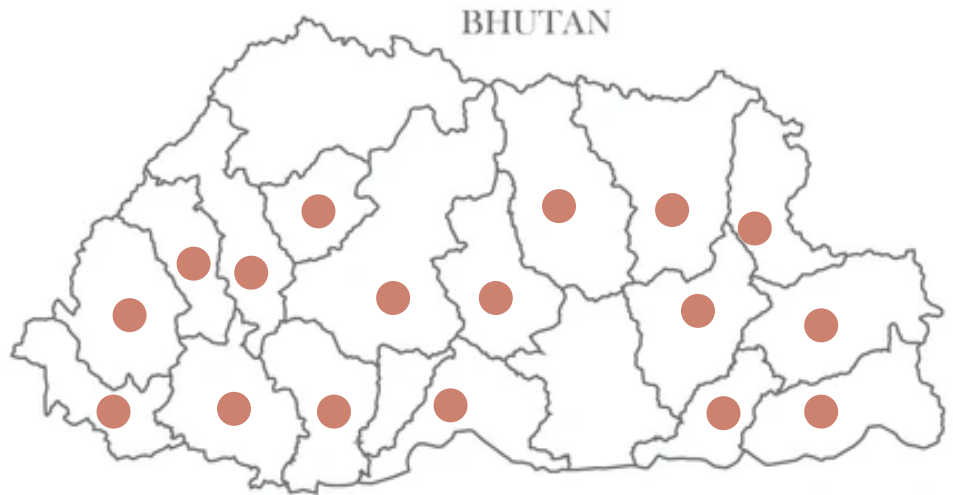


**63% Female**



**3.8% PWD**

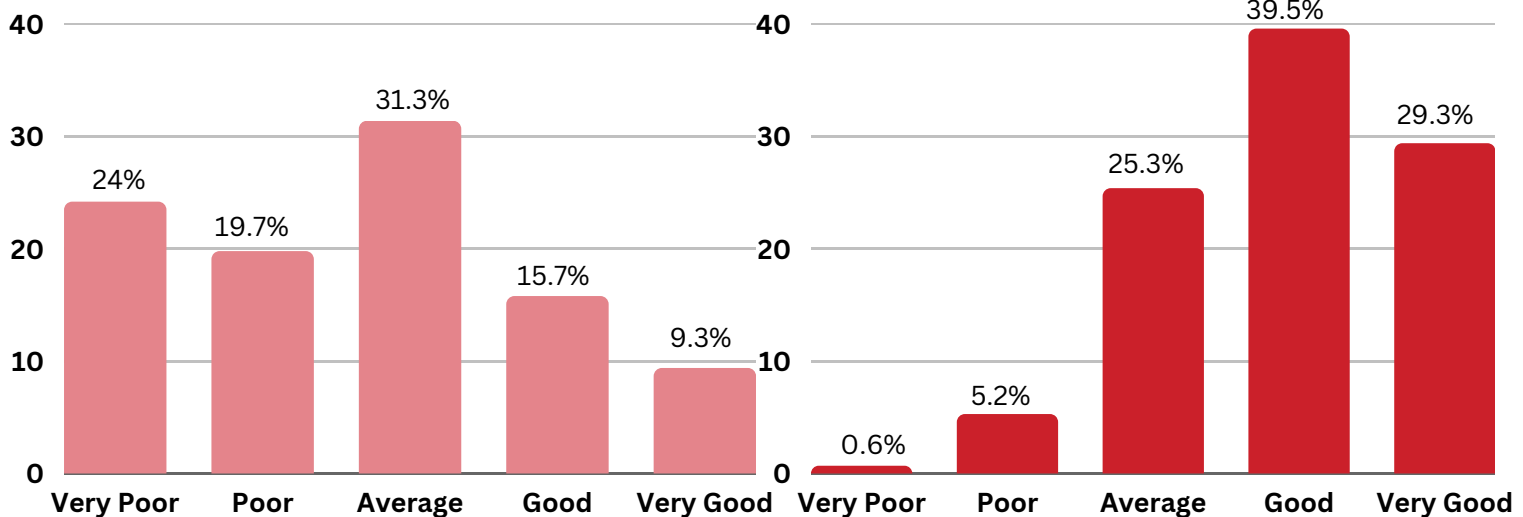
**Training  
Location**



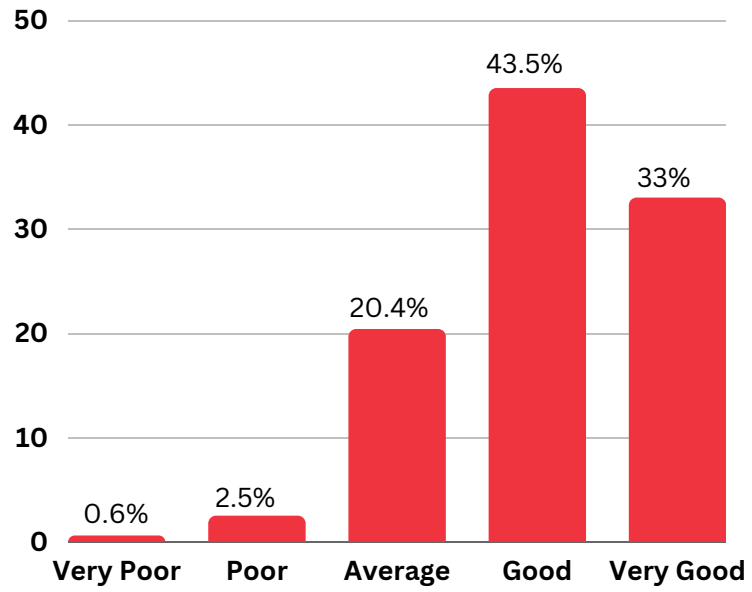
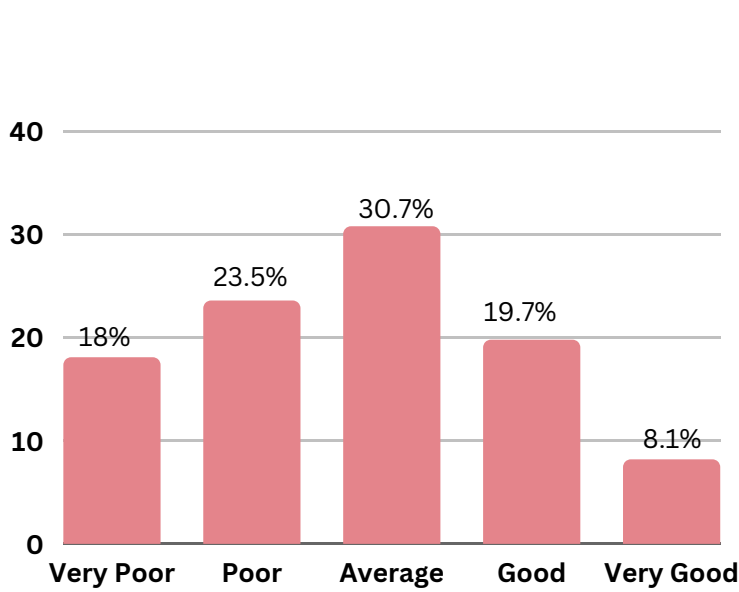
**Pre-Training**

**Post-Training**

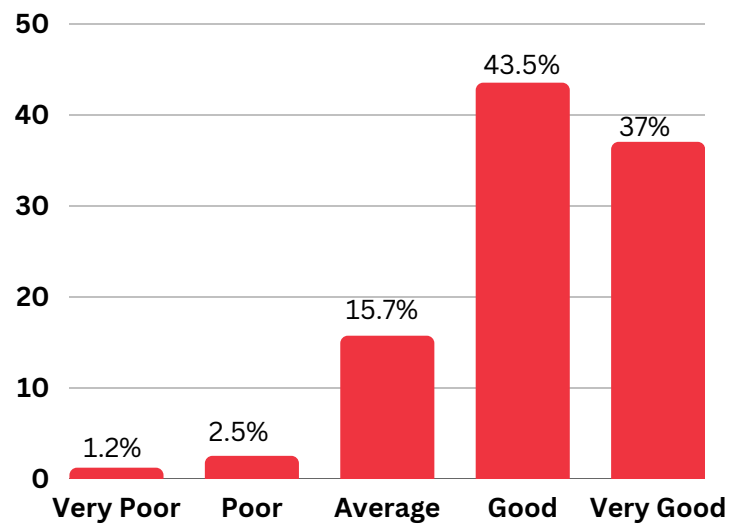
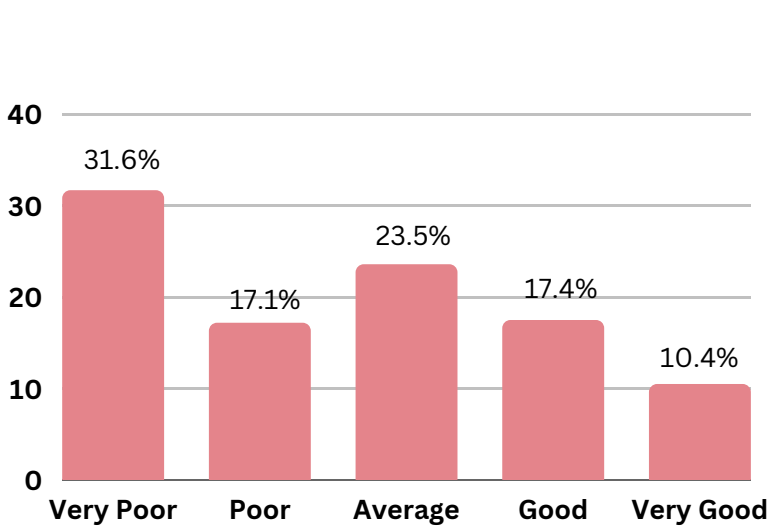
**Bhutan Accounting Standard (BAS)**



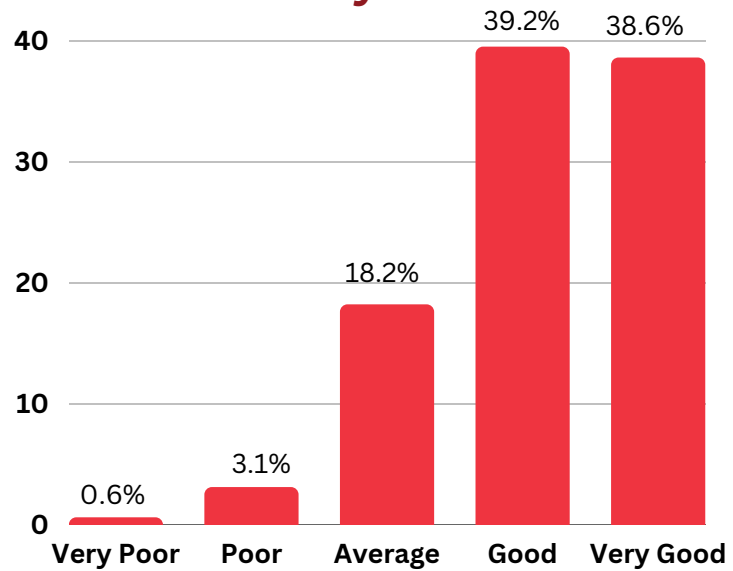
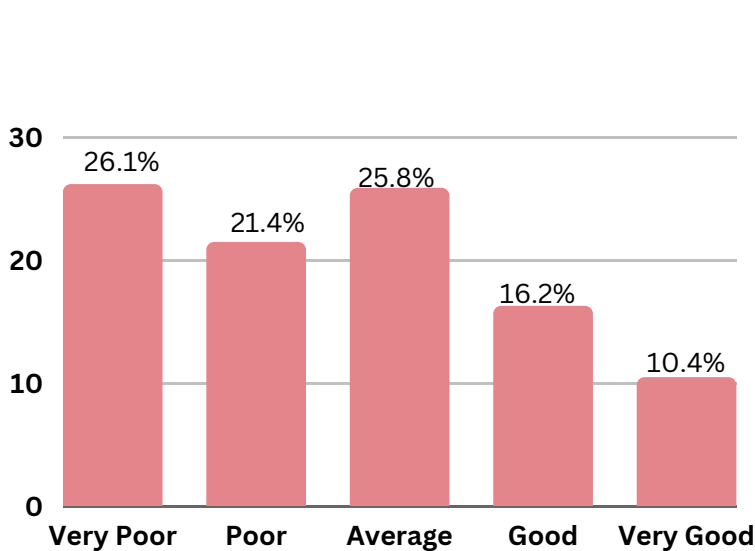
## Accounting concepts and principles



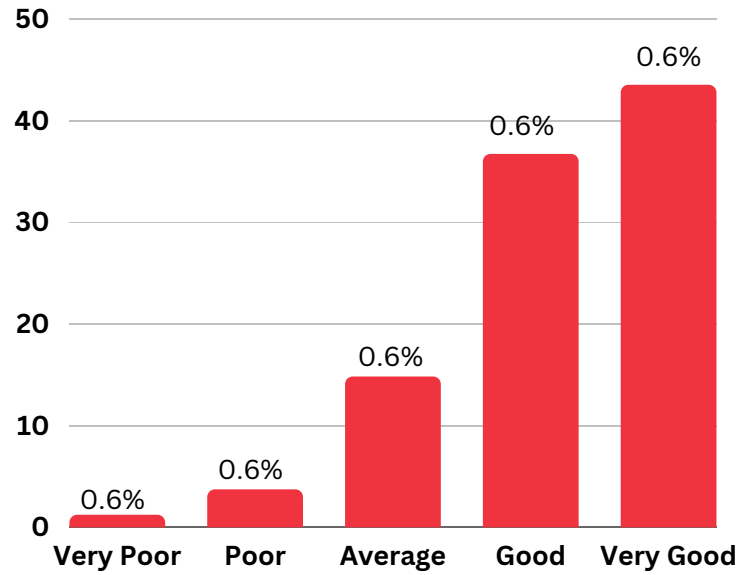
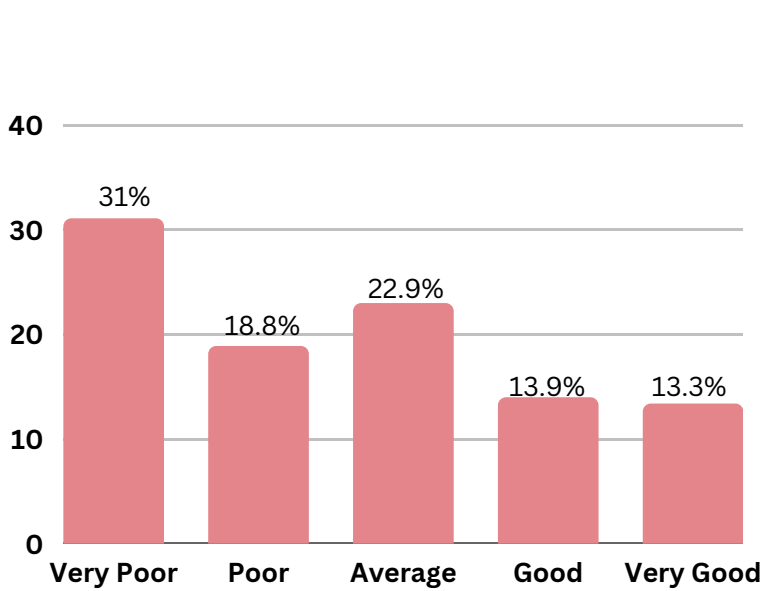
## Tally ERP-9



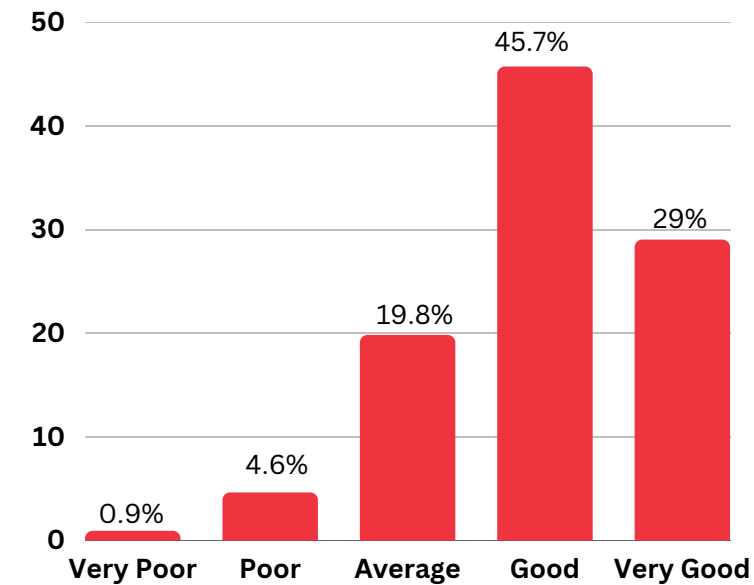
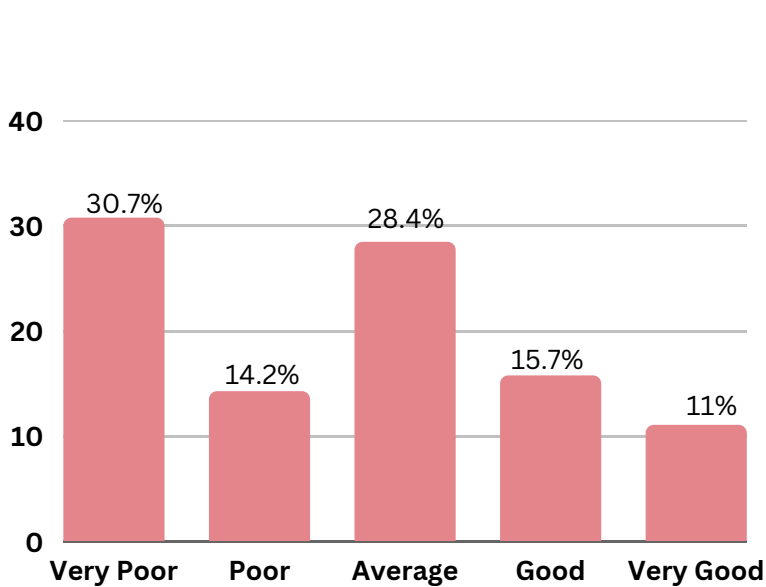
## Maintaining accounts with inventory



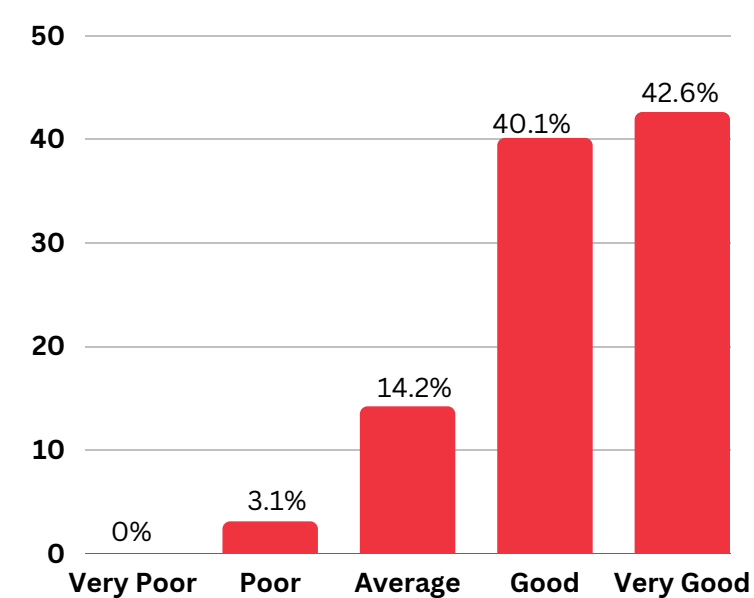
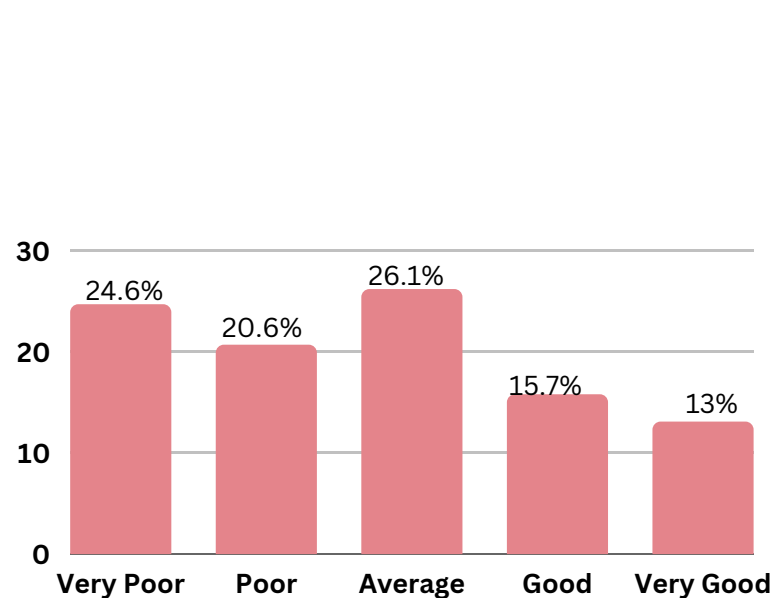
## Preparation of payroll



## Application of TDS and Service Tax rules



## Prepare journal entries, trial balance, cashbook and budget





# E-Commerce

195

Trained

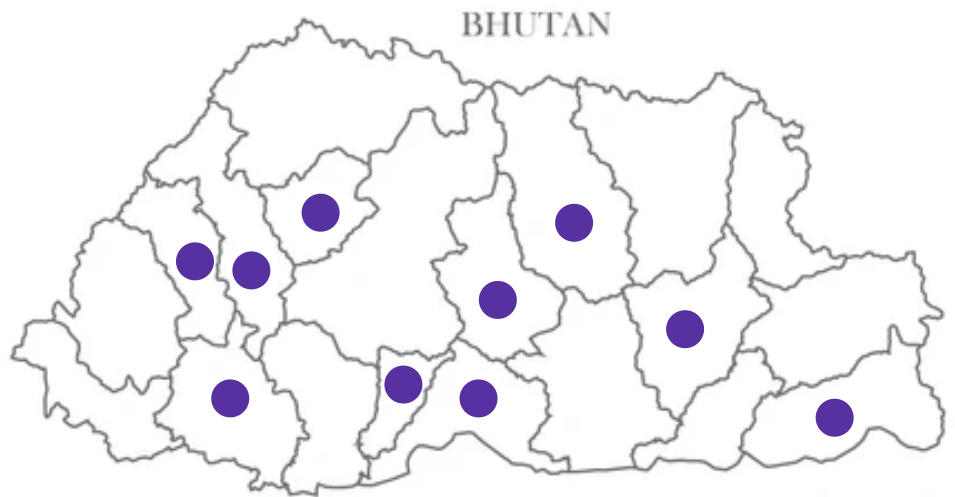


54% Female



3.4% PWD

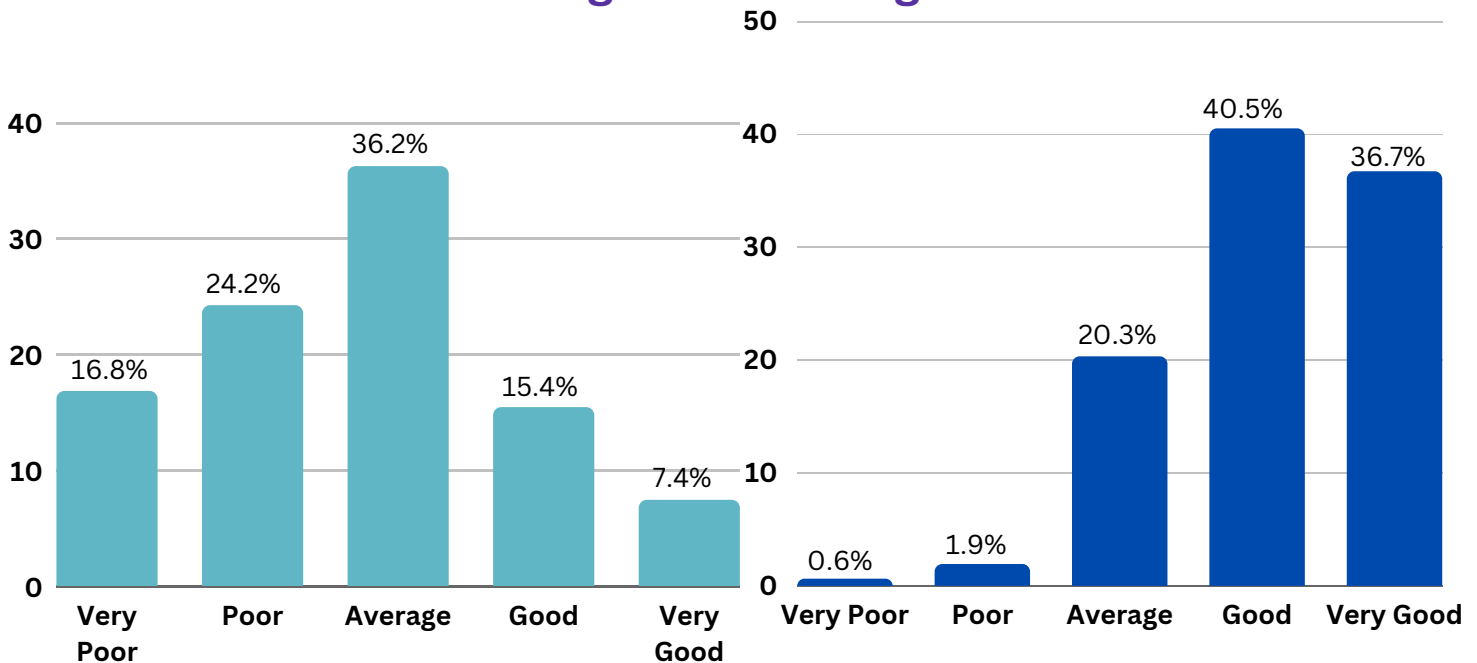
Training  
Location



Pre-Training

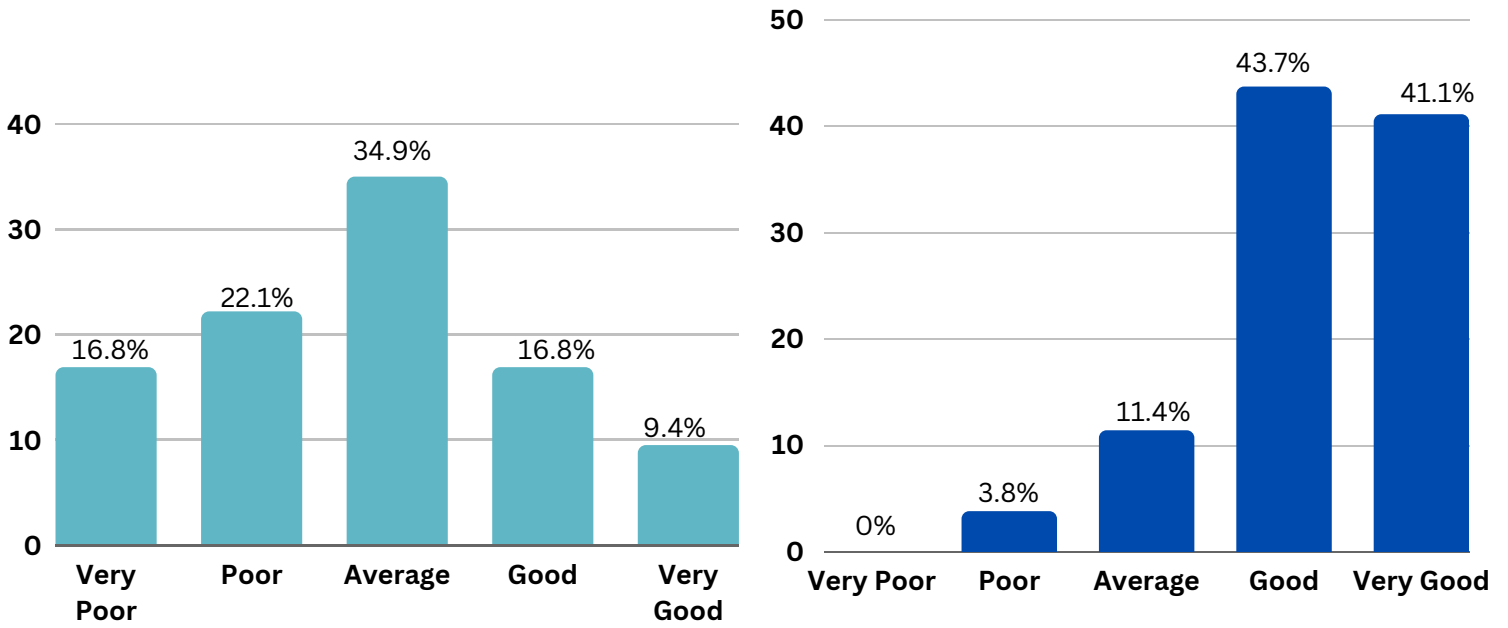
Post-Training

Digital marketing

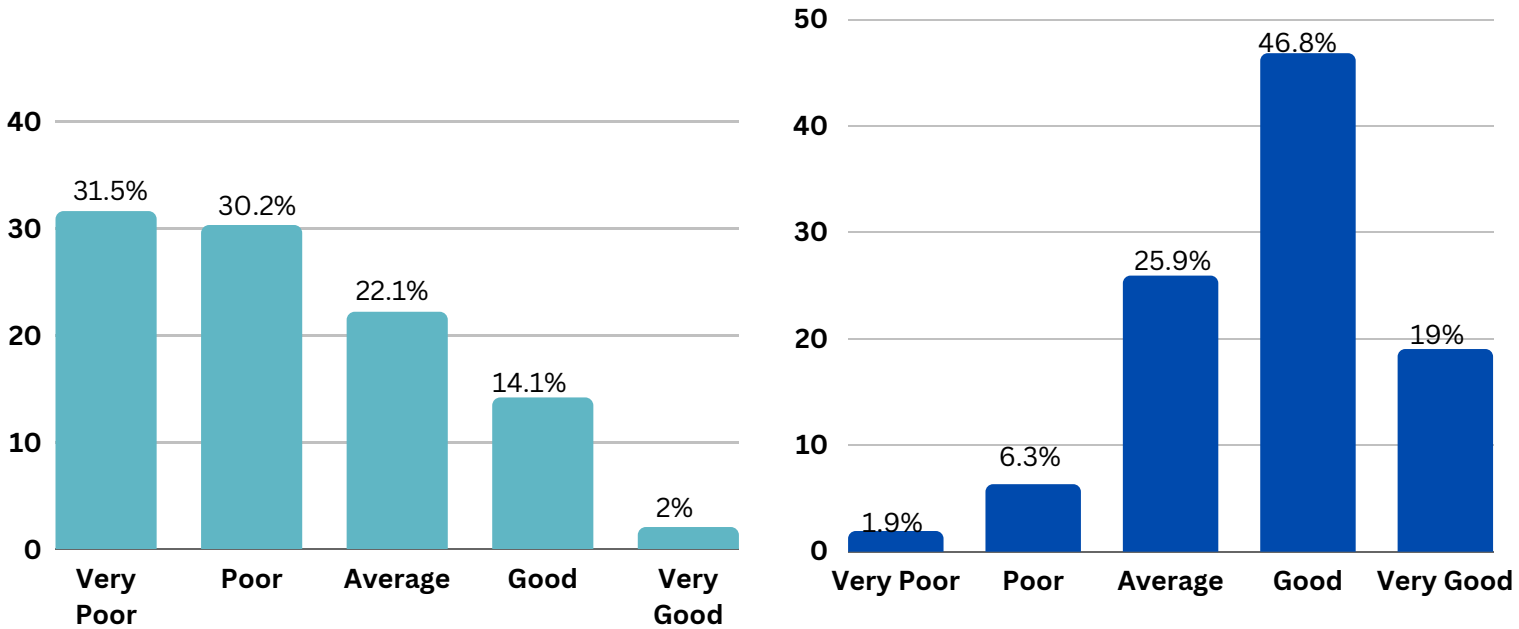




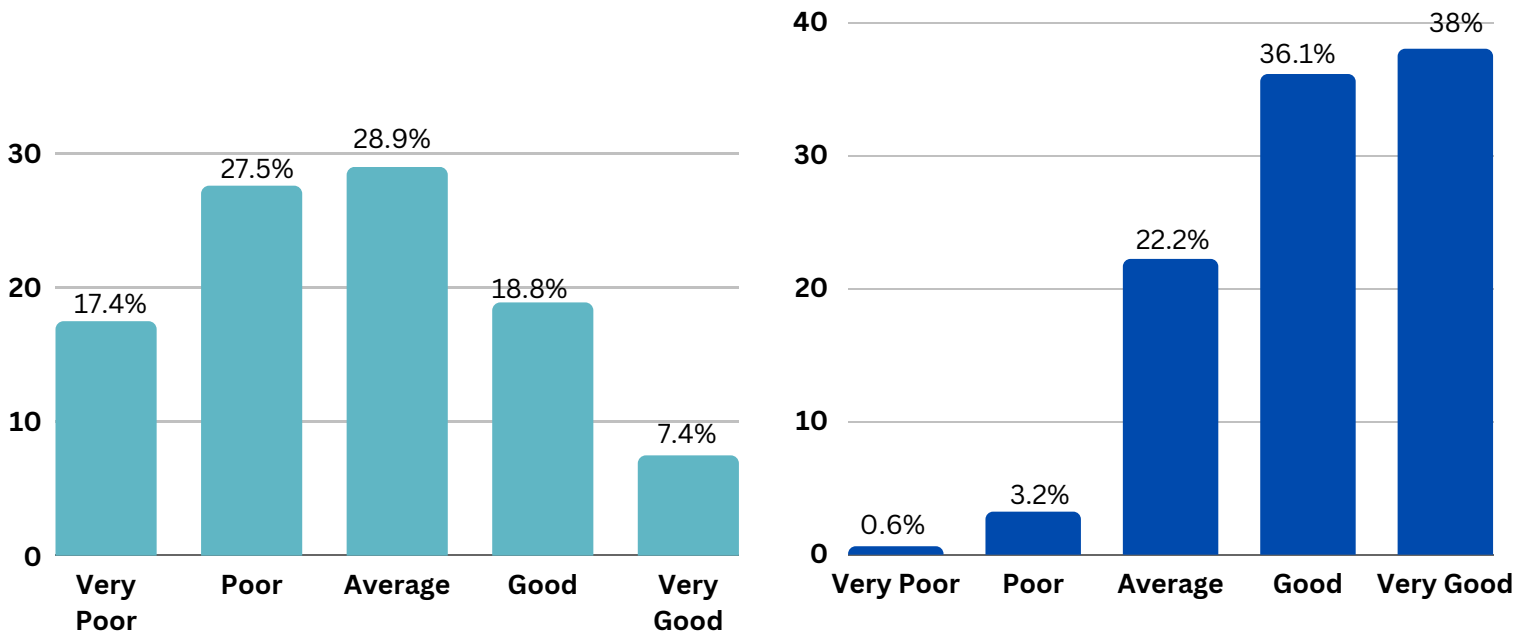
## Social media marketing



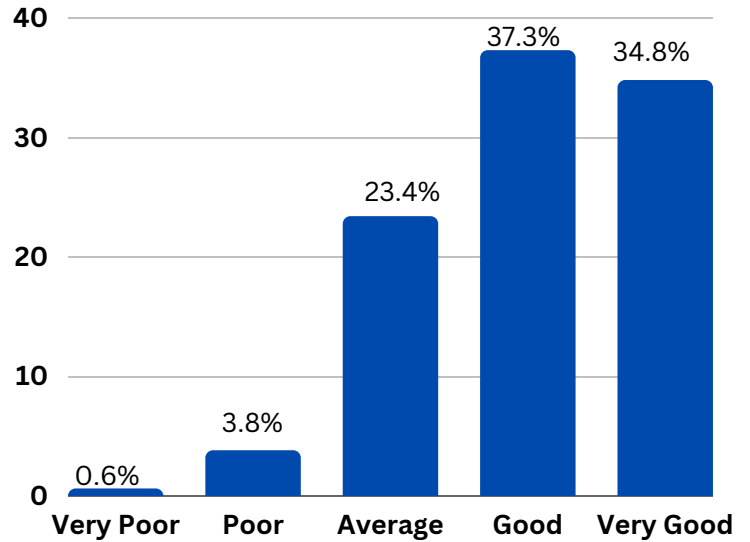
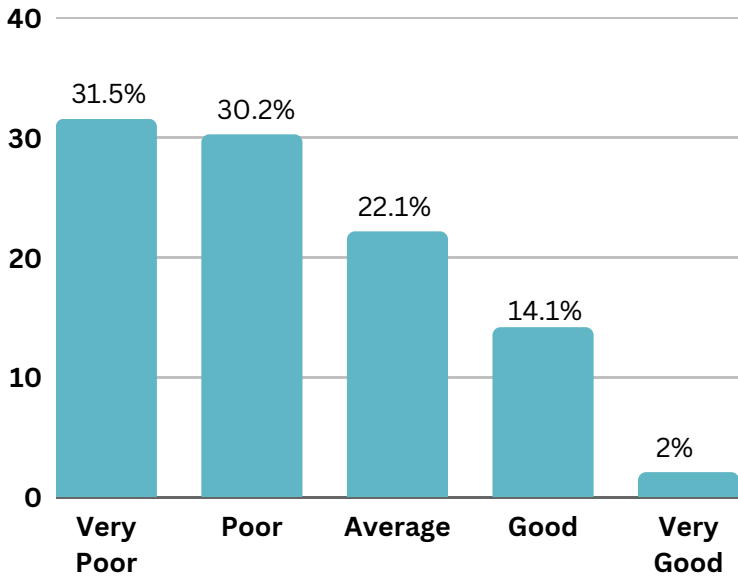
## Web analytic tools



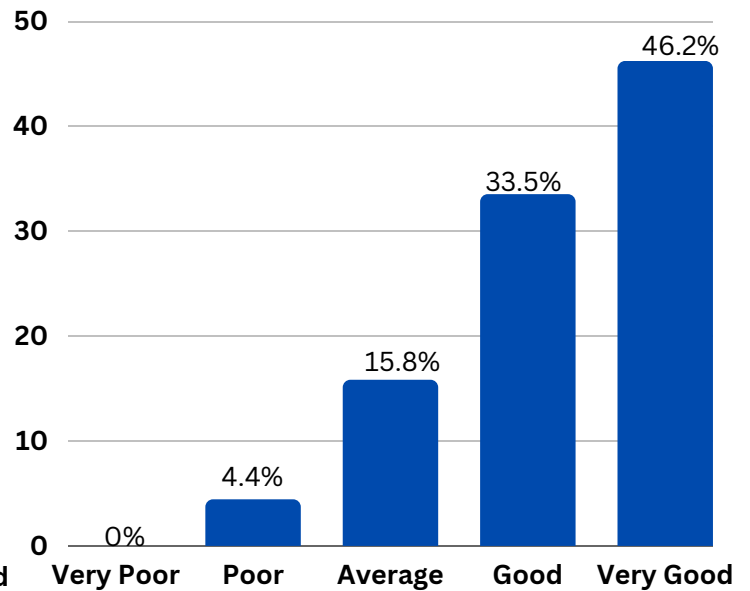
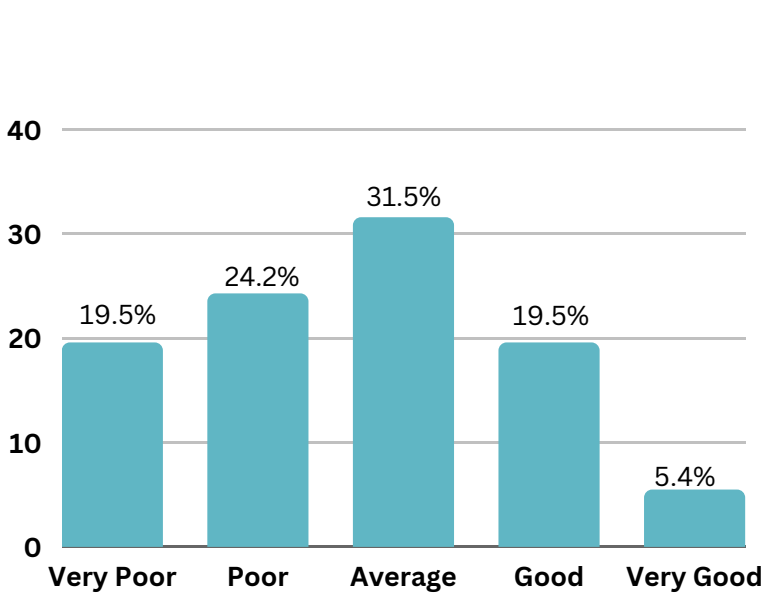
## Email and mobile marketing



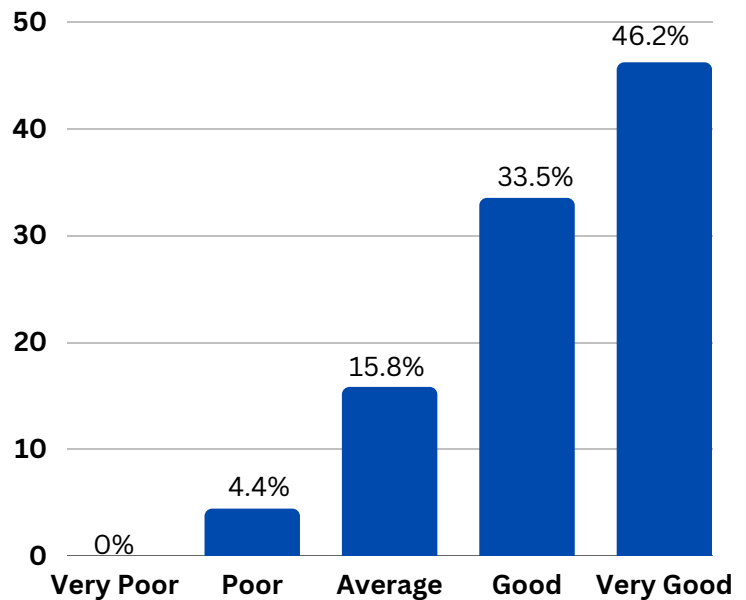
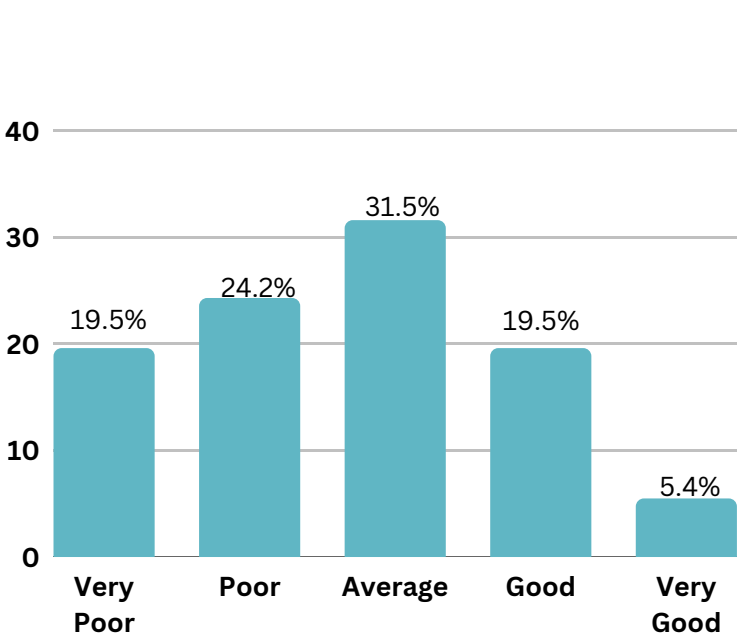
## E-Commerce management



## Marketing using different media tools (Picture and Videos)



## Copy writing





# Small Business Management

**390**

**Trained**

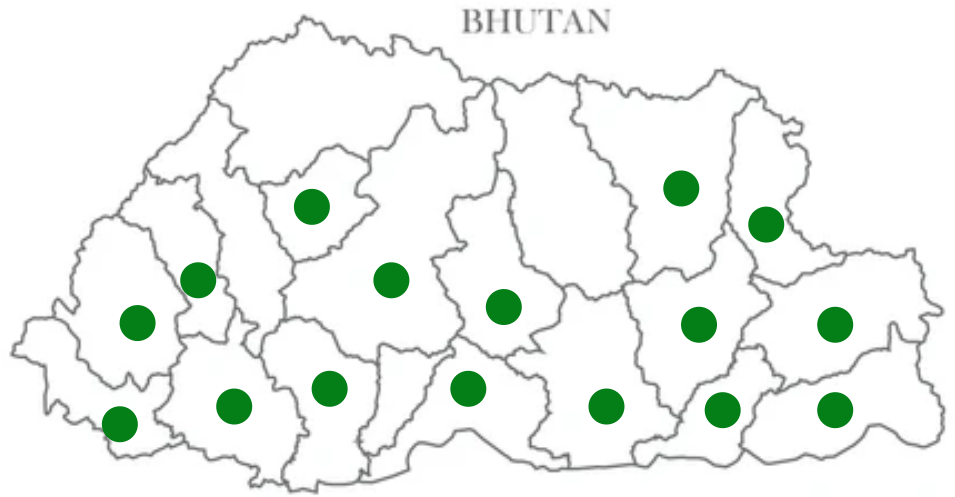


**58.3% Female**



**4.2% PWD**

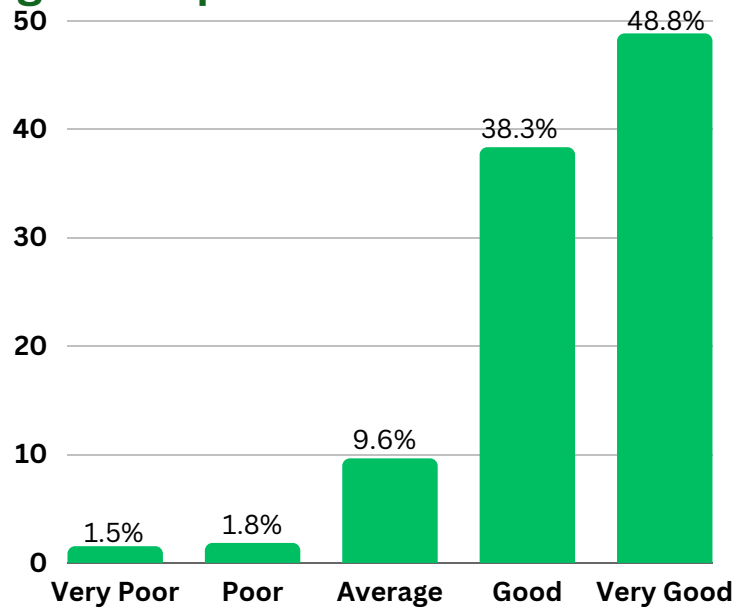
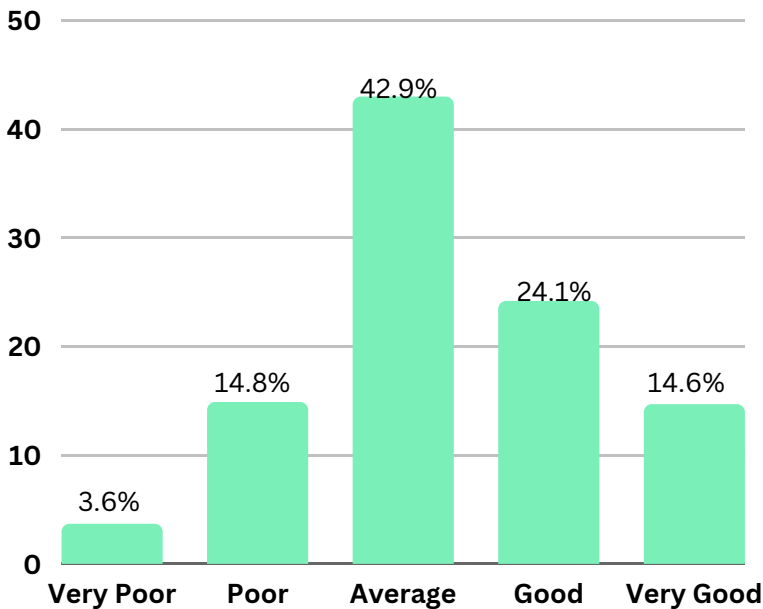
**Training  
Location**



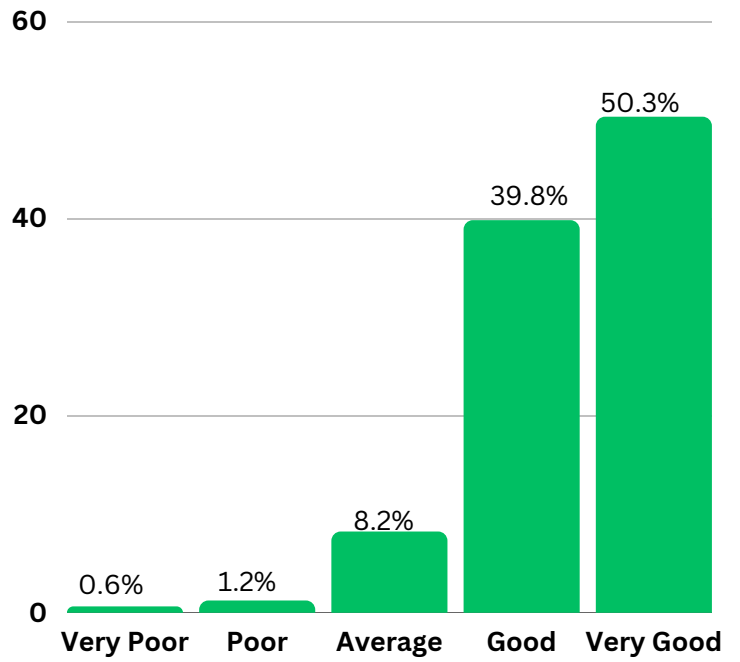
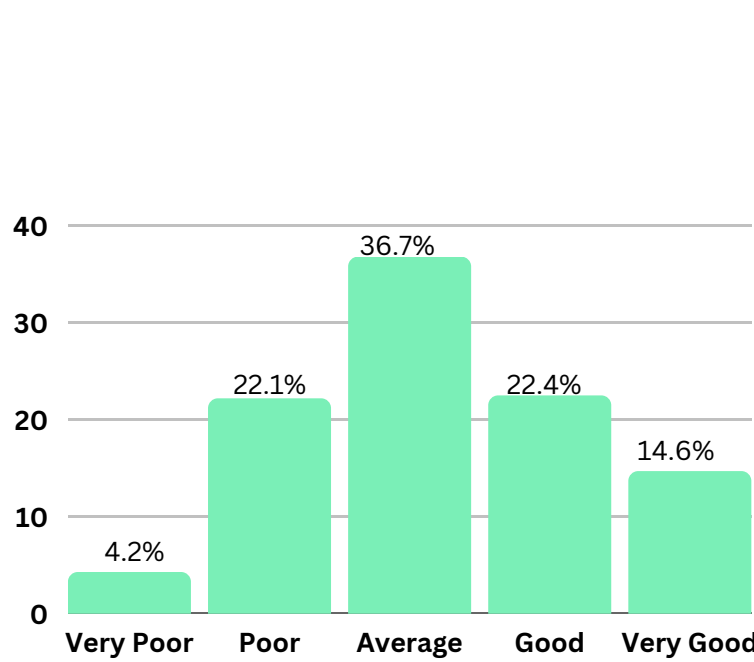
**Pre-Training**

**Post-Training**

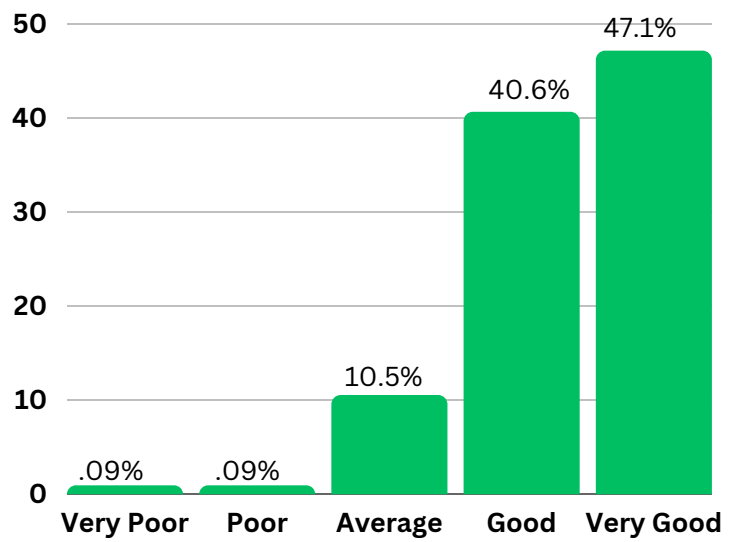
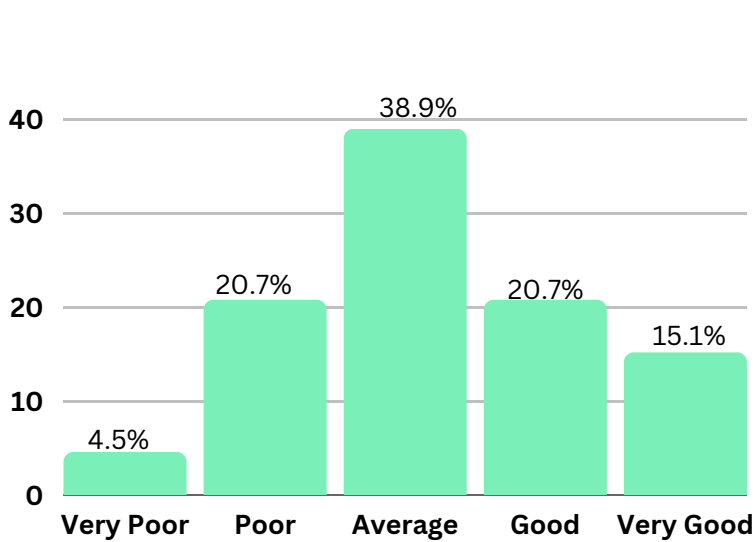
**Business management practices**



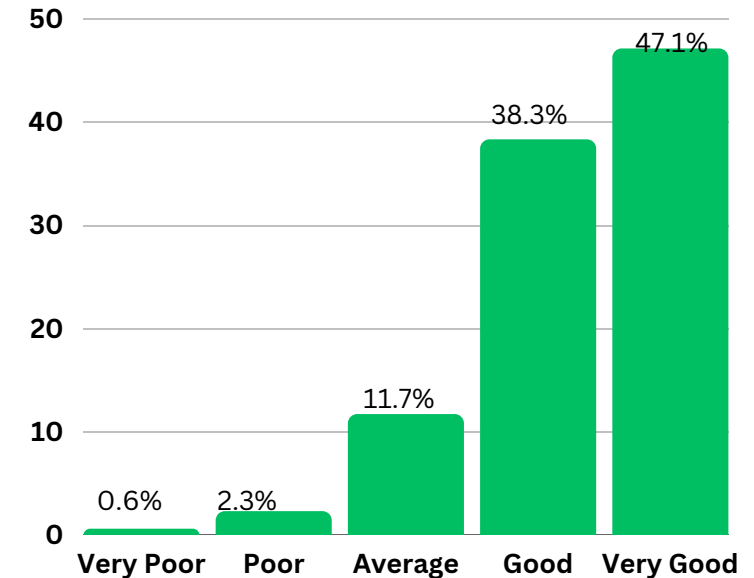
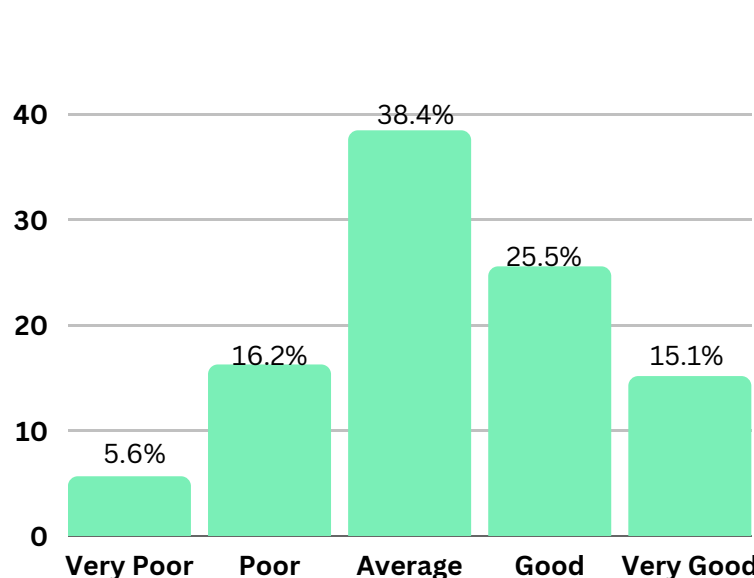
# Short term, medium term and long term business goals and strategy



## Human resource management practices



## Calculating unit costing of products and services







**Workforce Planning  
and Skills Development**

**DWPSD**

**March 2023**