Skills Development Plan (SDP)

Ministry of Labour and Human Resources

July 2021

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EXECUTIVE SUMMARY

The Skills Development Plan (SDP) is prepared as per the Royal command received from His Majesty the King on 31st May 2021 to mitigate the socio-economic impact caused by the pandemic and to ensure inclusive and sustainable recovery through effective intervention in skills training and development.

The Ministry of Labour and Human Resources through the SDP shall target jobseekers and those affected by the current pandemic and economic downturn through provision of quality and relevant skills training, so that they may contribute to the socio-economic development of the country during and post pandemic.

The MoLHR is also simultaneously working on a TVET Reform Plan which will bring about reform in the TVET sector through place, product, people and process transformation. Considering the need for adequate planning and mobilization of resources, the reform plan may materialize in the subsequent plan period. The SDP on the other hand seeks to address the immediate impact of the pandemic through intervention in skills development in the next two years: 2021-22 and 2022-23.

The objectives of SDP are to - Provide relevant and quality skills training geared towards enhancing skills and competencies of beneficiaries; Provide diverse and easy access to skills training, to promote economic activities and entrepreneurship in the immediate time; and Address aspiration and potential of the target group to tap current and emerging economic opportunities.

A total of 108 skilling areas in the nine priority sectors are identified for implementation. The nine sectors are - Agriculture; Business and Services; Computing and IT; Construction; Creative Art and Design; Electrical, Electronic and Mechanical; Manufacturing; Power and Renewable Energy; and Tourism and Hospitality. The skill areas are identified based on the skills need identified in the 12th FYP HRD Master plan, the National Workforce Plan, TVET Curriculum Framework-2019 and the draft 21st Century Economic Roadmap; Current labour market needs based on local and global labour market dynamics; Interest of jobseekers; and Prospect of self-employment opportunities.

All courses under the SDP will be complemented by two weeks entrepreneurship learning to foster self-employment and entrepreneurship post-skilling. Additional skilling opportunities shall be provided to encourage multi-skilling. Support will also be provided for gainful engagement in different industries and establishments in the country through the existing wage subsidy program called YELP. The candidates completing skills training through SDP shall have the provision of credit transfer to pursue mainstream TVET with recognition of competency already achieved through SDP.

A total of 1,030 will be trained in the agriculture sector, 900 in business and services, 2,100 in computing and IT, 430 in construction, 810 in creative art and design, 1,115 in electrical, electronics, and mechanical, 1,225 in manufacturing, 250 in power, and 1,135 in tourism sector, as highlighted below between 2021 and 2023.

Sectors	Courses	2021-22	2022-23	Total
Agriculture	9	515	515	1,030
Business and Services	10	450	450	900
Computing and IT	24	1,100	1,000	2,100
Construction	4	215	215	430
Creative Art and Design	15	455	355	810
Electrical, Electronic and Mechanical	14	570	545	1,115
Manufacturing	13	625	600	1,225
Power and Renewable Energy	5	140	110	250
Tourism and Hospitality	14	580	555	1,135
	108	**4,650**	**4,345**	**8,995**

The SDP program is proposed to commence from August 2021 with 525 jobseekers enrolled in 22 courses and 70 job seekers enrolled in three courses in September 2021. Other courses will be introduced gradually over the subsequent months and the implementation will roll out till May 2023.

The training duration will range between one to seven months. The SDP shall recruit both local and international master trainers to ensure quality and relevance of the training program. Existing classrooms and facilities within the Technical Training Institutes (TTIs) and Institute of Zorig Chusum (IZCs) will be optimally utilized to deliver the training. Other relevant government training providers will be engaged in the implementation of the proposed training programs with the exception of a few programs, which are proposed for implementation in partnership with private training providers.

A monthly stipend of Nu.3,500 is proposed for the candidates taking up skills through SDP, with training being fully funded by the Royal Government of Bhutan. A total budget of approximately Nu.476.208 million is estimated to provide skills training to 8,995 jobseekers in 2021-22 and 2022-23.

BACKGROUND

The COVID-19 pandemic has taken a significant toll on the economy locally and globally. In addition to the threat to public health, the economic and social disruption threatens the long-term livelihoods and wellbeing of people. The pandemic has caused disruption on the economic growth with severe impact on all developmental activities. The impact is ultimately on the workforce as workers are being laid-off and fresh university graduates and out of school youths entering the labour market remain unemployed with no visible sign of economic recovery.

Though Bhutan's economy has been adversely impacted, Bhutanese are comparatively fortunate to have been shielded from some of the most devastating consequences with strong interventions and leadership from His Majesty the King and the Government.

His Majesty during the Royal Audience on 31st May 2021 commanded the Ministry of Labour and Human Resources to diversify opportunities through skills training for those who are unemployed and affected by the pandemic to keep them meaningfully engaged and contribute to the socio-economic development of Bhutan during and post pandemic.

As part of the overall economic contingency plan to respond to challenges posed by the pandemic and to enhance the country's economic resilience post-pandemic situation, the Royal Government of Bhutan has devised a range of plans and strategies. One among many strategies is the program of enhancing the resilience of the Bhutanese workforce through provision of high quality training attuned to the needs of the emerging economy.

Therefore, the Skills Development Plan (SDP) has been designed with the intent to mitigate the socio-economic impact caused by the pandemic and ensure an effective, inclusive and sustainable recovery. The plan seeks to address the shortage of skilled workforce in different economic sectors through provision of relevant and high-quality training aligned to the needs of the country.

The SDP targets individuals who are either jobseekers, or those affected by the current pandemic and economic downturn. The plan seeks to mitigate the impacts of the pandemic, by supporting individuals through acquisition of relevant skills so that they are in a position to participate in developmental activities during or post pandemic.

The Ministry is currently working on a TVET Reform Plan which will bring about development in the TVET sector through place transformation, product transformation, people transformation and process transformation. The reform plan will lead to human capital development in the long-term. The SDP on the other hand seeks to address the immediate impact of the pandemic through skills development in the next two years, 2021-22 and 2022-23.

OBJECTIVE

The objectives of SDP are to:

- Provide relevant and quality skills training geared towards enhancing skills and competencies of beneficiaries;
- Provide diverse and easy access to skills training, to promote economic activities and entrepreneurship in the immediate time frame through supply of skilled and competent workforce; and
- Address aspiration and potential of the target group to tap current and emerging economic opportunities.

SALIENT FEATURES

Some of the salient features of the SDP are:

- Support provision of at least one set of skills to the target beneficiary to foster adequate supply of skilled human resources in the country. The plan will also support provision of additional skills to foster multi-skilling opportunities.
- Skills training may become a personal asset or an economical asset. It may not necessarily lead to immediate employment but will benefit the target group in increasing their employability through acquisition of relevant and quality skills and in pursuing self-employment opportunities.
- Since the TVET Reform plan is targeted to commence from July 2023, therefore the implementation of SDP will be carried out optimizing full capacity within the TTIs and IZCs.
- Construction sector is the key sector supported through the Build Bhutan Project (BBP). Therefore, the BBP covers both training and engagement aspects for the construction sector. However, training areas not covered through the BBP are proposed for implementation through the SDP.
- The training duration will range between 1 to 7 months. Individuals attending non NC courses will be provided institute certification. Candidates will also have the prospect to undertake Recognition for Prior Learning (RPL) on completion of training.
- The SDP will be implemented mainly in partnership with public TVET providers and government partner agencies with the exception of a few courses.
- The plan seeks to engage local trainers for implementation of different trainings. However, for areas where local experts are not available, international trainers will be sourced from different countries.

- Training areas and target numbers will be reviewed periodically to ensure market relevance and interest of jobseekers in the program.

TARGET AND SCOPE

The proposed skills training plan shall target the following groups:

- Registered jobseekers;
- Laid off employees due to the COVID-19 pandemic; and
- Overseas returnee.

The skills training plan will be implemented in the TVET courses which have employment prospects including self-employment in the labour market to address the current pandemic situation. The program shall be implemented through the existing public training institutes and identified industry partners.

A total of about 12,749 fresh jobseekers are expected to enter the labour market in 2021-22 and about 14,095 in 2022-23 from different education and training institutions (12th FYP document). The pool of projected job seekers in 2021-22 is expected to be about 17,412 adding a backlog of 4,663 unemployed jobseekers registered with MoLHR as of June 2021.

In planning the implementation target for the SDP, an assessment was carried out on the different support programs provided by the MoLHR. Some of the MoLHR support programs for jobseekers are the Build Bhutan Project (BBP) and the Youth Engagement & Livelihood Program (YELP). Further, the numbers enrolled through the existing public TVET institutions, excluding the six TTIs due to the TVET reform process, and regular recruitment within the civil service sector were taken into consideration. The Desuung Skilling Program (DSP) will be providing skills training for about 5000 unemployed Desuup till December 2022. This number has also been accounted for in assessing the program support for unemployed.

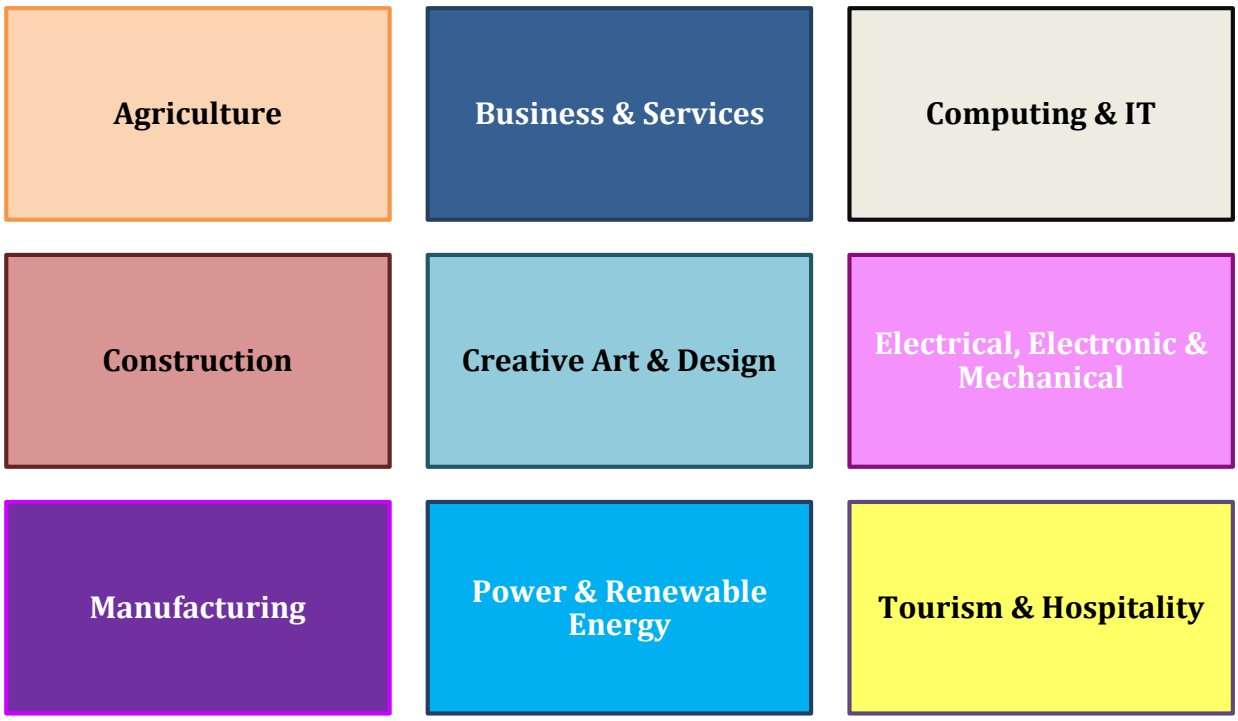
Considering all the mentioned programs, out of the projected unemployed, about 8,995 are the balanced jobseekers. Therefore, the SDP program will tentatively target these pool unemployed jobseekers

Table1: Projection of jobseekers and target for SDP (July 2021-June 2023)

SN	Particular	2021-22	2022-23
1.1	Total Jobseekers as per 12FYP Projection	12,749	1,030
1.2	Backlog jobseeker from 2020-21	4,663	900
	Total jobseekers	**17,412**	2,100
2.1	Engagement through BBP	2,500	430
2.2	Skilling through BBP	2,055	810
2.3	Engagement through YELP	3000	1,115
2.4	Regular enrollment in IZCs and other public institutions	587	1,225
2.5	Desuung Skilling Program (DSP)	2500	250
2.6	RCSC graduate recruitment (estimate)	615	1,135
	Balance Jobseekers	**6,155**	**2,838**
	Implementation target for SDP	**8,995**	

SECTOR CLASSIFICATION

The proposed courses identified for implementation through the SDP are clustered under nine broad sectors. The sectors are:



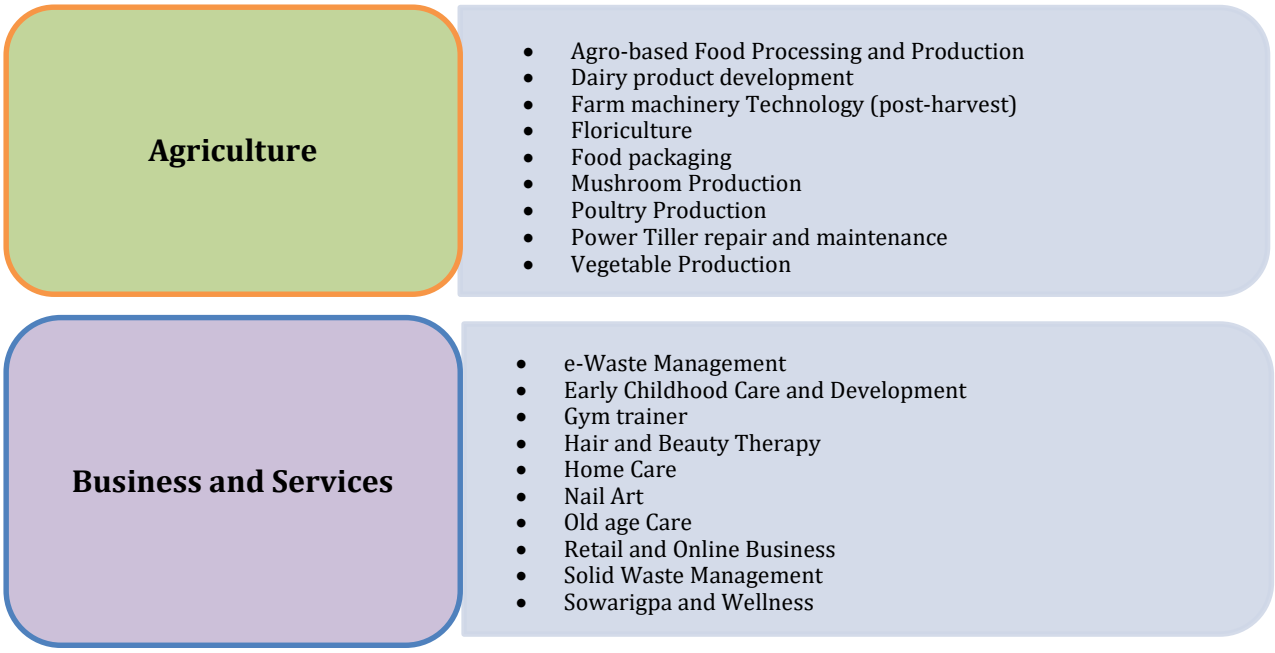
TRAINING AREAS

A total of about 108 different training areas in the nine priority sectors are identified for implementation under the SDP. The skill areas are identified based on:

- Skill areas listed in the 12th FYP HRD Master plan, the National Workforce Plan, TVET Curriculum Framework-2019 and the draft 21st Century Economic Roadmap.
- Current labour market needs based on local and global labour market dynamics,
- Interest of jobseekers, and
- Prospect of self-employment opportunities.

The identified skills areas will provide individuals with competency for employment in different industries/firms or take up self-employment opportunities. During the course of the implementation, the MoLHR can periodically review the training areas to incorporate new training areas into the plan.

All courses under the SDP will be complemented by two weeks entrepreneurship learning to foster self-employment and entrepreneurship post-skilling.



Computing and IT

- 3D printing
- Animation 2D
- Animation 3D
- Block chain Developer
- Business Information System Development
- Cloud Computing
- Cyber and Network Security
- Data mining
- Digital Cable TV Technology
- Digital marketing
- Fibre Optic Technology
- Foundational Artificial Intelligence (AI)
- Game design and development
- Graphic & Digital Art Imaging
- Graphic Design and Multimedia
- Information Technology and Networking
- Internet of Things (IoT)
- IT Application Development
- Machine Learning and Data Science (Data Analytics)
- Mobile Application Development
- Online freelancing
- Security System Integration
- Software Development & Programming (python & JavaScript)
- Webpage development and design

Construction

- False Ceiling
- Melamine polishing
- Structural Glazing
- Water Quality Technology

Creative Art and Design

- Acting
- Calligraphy
- Choreography (traditional and contemporary)
- Cinematography
- Copywriting
- Film making and production
- Garden Design
- Interior Design
- Landscape Design and Management
- Lighting and sound technology
- Music and sound production
- Photography and Design
- Script and screenplay writing
- Sound Production and Recording
- VFX and special Effects

Electrical, Electronic and Mechanical

- Auto Electrical
- Auto Mechanic heavy vehicle
- Auto Mechanic light vehicle
- Auto Painting
- Auto Panel Beating
- Drone Technology
- Electric Car repair and maintenance
- Electronic Repair and Maintenance (Mobile, watch, TV)
- Foundational Mechatronics
- Heating, Ventilation and Air Conditioning (HVAC)
- Heavy Vehicle Driving
- Home Appliance Repair and Maintenance
- Lift repair and maintenance
- Refrigeration and Air Conditioning (RAC)

Manufacturing

- Applied Fashion and Technology
- Cane and bamboo art design and development
- Clay and mud product design and development
- Cosmetics product development
- Jewelry design and development
- Metal Art Design and Fabrication
- Product packaging
- Religious and cultural item tailoring
- Traditional Weaving
- Upholstery design and making
- Western Garment Tailoring
- Wood based product design and development
- Wooden furniture design and making

Power and Renewable Energy

- Hydro-power instrumentation
- Power Cable Trenching and Laying
- Solar Power Technology
- Transformer Repair & Maintenance
- Transmission and Distribution

Tourism and Hospitality

- Bakery and Confectionery
- Barista
- Bhutanese Food Production
- Chocolate and confectionary
- Culinary Arts
- Event Management
- Fast food
- Food & Beverage Services
- Front Office & Reservation
- Nature Guiding
- Trek Guiding
- French language
- Japanese language
- Mandarin Chinese Language

As indicated in the following table, 1030 will be trained in the agriculture sector, 900 in business and services, 2,100 in computing and IT, 430 in construction, 810 in creative art and design, 1,115 in electrical, electronics, and mechanical, 1,225 in manufacturing, 250 in power, and 1135 in tourism sector, in the different areas and courses highlighted above.

Table 2: Sector wise slots and implementation in 2021-22 and 2022-23

SN	Sectors	Courses	2021-22	2022-23	Total
1	Agriculture	9	515	515	1,030
2	Business and Services	10	450	450	900
3	Computing and IT	24	1,100	1,000	2,100
4	Construction	4	215	215	430
5	Creative Art and Design	15	455	355	810
6	Electrical, Electronic and Mechanical	14	570	545	1,115
7	Manufacturing	13	625	600	1,225
8	Power and Renewable Energy	5	140	110	250
9	Tourism and Hospitality	14	580	555	1,135
		108	**4,650**	**4,345**	**8,995**

PROPOSED PARTNER INSTITUTIONS AND AGENCIES

The SDP will be implemented mainly in partnership with public training providers. Some of the key implementing partners are the MoLHR training institutes, public institutions, CSO institutions and government agencies. A total of about 16 prospective partner agencies/institutions has been identified with scope for further expanding partnership with other agencies/institutions.

The Institute of Zorig Chusum (IZCs), Technical Training Institute (TTIs) and other public training providers are identified based on the current in-take, provision of expansion through construction of additional infrastructure & facilities, current annual in-take and to some extent the relevancy of the proposed courses. Other training providers and agencies are identified based on their overall mandate, roles & responsibilities, and their existing partnership with MoLHR.

The MoLHR has established working partnerships with agencies like RENEW, RTA, FTM, APIC, UWICER, AMTC, RITH, NPHC, and DL in implementation for skills training. These partnerships will be expanded and strengthened through the implementation of SDP.

MoLHR training institutes	Public Institutions	CSO Institutions	Government agencies	Private and SOE agencies	Private training
• TTI-Thimphu • TTI-Samthang • TTI-Khuruthang • TTI-Chumey • TTI-Rangjung • JWPTI-Dekiling • IZC-Thimphu • CZC-T/yangtse	• RITH, Thimphu • RDTC • NPHC • UWICER • AMTC • RAPA • FTM (KGUMSB) • Paro College (RUB) • FITI	• RENEW • RTA	• NFC • APIC • Thromdey • Dratsang Lhentshog	• BTL, • Greener Ways	• Not identified

As indicated in the following table, majority of training courses will be implemented in the Department administered institutes. 64 courses in total will be implemented in the five TTIs, JWPIT, and the two IZCs. 44 courses will be implemented in partnership with other partners, both training providers and industry partners.

Table 3: Institute wise slots and implementation in 2021-22 and 2022-23

SN	Proposed institute/partner	Training areas	2021-22	2022-23	Total slot
1	TTI-Thimphu	10	390	390	780
2	TTI-Samthang	5	205	180	385
3	TTI-Khuruthang	6	225	225	450
4	TTI-Chumey	8	330	295	625
5	TTI-Rangjung	13	550	500	1,050
6	JWPTI-Dekiling	15	640	585	1,225
7	IZC-Thimphu	4	125	125	250
8	CZC-Trashiyangtse	3	150	125	275
9	RITH, Thimphu	9	480	455	935
10	RDTC, Zhemgang	7	390	365	755
11	NPHC, Paro	1	50	50	100
12	UWICER, Bumthang	2	100	100	200
13	AMTC, Paro	2	100	100	200
14	RENEW, Thimphu	2	75	75	150
15	RAPA, Thimphu	1	50	10	60
16	NFC, Thimphu	5	175	150	325
17	FTM, KGUMSB	2	65	65	130
18	RUB, Paro College	1	75	75	150
19	APIC, Thimphu	3	100	100	200
20	Dratshang Lhentshog	1	100	100	200
21	RTA, Thimphu	1	75	75	150
22	Greener Ways	2	75	75	150
23	Thromdey	1	40	40	80
24	BTL	1	25	25	50
25	Private	3	60	60	120
	Total	**108**	**4,650**	**4,345**	**8,995**

Overall institute /agency wise details are attached as Annexure 3.

TRAINING MODALITY

The skills training will be implemented using the following modalities listed below:

1. Institute-based training

The institute based training will be the key modality used for implementation of the SDP. In fact, from the 108 courses, 94 courses will be implemented using institute based training.

Institute-based training will be implemented mainly in partnership with public registered training providers.

All courses under SDP will not have an OJT component, unlike the skills training implemented in the past, since the primary focus will be on providing skills through institute-based learning. The duration of the training will range between one to seven months.

Courses based on NCS will be accredited by the Department of Occupational Standards (DOS), which will lead to national assessment and certification. However, non-NCS courses will be certified by respective implementing institutes.

Any courses that can be provided by the existing/new training institutes will be implemented through institute based training.

Majority of the institute-based training will be implemented in partnership with public institutions under the direct administration of DTE (TTIs and IZCs) and other public institutions like AMC, RITH, RAPA and others. Partnership with CSO training providers such as RTA will be continued and strengthened.

2. Industry-based training

The industry-based training will be implemented in partnership with key industries/employers in the country.

This training modality will be used only for courses where there are no training providers in the country, but the training can be provided in partnership with industry. A total of 14 courses will be implemented using this modality.

Learning on the job with industries/employers will be an important aspect to this modality of training. Curriculum and trainees log book will be developed to ensure skills and competency acquisition by the trainees. Skilled supervisors/mentors from the industry partner will be identified and trained if needed to ensure quality of learning.

Some of the key agencies identified for the implementation of industry-based training are the Agency for Promotion of Indigenous Craft (APIC) for the implementation of arts and craft programs, Dratsang Lhentshog (DL) for the implementation of cultural and religious item tailoring programs, and RDTC for implementation of agriculture related programs.

3. Dual Training Program (DTP)

The SDP shall adopt Dual Training Program (DTP) modality to ensure relevance of the skills in the industry. The courses under DTP shall be implemented in partnership with the relevant industries. It is envisaged that the DTP modality shall promote partnership between the institute and the industry and specifically address job-skills mismatch and foster linkage that will encourage industries to directly employ trainees upon completion of training. The approach will be a combination of institute and industry based training as 30 percent of the learning shall take place in the institute and 70 percent in the industry with focus on hands-on-skills training in the industry.

The partner industry shall identify a skilled supervisor to mentor, guide and supervise the trainees during the industry attachment. The progress of the learning shall be monitored through the trainee's logbook.

SKILLS DEMAND AND READINESS

While all 108 training areas are identified based on the employment prospect including self-employment, each course is assessed either "High", "Medium", or "Low" based on the demand for immediate employment.

The ratings are based on employment prospects upon successful completion of the skills training. The rating shall be used to guide in the prioritization of course for implementation through staggered approach. The rating of training area are defined as below:

1. "High" demand: The training areas which have immediate employment prospects including self-employment upon completion of the skills training. The institutes identified for implementation of the training have adequate required facilities, tools and equipment and faculty. The training areas under high rating will be prioritized for implementation in the 1st phase.
2. "Medium" demand: The training areas which have employment prospects including self-employment upon completion of the skills training. The institutes identified for implementation of the training have partial facilities, tools and equipment and faculty.

   Thus, the institute would require some time to prepare before implementation of the training program. The training areas under high rating will be prioritized for implementation in the 2nd phase.
3. "Low" demand: The training areas which have employment prospects including self-employment upon completion of the skills training. The institute identified for implementation of the training does not have facilities, tools and equipment and faculty. Thus, the institute would require more time to prepare before implementation of the

training program. The training areas under low rating will be prioritized for implementation in the 3rd phase.

In assessing the readiness of the institute, following factors were taken into consideration, which were collected in communication with the DTE and relevant training partners.

- experience in conducting similar training in the past,
- number of relevant trainers in the institute,
- intake capacity within the institute,
- number of theory and practical training classroom(s),
- hostel capacity, and
- adequacy of tools and equipment

The demand for immediate employment and the readiness from the institute's side were considered in prioritizing courses for implementation in different phases. Training areas with high demand and high readiness were considered for implementation with immediate effect in the first phase and training areas with low demand and low readiness were considered for implementation towards the later phase.

PHASE WISE COMMENCEMENT

Considering the high number of candidates to be trained through the SDP, the training will be initiated on a phase-wise approach considering the demand for immediate employment and readiness from the institute's side, as detailed out in the above section.

The training areas will be initiated for commencement in four phases.

- Courses identified for Phase 1 will be initiated between August and September 2021,
- Courses identified for Phase 2 will be initiated between October and December 2021,
- Courses identified for Phase 3 will be initiated between January and March 2022,
- Courses identified for Phase 4 will be initiated between April and June 2022.

Courses with high demand and high institute readiness are identified for commencement in the Phase 1, whereas courses with low demand and low institute readiness are identified for implementation in the Phase 3 and Phase 4. All courses will be initiated within the first year 2021-22, and the course implementation will be spread out in the two years.

As indicated in the following table, a total of 25 courses are identified for commencement in Phase 1. Under these 25 courses, a total of 2,490 candidates will be trained in the course of two years. Similarly, a total of 36 courses are identified for commencement in Phase 2, 28 courses in Phase 3 and 19 courses in phase 4. Once the course implementation is initiated, the implementation will be spread out in the two years.

Table 4.1: Summary of phase wise commencement of courses

Phase	Initiation dates	Sector covered	Number of Course
Phase 1	July-September 2021	6	25
Phase 2	October-December 2021	8	36
Phase 3	January-March 2022	8	28
Phase 4	April-June 2022	5	19
		Total	**108**

Table 4.2: Details of courses commencing in four phases

Courses commencing in Phase 1

SN	Sector	Course title
1	Agriculture	Agro-based Food Processing and Production
2	Agriculture	Farm machinery Technology (post-harvest)
3	Agriculture	Power Tiller repair and maintenance
4	Agriculture	Poultry Production
5	Agriculture	Dairy product development
6	Agriculture	Vegetable Production
7	Agriculture	Mushroom Production
8	Electrical, Electronic and Mechanical	Auto Mechanic (light vehicle)
9	Electrical, Electronic and Mechanical	Auto Mechanic (heavy vehicle)
10	Electrical, Electronic and Mechanical	Auto Electrical
11	Electrical, Electronic and Mechanical	Auto Panel Beating
12	Electrical, Electronic and Mechanical	Auto Painting
13	Electrical, Electronic and Mechanical	Heavy Vehicle Driving
14	Business and Services	Hair and Beauty Therapy
15	Business and Services	Early Childhood Care and Development
16	Business and Services	Home Care
17	Computing and IT	Information Technology and Networking
18	Electrical, Electronic and Mechanical	Refrigeration and Air Conditioning (RAC)
19	Manufacturing	Religious and cultural item tailoring
20	Manufacturing	Wooden furniture design and making
21	Manufacturing	Upholstery design and making
22	Manufacturing	Traditional Weaving
23	Power and Renewable Energy	Transmission and Distribution
24	Power and Renewable Energy	Transformer Repair & Maintenance
25	Power and Renewable Energy	Power Cable Trenching and Laying

Courses commencing in Phase 2

SN	Sector	Course title
1	Agriculture	Food packaging
2	Business and Services	Retail and Online Business
3	Business and Services	Solid Waste Management
4	Computing and IT	Mobile Application Development
5	Computing and IT	Graphic Design and Multimedia
6	Computing and IT	Webpage development and design
7	Computing and IT	Animation 2D
8	Computing and IT	Animation 3D
9	Computing and IT	Foundational Artificial Intelligence (AI)
10	Computing and IT	Software Development & Programming (python and JavaScript)
11	Computing and IT	Internet of Things (IoT)
12	Computing and IT	Game design and development
13	Computing and IT	Cyber and Network Security
14	Computing and IT	Machine Learning and Data Science (Data Analytics)
15	Computing and IT	Digital marketing
16	Computing and IT	IT Application Development
17	Computing and IT	Security System Integration
18	Computing and IT	Blockchain Developer
19	Computing and IT	Graphic & Digital Art Imaging
20	Computing and IT	Cloud Computing
21	Computing and IT	Business Information System Development
22	Computing and IT	3D printing
23	Computing and IT	Fibre Optic Technology
24	Computing and IT	Digital Cable TV Technology
25	Construction	False Ceiling
26	Construction	Structural Glazing
27	Construction	Melamine polishing
28	Electrical, Electronic and Mechanical	Electronic Repair and Maintenance (Mobile, watch, TV)
29	Electrical, Electronic and Mechanical	Home Appliance Repair and Maintenance
30	Electrical, Electronic and Mechanical	Heating, Ventilation and Air Conditioning (HVAC)
31	Electrical, Electronic and Mechanical	Lift repair and maintenance
32	Manufacturing	Western Garment Tailoring
33	Power and Renewable Energy	Solar Power Technology

34	Tourism and Hospitality	Chocolate and confectionary
35	Tourism and Hospitality	Bakery and Confectionery
36	Tourism and Hospitality	Culinary Arts

Courses commencing in Phase 3

SN	Sector	Course title
1	Agriculture	Floriculture
2	Electrical, Electronic and Mechanical	Electric Car repair and maintenance
3	Business and Services	Nail Art
4	Business and Services	Gym trainer
5	Business and Services	e-Waste Management
6	Computing and IT	Data mining
7	Computing and IT	Online freelancing
8	Construction	Water Quality Technology
9	Creative Art and Design	Copywriting
10	Creative Art and Design	Script and screenplay writing
11	Creative Art and Design	Film making and production
12	Creative Art and Design	Lighting and sound technology
13	Creative Art and Design	VFX and special Effects
14	Creative Art and Design	Cinematography
15	Creative Art and Design	Sound Production and Recording
16	Creative Art and Design	Photography and Design
17	Creative Art and Design	Acting
18	Creative Art and Design	Music and sound production
19	Creative Art and Design	Choreography (traditional and contemporary)
20	Electrical, Electronic and Mechanical	Foundational Mechatronics
21	Electrical, Electronic and Mechanical	Drone Technology
22	Manufacturing	Clay and mud product design and development
23	Manufacturing	Cane and bamboo art design and development
24	Manufacturing	Wood based product design and development
25	Manufacturing	Metal Art Design and Fabrication
26	Manufacturing	Product packaging
27	Tourism and Hospitality	Fast food
28	Tourism and Hospitality	Bhutanese Food Production

Courses commencing in Phase 4

SN	Sector	Course title
1	Business and Services	Sowarigpa and Wellness
2	Business and Services	Old age Care
3	Tourism and Hospitality	Mandarin Chinese Language
4	Tourism and Hospitality	French language
5	Tourism and Hospitality	Japanese language
6	Creative Art and Design	Interior Design
7	Creative Art and Design	Landscape Design and Management
8	Creative Art and Design	Garden Design
9	Creative Art and Design	Calligraphy
10	Manufacturing	Applied Fashion and Technology
11	Manufacturing	Cosmetics product development
12	Manufacturing	Jewelry design and development
13	Power and Renewable Energy	Hydro-power instrumentation
14	Tourism and Hospitality	Barista
15	Tourism and Hospitality	Nature Guiding
16	Tourism and Hospitality	Trek Guiding
17	Tourism and Hospitality	Food & Beverage Services
18	Tourism and Hospitality	Front Office & Reservation
19	Tourism and Hospitality	Event Management

MONTHLY ROLLOUT PLAN

In view of the urgency to implement courses under the SDP to provide skills training opportunities for the jobseekers, the courses shall be implemented with immediate effect from August 2021. The detailed rollout plan is attached in Annexure 4.

The sector wise rollout plan for the next twenty-four months by number of slots to be implemented in each month is given in table 4. For FY 2021-22, training will be initiated either in phase 1, phase 2, phase 3, or phase 4.

As indicated in the following table, training implementation will be spread throughout the year, giving opportunities for skills development for any individuals in any given point of time.

Table 5: Sector wise rollout plan from July 2021 to June 2023

Sector	Aug-21	Sep-21	Oct-21	Nov-21	Dec-21	Jan-22	Feb-22	Mar-22	Apr-22	May-22	Jun-22	Jul-22	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Total
Agriculture	100	70	25	20	75	100	25	0	100	0	0	170	75	20	25	50	125	0	0	0	50	0	0	**1,030**
Business and Services	70	0	0	50	50	40	95	0	50	20	0	145	60	0	25	75	45	0	0	0	25	0	0	**750**
Computing and IT	25	0	450	75	25	175	200	75	75	0	0	500	0	25	100	275	25	0	0	75	0	0	0	**2,100**
Construction	0	0	75	0	75	20	25	0	20	0	0	95	0	75	0	45	0	0	0	0	0	0	0	**430**
Creative Art and Design	0	0	0	0	0	225	25	75	105	25	0	80	125	75	50	25	0	0	0	0	0	0	0	**810**
Electrical, Electronic and Mechanical	155	0	75	20	20	110	140	25	0	0	25	40	160	75	40	20	20	50	115	0	25	0	0	**1,115**
Manufacturing	100	0	25	25	25	125	100	0	200	25	0	25	175	50	75	25	50	75	75	0	25	25	0	**1,225**
Power and Renewable Energy	75	0	0	25	0	0	0	25	0	15	0	75	25	0	0	0	10	0	0	0	0	0	0	**250**
Tourism and Hospitality	0	0	0	50	0	75	0	75	430	0	25	0	180	75	100	50	125	25	25	0	50	0	0	**1,285**
Grand Total	**525**	**70**	**650**	**265**	**270**	**870**	**610**	**275**	**980**	**85**	**50**	**1,130**	**800**	**395**	**415**	**565**	**400**	**150**	**215**	**75**	**175**	**25**	**0**	**8,995**

Table 6: Details of courses for implementation in August, 2021

SN	Sector	Course title	Intake in August	Institute
1	Agriculture	Farm machinery Technology (post-harvest)	25	AMTC
		Power Tiller repair and maintenance	25	AMTC
		Vegetable Production	25	RDTC
		Mushroom Production	25	RDTC
2	Electrical, Electronic and Mechanical	Auto Mechanic (light vehicle)	25	TTI-T
		Auto Mechanic (heavy vehicle)	25	TTI-S
		Auto Electrical	20	TTI-S
		Auto Panel Beating	20	TTI-T
		Auto Painting	20	TTI-T
		Heavy Vehicle Driving	20	TTI-S
3	Business and Services	Hair and Beauty Therapy	20	Private
		Early Childhood Care and Development	25	RUB
		Home Care	25	RENEW
4	Electrical, Electronic and Mechanical	Refrigeration and Air Conditioning (RAC)	25	TTI-T
5	Computing and IT	Information Technology and Networking	25	TTI-R
6	Manufacturing	Religious and cultural item tailoring	25	DL
		Wooden furniture design and making	25	TTI-R
		Upholstery design and making	25	JWPTI
		Traditional Weaving	25	RTA
7	Power and Renewable Energy	Transmission and Distribution	25	JWPTI
		Transformer Repair & Maintenance	25	JWPTI
		Power Cable Trenching and Laying	25	JWPTI
			525	**Total**

EQUIVALENCY AND PROVISION OF CREDIT TRANSFER FOR TVET

Based on the TVET structure, students who opt to pursue TVET programs under Skills Development Plan shall have the provision of credit transfer for courses already undertaken while pursuing mainstream TVET programs. This will enable flexibility in the TVET system and encourage those to take up programs through SDP. The equivalency and provision of credit transfer will enable smooth transition to mainstream TVET programs.

Trainees completing courses under SDP will have a credit transfer with minimum direct entry into one level higher in relevant courses. The provision of credit transfer shall be based on the level of certificate obtained through SDP.

TRAINING FRAMEWORK

In implementing the SDP, the following TVET framework shall be adopted:

- **Standard:** For training areas with existing National Competency Standards (NCS), the training will be implemented as per the NCS. New NCS will be developed as well to align courses to the industry standard and requirements.
- **Curriculum:** CBT as well as non-CBT curriculum will be used for the implementation of SDP programs.
- **Quality Assurance System (QAS):** To ensure the quality of training, the courses based on NCS shall be registered and accredited on meeting the quality standards. However, the courses which are not based on NCS shall be registered on meeting the minimum requirement as listed in the Course Registration criteria. The course registration and accreditation shall ensure that the institutes have the facilities and resources in place to deliver quality training. The institutes shall be Quality Management System (QMS) certified to deliver the proposed training programs except for short term courses not leading to NC certification. Regular periodic monitoring shall be carried out to ensure that the institutes comply with the quality criteria during the implementation of the training.
- **Assessment and Certification:** The assessment and certification of the trainees shall be flexible and shall be conducted as per the courses. The trainees shall have the option to be assessed immediately upon completion of the training either through national assessment for CBT, institute assessment for non-CBT or be assessed later as per the requirement through provision of Recognition of Prior Learning (RPL). DOS shall facilitate the RPL as and when required.

RECRUITMENT OF MASTER TRAINER (LOCAL AND INTERNATIONAL)

One of the prominent discussions and public perceptions on the TVET program is the mismatch of skills and quality of training delivery. Master trainers, both local and international, shall be recruited to enhance and improve the quality of training delivery in-line with the international best practices.

The master trainers shall be recruited in the areas where in-country trainers are not available or to deliver new courses where the institute does not have the capacity. Total of 45 international master trainers and 14 local master trainers need to be recruited to implement the identified programs.

The existing modality/strategy adopted by DTE in recruitment of master trainers shall be replicated with modification wherever necessary.

SUPPORT PACKAGE

The Ministry of Labour and Human Resources shall support the SDP with prescribed and agreed training fee to the training providers and monthly stipend of Nu.3,500/- to the trainees during the training period and PPE for selected courses.

Full tuition/training cost will be paid directly to the training partner including trainers' fee, material cost, and other cost related to implementation of training.

Training courses implemented in the TTIs and IZCs shall have the provision Nu. 1,000-10,000/- per trainee for the purchase of training materials, and Nu.15,000-60,000/ for purchase of tools, equipment and PPE.

POST-SKILLS TRAINING SUPPORT

Support will be provided to ensure employment/engagement and entrepreneurship activities on completion of skills training. Those interested in taking up additional training will also be supported to foster multiskilling.

Following measures will be adopted to ensure self-employment of individuals skilled under the program:

- Provision of basic entrepreneurship module as part of skills training delivery to encourage self-employment and entrepreneurship activities. DTE approved basic entrepreneurship curriculum to be provided to all training partners, and entrepreneurship TOT support will be provided to training partners.
- Facilitate access to credit facilities to establish small business either self or in group in coordination with the National CSI Development Bank, and other financial institutions in the country.

- Facilitate support and access to incubation facilities with Start-Up Centers under DCSI.
- Facilitate access to equipment support under Industry Development Grant Scheme (IDGS) in collaboration with DCSI.
- Provide a free sample of Detailed Project Report (DPR) available with MoLHR to interested individuals.
- Facilitate access to information on different acceleration and business support services available with different agencies.

Following measures will be adopted to ensure support to those interested to immediately pursue employment/engagement:

- Liaise with different employing agencies requiring skilled workforce.
- Facilitate and provide engagement support through the YELP Program of MoLHR.

Following measures will be adopted to those interested to pursue additional skilling program through SDP:

- Assess the interest of individuals interested in taking up additional training.
- Facilitate and provide additional skilling support through SDP.

BUDGET AND COSTING

An estimated budget of about Nu. 476.208 million will be required to provide skills training for 8,995 individuals under the SDP. The total cost includes all aspects of training implementation including monthly stipend to trainees, training fees to the training partners, cost of hiring trainers, and cost related to review and development of standards and curriculum. The costing for tools and equipment, assessment, and quality assurance are based on existing unit cost.

The budget requirement for the FY 2021-22 is about Nu.285.725 million. This has been calculated considering the number of candidates to be trained in 2021-22 and other costs required for implementation of the SDP in the first year.

Table 7: Budget and costing for SDP

Overall budget requirement for SDP				
SN	**Activity**	**Target number**	**Unit cost Nu.**	**Total Cost in Nu.(m)**
1	Trainee stipend	8,995	3500	93.538
2	Training fee	44 courses	@Nu.5000 to 15,000/ month,	108.750
3	Master Trainer-Local	14	@Nu.30,000/month	4.470
4	Master Trainer-International	45	USD2,000/month	79.672
5	Tools, equipment & PPE for TTIs and IZCs	64 courses	Nu.3,000 to 60,000 per candidate	67.600
6	Training material	64 courses	Nu.1,000 to 10,000/candidate	28.925
7	Entrepreneurship course	8,995	3,000	26.985
8	Development of standard and Curriculum including printing	12/66	NCS@0.120m CBC@0.650m	44.340
9	Training of Trainers (TOT)-Technical Instructional and Pedagogy	14-20	@Nu.50,000	1.000
10	Assessment & Certification	850	4,000	3.400
11	Quality Assurance for CBT courses	12	15,000	0.180
12	Salary and allowance for contract employee	8	@Nu.27,745/ month	10.267
13	Advocacy and Awareness	8	300,000	2.400
14	Administrative, Advocacy, M&E, and contingency cost		1 % of overall cost	4.681
			Total costing Nu.	**476.208**
			Budget required for 2021-22	**285.725**
			Budget required for 2023-24	**190.483**

Update the budget head

OPERATIONAL PLAN

OPERATIONAL PLAN

The operational plan for SDP highlighted in this chapter will provide clarity on the governance structure, implementation process and structure within the DTE to manage, coordinate and implement the program.

Administration and Management

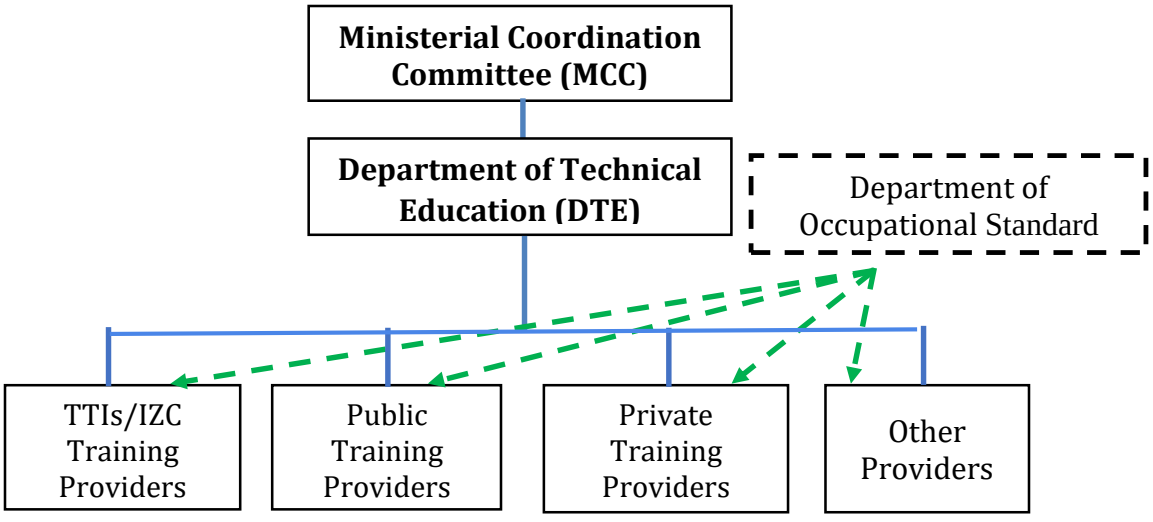
The Department of Technical Education (DTE) as the focal department for planning and implementation of Technical and Vocational Education and Training (TVET) shall be the lead implementer for the SDP under the guidance of the Ministerial Coordination Committee (MCC). DTE shall institute a Program Management Unit (PMU) to coordinate and facilitate the implementation of the program.

The Department of Occupation Standard (DOS) shall facilitate the development of National Competency Standard (NCS), registration, accreditation and certification of QMS to ensure quality as per the Quality Assurance System (QAS).

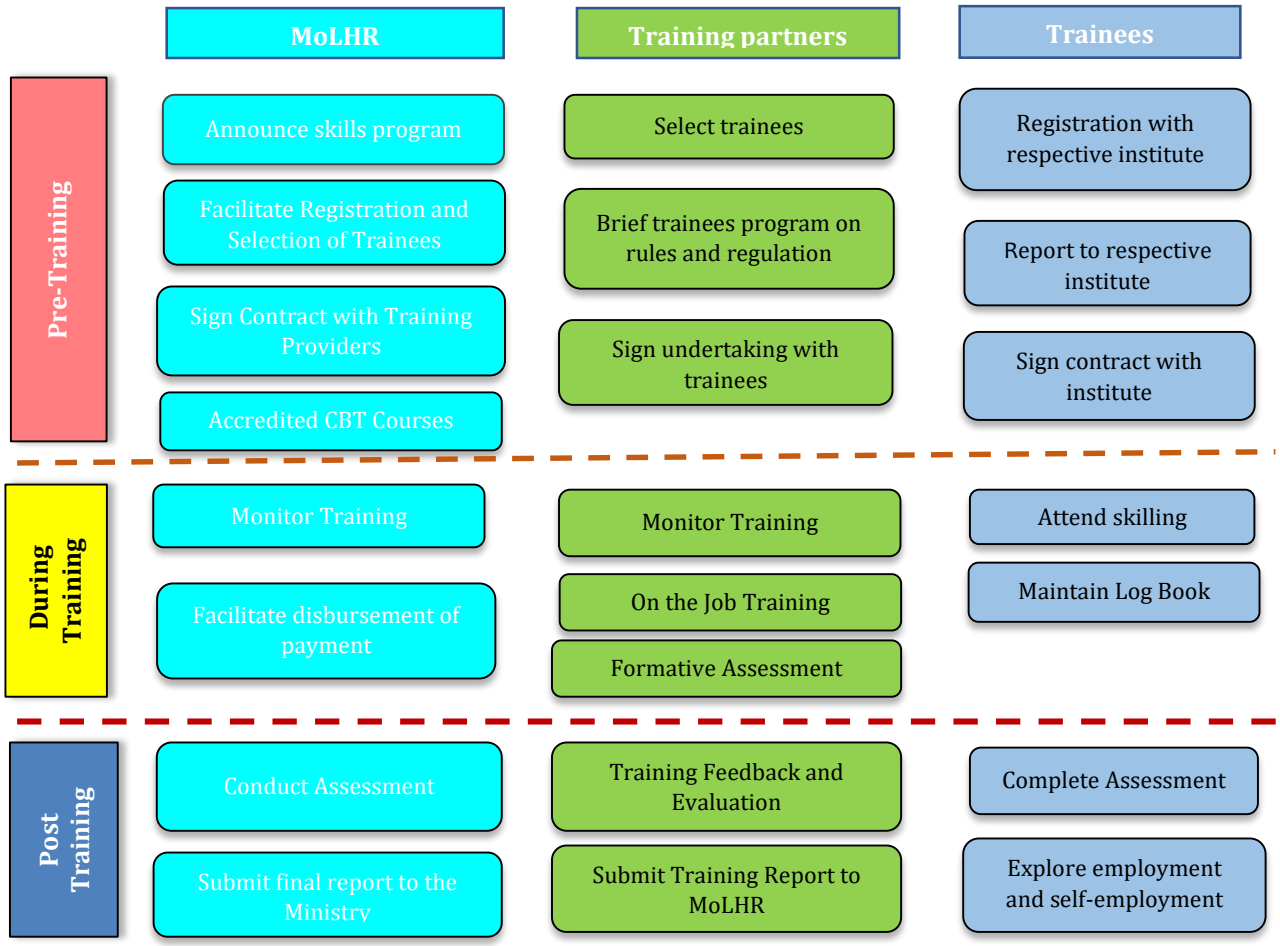
The Directorate Services, MoLHR shall facilitate for timely release of the fund and other administrative services related to the implementation of the program.

The Department of Employment and Human Resources (DoEHR) shall facilitate engagement of target groups in the relevant occupations which may lead to regular or long-term employment.

Structure for implementation of Skills Development Plan



The Department of Technical Education as a lead implementer shall coordinate with the relevant departments and training institutes for smooth implementation of skills training Program. The department shall maintain detailed information and data of the target group who have undergone the skills training program.



Ministerial Coordination Committee (MCC)

The Ministry's Policy and Planning Coordination Committee shall function as the Ministerial Coordination Committee (MCC). The MCC shall carry out the following broad responsibilities:

- Provide overall direction and guidance for the implementation of SDP;
- Approve overall work plan and budget for the SDP;
- Review major issues submitted by the lead implementer and provide directions to resolve issues;
- Review implementation progress from time to time as submitted by the lead implementer;
- Discuss and approve changes in the implementation plan where necessary; and
- Secure fund for the implementation of SDP.

Department of Technical Education (DTE)

The Department of Technical Education shall be the lead implementing Department for the Skills Development Plan. The DTE shall carry out the following responsibilities:

- Lead in the implementation of SDP;
- Coordinate with identified partner agencies/institutions for implementation of the courses under SDP;
- Carry out online registration and selection of trainees for the identified course;
- Sign contract with Training Institutes other than TTIs and IZCs identified/selected for the implementation of courses under SDP;
- Facilitate recruitment of local and international experts as per the SDP plan;
- Sign contract with local and international experts;
- Develop/align/adopt curriculum for the courses under SDP in consultation with the international experts;
- Monitor the implementation of SDP;
- Facilitate procurement of tool, equipment, training materials and PPEs for TTIs and IZCs;
- Facilitate payment of stipend and tuition fees;
- Resolve any issues related to SDP;
- Resolve any issues related to skills training program at the department level;
- Coordination among the stakeholders for smooth and effective implementation of the program;
- Submit major issues to MCC for review and directive; and
- Implement any other directive of the MCC related to SDP.

Department of Occupational Standard (DOS)

Department of Occupational Standard (DOS) shall carry out the following responsibilities:

- Develop/align/adopt National Competency Standards for the courses under SDP;
- Carryout course accreditation for the training institutes; and
- Carryout National Assessment and Certification through regular and RPL whichever is applicable.

Department of Employment and Human Resources (DoEHR)

Department of Employment and Human Resources (DoEHR) shall carry out the following responsibilities:

- Liaise with relevant industries and employers to facilitate engagement of candidates;
- Support and facilitate engagement of candidates through DoEHR's engagement programs;
- Support in integration of entrepreneurship learning in different skill trainings through provision of Entrepreneurship Training of Trainer (ToT), and entrepreneurship training and facilitation; and
- Monitor the participants during the engagement period.

Directorate Services, MoLHR

Directorate Services, MoLHR shall carry out the following responsibilities:

- Facilitate timely release of the fund from MoF;
- Disburse payments based on the documents submitted by implementing departments;
- Disburse/release stipend to individual trainees based on the documents submitted by DTE;
- Disburse/release monthly allowance to participants based on the monthly attendance submitted by DoEHR; and
- Carryout procurement as per the document submitted by the DTE.

Training partners

The training partners shall carry out the following responsibilities:

- Appoint two focal officials to coordinate with the DTE for the implementation of courses under SDP;
- Develop a training plan for the implementation of courses;
- Carryout internal monitoring of the training program;
- Submit progress report for SDP to DTE, MoLHR at the end of the training;
- Ensure adequate facilities and resources to deliver the courses under SDP;
- Maintain attendance and progress of the training.
- Public training providers to carry out any procurement related to the course; and
- Develop SOP and implement training programs following the COVID-19 Safety Protocol issued by the Ministry of Health and Guidelines for re-opening of TVET institutes in Bhutan.

Program Management Unit (PMU)

The Program Management Unit (PMU) will be established under the Department of Technical Education for the effective and efficient planning, coordination and implementation of the SDP. The PMU shall be led by the Coordinator identified by the DTE.

For the smooth coordination and implementation of SDP, PMU shall comprise of the following officials who are chosen from the existing staff or recruited on contract for the duration of the SDP. The sector coordinator shall be recruited on a consolidated contract equivalent to P4 level.

SN	PMU Member	No.	Responsibility	Remark
1	Program Director	1	Overall program direction and guidance	Director, DTE
2	Program Manager	1	Overall program coordination and management	From existing pool
3	Sector Coordinator	1	Agriculture and Business & Services	Recruit on contract
4	Sector Coordinator	1	Computing & IT and Power & Renewable Energy	Recruit on contract
5	Sector Coordinator	1	Construction, Creative Art & Design and Electrical, Electronic & Mechanical	Recruit on contract
6	Sector Coordinator	1	Manufacturing and Tourism & Hospitality	Recruit on contract
7	Accounts Officer	1	For services related to management, disbursement and record of funds	From existing pool
8	Procurement Officer	1	For services related to procurement of goods and services	From existing pool
9	Adm. and store in-charge	1	For services related to administrative services and inventory control	Recruit on contract
10	Media and Communication Officer	1	For services related to media management, communication and marketing	Recruit on contract
11	ICT Officer	1	For services related to ICT support	From existing pool
12	Trainer management officer	2	For liaising with relevant institutes & experts, recruitment and management	Recruit on contract
13	Civil Engineer	2	For supervision and monitoring of construction activities	Recruit on contract in case construction of training facilities
	Total staff	**15**		

Program Director

The Program Director shall be responsible for effective implementation of the Project and shall have the following roles and responsibilities:

- Shall be accountable and report to the Secretary, MoLHR;
- Coordinate with relevant agencies for implementation of SDP;
- Sign contract with Training Institutes other than TTIs and IZCs identified/selected for the implementation of courses under SDP;
- Facilitate recruitment of local and international experts as per the SDP plan;
- Facilitate to develop/align/adopt curriculum for the courses under SDP in consultation with the international experts;
- Provide guidance to the PMU as and when required;
- Monitor the implementation of SDP;
- Review and verify tool, equipment, training materials and PPEs required for TTIs and IZCs for implementation of SDP;
- Resolve any issues related to SDP;
- Coordinate with stakeholders for effective implementation of program;
- Report to MCC for periodic progress and major issues for review and directive;
- Coordinate with Ministry of Foreign Affairs for recruitment of international trainers;
- Coordinate with relevant department and agencies for timely release of fund for implementation of SDP; and
- Implement any other directive of the MCC related to SDP.

Program Manager

- Shall be accountable and report to the Project Director, DTE, MoLHR;
- Formulate plans and ensure effective implementation of the program;
- Finalize program activities with implementing department, agencies and institutes;
- Conduct effective supervision and monitoring of the program activities;
- Review and align SDP proposal as required to strengthen the overall proposal;
- Submit periodic progress report to the Project Director;
- Coordinate with related agencies in and outside of the government on program issues;
- Maintain report and information related to implementation of SDP;
- Manage performance and professional development of PMU staff;
- Prepare annual work plan and budget proposals;

- Ensure effective control and efficient use of resources available for implementation of SDP;
- Coordinate monthly PMU meetings; and
- Shall be accountable and report to the Project Director for all matters related to SDP.

Sector Coordinator

- Shall be accountable and report to Program Manager for matters related to SDP;
- Coordinate and implement planned activities as per the program timeline;
- Communicate and liaise with relevant stakeholders and training partners for effective implementation of program;
- Coordinate with the PMU and ensure timely submission of periodic physical/financial progress reports for specific sector;
- Conduct periodic monitoring and evaluation of programs and activities under specific sector;
- Prepare budget estimate and submit to the Program Manager for release of funds for implementation of programs under identified sectors;
- Follow up with finance division for timely release of fund to the training partners;
- Ensure effective monitoring and evaluation of stipend and allowances payment made to the trainees;
- Review implementation of program activities by the training partners and recommend interventions to improve the program; and
- Record and verify financial reports submitted by different training partners, and ensure timely payment.

Accounts Officer

- Shall be accountable and report to the Program Director, DTE, MoLHR;
- Ensure timely payment of bills and invoices. Also checks the authenticity and correctness of bills, budget code classification, fund availability, expenditure sanctions, stock entries, availability of all supporting documents and ensures statutory deductions;
- Prepare and submit financial statements and other financial reports;
- Process and support release of funds, supplementary budget, fund re-appropriation and transfers;
- Coordinate the preparation and submission of annual budget proposals; and
- Monitors financial progress of works under the SDP.

Procurement Officer

- Shall be accountable and report to the Program Director, DTE, MoLHR;
- Ensure effective procurement of goods, works, and services;
- Plan, quantify and project budget requirements for the supply of materials;
- Ensure effective and acceptable methods to float tenders, select suppliers, place orders, procure and supervise on usage of supplies;
- Maintain all physical and e-copy of documents related to procurement of good, worlds, and services;
- Establish Tender Committees within the Ministry for any procurement activities;
- Coordinate Ministerial Tender Committee (MTC)/Departmental Tender Committee (DTC) meetings ;
- Develop and issue supply order and work order;
- Ensure effective implementation of procurement services as per the contract document, and take appropriate action for any issues as deemed necessary; and
- Coordinate with suppliers and user agencies for timely delivery of goods, works, and services

Administration and Store in-charge

- Shall be accountable and report to the Program Manager, SDP;
- Receive supplies of materials, store properly and issue to the users;
- Verify goods and materials delivered by the suppliers;
- Maintain and store all goods and materials for SDP and ensure minimum damage to the materials;
- Distribute goods and materials as per requisition;
- Coordinate with procurement section and user agencies;
- Record inventory and report of the goods, stocks, and materials; and
- Prepare a survey report for all non-functional office equipment and surrender to DNP.

Media and Communication Officer

- Shall be accountable and report to Program Manager, SDP;
- Plan and administer the communication activities by developing and maintaining a proactive communications program with the public, news media, and staff;
- Assist the PMU in setting organization wide plans and priorities for information and media developments;

- Serve as the representative or spokesperson of the PMU in contacts with the media and a wide variety of public and private organizations and stakeholders;
- Advice the PMU on technical aspects related to information and Media;
- Assist in reviewing the media materials for marketing;
- Assist in recommending publications and documentations of approved media materials produced; and
- Assist in reviewing and advising on documentary films, publications and other media materials as required.

ICT Officer

- Shall be accountable and report to Project Manager, SDP;
- Develop and manage effective online registration system for enrollment of SDP target group;
- Design, develop, update and maintain any web page or application for effective implementation of the SDP;
- Integrate latest technology and its use for online services in implementation of the SDP;
- Provide data and information related to SDP to relevant Stakeholders through Project Manager, SDP; and
- Support PMU in any ICT related activities.

Trainer Management Officer

- Shall be accountable and report to Program Manager, SDP;
- Liaise and coordinate with the sector coordinators to identify trainers' requirement and accordingly take relevant action;
- Develop SOP in coordination with relevant sector coordinator for hiring of international or local trainer;
- Identify international and local trainers in different fields through different means and mechanism including liaising with the MFA;
- Negotiate trainer's fee with relevant individuals and agencies;
- Develop TOR and contract agreement for the international and local trainer to be hired for the SDP;
- Process hiring and recruitment of international and local trainers, and coordinate signing of contract agreement;
- Facilitate and process visa, travel, and accommodation arrangement of international trainer;

- Facilitate support services to the trainer during the engagement terms, as per the contract agreement;
- Ensure welfare and management of international trainers in the country;
- Identify local trainer to ensure knowledge and skills transfer from international trainers;
- Submit budget requirement for the recruitment of trainers;
- Process payment of trainer's fee and other related payments as per the contract agreement;
- Monitor and evaluate performance of local and international trainers; and
- Support in addressing any grievances submitted by the local and international trainers.

Engineer (Civil)

- Shall be accountable and report to Program Manager, SDP;
- Prepare plans and specifications of infrastructure for SDP;
- Researches project design requirements;
- Coordinate and facilitate designs, drawings and estimates of engineering projects;
- Prepare estimates for new or modified services and projects;
- Prepare tender documents for civil works and goods;
- Monitors physical implementation and provides quality control supervision to programs and projects;
- Carry out physical verification and ensures all constructions are as per the design drawings;
- Scrutinize structural drawings and estimates for proposed projects;
- Coordinate weekly and monthly meeting with the PMU; and
- Monitor, evaluate, and assess construction works and work on maintenance of sites.

Advocacy and Awareness

Program advocacy and awareness shall be conducted on a regular basis to create awareness of the program and to inform the target group about the different training opportunities available under the plan. To ensure participation by jobseekers to take up at least one skills area under SDP, extensive advocacy and promotion activities shall be carried out through printed brochures/pamphlets, Ministry's website, social media, print/TV media, and other mechanisms.

Registration and Selection

Any eligible candidates shall apply using the prescribed application form (SDP Registration System). Interested candidates must carefully select the course and institute as he/she shall be allowed to apply for only one training program at a time.

The number of slots for registration shall be kept in the ratio of 1:2 (for 20 slots 40 candidates will be able to register). In case, the slots remain empty after the announcement dateline, the PMU shall decide and take appropriate action.

The registration shall be kept open for 14 days including weekend, however, the registration system will close automatically once the slots are filled.

The selection of candidates shall be carried out by the identified partner agency/institute in close coordination and consultation with the PMU. The selection of candidates shall be carried out in the 3rd week. The list of selected candidates shall be endorsed by the PMU in the 4th week.

The Partner Institute/Industry must ensure the following documentation of the participants:

a. Copy of valid security clearance;
b. Copy of relevant academic transcript/certificate.

Registered candidates who are not selected for the identified course shall be eligible to re-apply once the selection process is completed.

Those interested candidates wishing to avail multiple training can re-register in the SDP Registration System once the ongoing training is completed. The preference shall be given to the fresh candidate who has not availed any training during the selection process. Format for online registration is attached in Annexure 6.

Monitoring and Evaluation

The PMU shall conduct regular periodic monitoring and evaluation to ensure smooth implementation and meet the desired objective of the SDP program. The monitoring and

evaluation will be used to track implementation status against the approved course curriculum or course content and measure effectiveness of the program.

The M&E will focus on course content coverage, facilities provided to the trainees, effectiveness of trainers, quality of food and accommodation provided to trainees. The M&E outcome will be the basis for modification of intervention and assess the quality of training delivery.

During the monitoring and evaluation, appropriate feedback and recommendation will be provided to improve the program implementation. Any issues beyond PMU's authority and capacity will be submitted to the MCC for guidance and directives.

The Implementing partner institute shall be required to conduct regular monitoring of the trainees and assess their learning progress. Any issues and challenges found during the monitoring shall be resolved by the institute. If the issue could not be resolved mutually, then the partner training provider shall inform the PMU immediately. The PMU in consultation with MCC shall take appropriate action to resolve the issue immediately. The attached M&E format shall be used to conduct M&E which is attached in Annexure 5.

RISK ASSESSMENT

Some of the risks which could lead to delayed or poor implementation of the SDP are in terms of lack of partnership from government implementing partners. While skills training is a priority for the MoLHR to mitigate issues related to unemployment, it may not be a priority for the different government agencies. Therefore, it will be important to bring these agencies on board. Some of the associated risks, impact and recommendation are highlighted in the following table:

Risk	Impact	Recommended response plan
Poor cooperation from government implementing partners	Delay in program implementation	Conduct consultative meetings to bring implementing partners on board. Agree on roles and responsibilities for both parties, and agree on training areas
Rigid process for procurement of goods and equipment	Delay in program implementation	Explore direct sourcing mechanisms from reputed manufacturers and suppliers including online procurement for specialized and specific goods. Procure services through framework contract and single sourcing to accelerate implementation of programs under SDP
Finding competent and qualified international trainer	Delay in program implementation and poor training quality	Seek support and coordination form Ministry of Foreign Affairs for recruitment of international master trainers.
Challenges in post-training engagement and employment	Low employment outcome	Provide multi-skilling support within the SDP to enhance employability of candidates. Integrate entrepreneurship module for all the SDP programs.
Candidates not completing the skills training	High attrition rate	Strengthen recruitment process to provide training opportunities to candidates who are interested in the program. Encourage youth to complete the training program through a provision of adequate monthly stipend, allowances and PPE.
Inadequate human resources to develop required number of curriculum	Delay in program implementation and poor training quality	Build capacity of partner agencies to develop curriculum through in-country training and capacity development workshops.

Lack of candidate applying for the program	Program target not met	Periodic review and reprioritization of program areas and targets based on labor market and aspiration of target group

GRIEVANCE REDRESSAL MECHANISM

The grievance redressal mechanism shall be one of the important components to ensure accountable, responsive and user-friendly for the implementation of the program. The following mechanism shall be adhered to address any issues arising from the implementation of the SDP.

- Any grievances related to implementation of the contract agreement among the PMU, the training institutes and trainers shall be amicably resolved between the parties, failing which the aggrieved party shall seek redressal to the department in collaboration with Legal Unit and apprise MCC for guidance.
- Any grievances related to implementation of the program shall be submitted to the PMU for further action.

NEW CONSTRUCTION

CONSTRUCTION OF ADDITIONAL INFRASTRUCTURE AND TEMPORARY INSTITUTE

The SDP will provide skills training opportunities for 8,995 job seekers who are seeking employment opportunities in different sectors. The overall proposal focuses on optimum utilization of the existing training institutes.

Based on the analysis of the existing capacity in the TTIs and IZCs, TTI-Samthang would require additional hostels to meet the per batch intake. The construction of additional infrastructure would be carried out through construction of prefabricated structure or timber frame and board. The approximate estimate for construction of additional hostels in TTI-Samthang would be approximately Nu.35 million for pre-fabricated structure and Nu.28 million for timber frame and board.

Based on the periodical review during the courses of implementation of SDP, the Ministry shall consider viable options to enhance the intake capacity with additional new courses as indicated below:

1. Under-utilized government institution or buildings

The following institutions/locations have been tentatively identified for the planning purpose. However, during the implementation process, further feasibility studies could be carried out to assess the viability of implementing programs in these locations.

- Prince Namgay Wangchuck Academy, Tama, Zhemgang
- Kelki School, Trashigang
- RNR Research Center, Samteling, Sarpang

2. Hiring of training space and facilities

The Ministry of Labour and Human Resources shall hire training space and facilities in different locations to cater to the jobseekers in different regions:

- East- Trashigang/Mongar
- South- Gelephu & Phuntsholing
- West - Thimphu & Punakha

3. Establishment of temporary institute

The establishment of a new temporary institute shall be an alternate strategy if the private training providers do not meet the requirement and capacity of delivering quality training. The proposed location of the establishment of new temporary institute are as given below:

- East- Kanglung, Trashigang
- South- RPB site above JWPTI-Dekiling;
- West- Thromdey, Haa

ESTIMATE AND COSTING

1. Establishment of temporary institute

The construction of infrastructure for temporary institutes shall be carried out through pre-fabricated or timber frame and board structure. The total cost estimate for establishment of new temporary institutes is Nu.247 million for pre-fabricated structure and Nu.210 million for timber frame and board structure.

The total estimated budget requirement specified in the following table for the construction of infrastructure and temporary institute is over and above the budget and costing for the implementation of SDP, which is specified in the budget and costing sector of the proposal. In case a temporary institute is to be established, the budget as specified in the following table will be required.

SN.	Infrastructure	Details	Unit	Area	Estimate for prefab	Estimate for board	Reference
1	Area of space	Site visit and confirmation of location	Acre	5			
2	Administrative building	Director office, HR, store, finance, instructor room, conference hall, library and toilet	Sq. m	1100	27,500,000	27,500,000	Plinth area
3	Classroom	Lecture room	Sq. m	1000	25,000,000	20,000,000	Plinth area
4	Workshop and laboratory	Practical room, instructors office and toilet (girls & boys)	Sq. m	1000	25,000,000	20,000,000	Plinth area
5	Boys Hostel	For capacity of 370 heads and eight in each room with bunk bed	Sq. m	1500	37,500,000	30,000,000	Plinth Area
6	Girls Hostel	For capacity of 200 heads and eight in each room with bunk bed	Sq. m	1200	30,000,000	24,000,000	Plinth Area
7	Recreational facility	Football, basketball and volleyball ground	No	1	2,600,000	2,600,000	Olympic standards
8	Kitchen and dining hall	With hand washing and store room	Sq. m	350	8,750,000	7,000,000	Plinth area
9	MP hall		Sq. m	700	17,500,000	14,000,000	Plinth area

10	Water Supply and storage tank	150 KL storage tank	-	-	1,500,000	1,500,000	
11	Sewerage system	For 500 population	-	-	10,000,000	10,000,000	
12	Directors Quarter	2 BHK	Sq. m	200	5,000,000	4,000,000	Plinth area
13	Staff Quarter	2 BHK	Sq. m	1500	37,500,000	30,000,000	Plinth area
14	Support staff quarter	2 BHK	Sq. m	720	18,000,000	18,000,000	Plinth area
15	Site Development	Topography survey, ground leveling, clearing of bushes, compound lighting, internal road, landscaping...	Acre	5	2,000,000	2,000,000	
			Total	**9270**	**247,850,000**	**210,600,000**	

RECOMMENDATIONS

The SDP is developed to provide skills training opportunities for the jobseeker and other target groups who are affected by the COVID-19 Pandemic. The SDP will complement the overall TVET reform plan in implementing higher level TVET programs.

Considering the urgent need to implement the SDP with minimum economic impact, the following implementation actions are recommended:

- Adopt institute based training modality to optimize utilization of TTIs, IZCs and other public training institutes.
- The Project Management Unit (PMU) to consult with relevant stakeholder and agencies for support and collaboration in implementing SDP through coordinated approach.
- Explore direct sourcing mechanisms from reputed manufacturers and suppliers including online procurement for specialized and specific goods as per the "Simplified Procurement Rules & Regulations under COVID-19 situation" issued by the Ministry of Finance dated 29th June 2020. Procure services wherever required through framework contract and single sourcing to accelerate implementation of programs under SDP.
- Seek support and coordination from the Ministry of Foreign Affairs for recruitment of international master trainers. Adopt an existing framework developed by the Department of Technical Education for recruitment of local and master trainers.
- Review and reprioritize program areas and targets periodically based on labor market and aspiration of target group.
- Collaborate with relevant Industry and Employers for post training engagement of trained candidates.

ANNEXURE

Annexure 1: Details of courses to be implemented under Skills Development Plan

SN	Sector	Course title	Certification	Duration (Months)	Total slot	2021-22	2022-23	Modality	Proposed Inst./partner	Trainer
1.	Agriculture	Agro-based Food Processing & Production	IC	2	100	50	50	Inst.	RDTC	Local
2.	Agriculture	Farm machinery Technology (post-harvest)	IC	3	100	50	50	Inst.	AMTC	Local
3.	Agriculture	Power Tiller repair & maintenance	IC	4	100	50	50	Inst.	AMTC	Local
4.	Agriculture	Food packaging	IC	2	100	50	50	Inst.	NPHC	Int.
5.	Agriculture	Floriculture	IC	1	50	25	25	Inst.	RDTC	Int.
6.	Agriculture	Poultry Production	IC	4	100	50	50	Inst.	RDTC	Local
7.	Agriculture	Dairy product development	IC	1	80	40	40	Inst.	RDTC	Local
8.	Agriculture	Vegetable Production	IC	4	300	150	150	Inst.	RDTC	Local
9.	Agriculture	Mushroom Production	IC	4	100	50	50	Inst.	RDTC	Local
10.	Electrical, Electronic & Mechanical	Electric Car repair & maintenance	IC	6	80	40	40	Inst.	TTI-T	Int.
11.	Electrical, Electronic & Mechanical	Auto Mechanic (light vehicle)	IC	6	100	50	50	Inst.	TTI-T	Local
12.	Electrical, Electronic & Mechanical	Auto Mechanic (heavy vehicle)	IC	6	100	50	50	Inst.	TTI-S	Local
13.	Electrical, Electronic & Mechanical	Auto Electrical	IC	4	80	40	40	Inst.	TTI-S	Local

14.	Electrical, Electronic & Mechanical	Auto Panel Beating	IC	6	80	40	40	Inst.	TTI-T	Local
15.	Electrical, Electronic & Mechanical	Auto Painting	IC	5	80	40	40	Inst.	TTI-T	Int.
16.	Electrical, Electronic & Mechanical	Heavy Vehicle Driving	IC	3	80	40	40	Inst.	TTI-S	Local
17.	Business & Services	Hair & Beauty Therapy	IC	7	40	20	20	Inst.	Private	Int.
18.	Business & Services	Nail Art	IC	2	50	25	25	Inst.	Private	Int.
19.	Business & Services	Sowarigpa & Wellness	IC	3	80	40	40	Inst.	FTM, KGUMSB	Local
20.	Business & Services	Gym trainer	IC	3	30	15	15	Indus.	Private	Local
21.	Business & Services	Retail & Online Business	IC	1	100	50	50	Inst.	JWPTI	Local
22.	Business & Services	Solid Waste Management	IC	2	100	50	50	Indus.	Greener Ways	Local
23.	Business & Services	e-Waste Management	IC	2	50	25	25	Indus.	Greener Ways	Int.
24.	Business & Services	Early Childhood Care & Development	NC	3	150	75	75	Inst.	RUB	Local
25.	Business & Services	Home Care	NC	3	100	50	50	Inst.	RENEW	Local
26.	Business & Services	Old age Care	NC	3	50	25	25	Inst.	RENEW	Int.
27.	Computing & IT	Mobile Application Development	IC	3	50	25	25	Inst.	TTI-R	Int.
28.	Computing & IT	Graphic Design & Multimedia	IC	2	100	50	50	Inst.	JWPTI	Int.
29.	Computing & IT	Webpage development & design	IC	3	100	50	50	Inst.	JWPTI	Local
30.	Computing & IT	Data mining	IC	2	50	25	25	Inst.	JWPTI	Int.
31.	Computing & IT	Animation 2D	IC	3	75	50	25	Inst.	TTI-R	Int.
32.	Computing & IT	Animation 3D	IC	3	75	50	25	Inst.	TTI-R	Int.

33.	Computing & IT	Foundational Artificial Intelligence (AI)	IC	3	50	25	25	Inst.	JWPTI	Int.
34.	Computing & IT	Software Development & Programming (python & JavaScript)	IC	3	250	125	125	Inst.	JWPTI	Int.
35.	Computing & IT	Internet of Things (IoT)	IC	3	150	75	75	Inst.	TTI-K	Int.
36.	Computing & IT	Game design & development	IC	3	100	50	50	Inst.	TTI-C	Int.
37.	Computing & IT	Cyber & Network Security	IC	3	100	50	50	Inst.	TTI-K	Int.
38.	Computing & IT	Machine Learning & Data Science (Data Analytics)	IC	3	100	50	50	Inst.	TTI-R	Int.
39.	Computing & IT	Digital marketing	IC	1	125	75	50	Inst.	JWPTI	Local
40.	Computing & IT	Information Technology & Networking	IC	3	50	25	25	Inst.	TTI-R	Local
41.	Computing & IT	IT Application Development	IC	2	50	25	25	Inst.	TTI-R	Local
42.	Computing & IT	Security System Integration	IC	1	50	25	25	Inst.	TTI-K	Int.
43.	Computing & IT	Blockchain Developer	IC	3	100	50	50	Inst.	TTI-C	Int.
44.	Computing & IT	Graphic & Digital Art Imaging	IC	2	100	50	50	Inst.	TTI-R	Int.
45.	Computing & IT	Cloud Computing	IC	2	125	75	50	Inst.	TTI-C	Int.
46.	Computing & IT	Business Information System Development	IC	1	50	25	25	Inst.	TTI-K	Local
47.	Computing & IT	3D printing	IC	1	50	25	25	Inst.	TTI-T	Int.
48.	Computing & IT	Fibre Optic Technology	IC	1	50	25	25	Indus.	BTL	Local
49.	Computing & IT	Online freelancing	IC	3	50	25	25	Inst.	JWPTI	Int.
50.	Computing & IT	Digital Cable TV Technology	NC	3	100	50	50	Inst.	TTI-R	Local
51.	Construction	Water Quality Technology	IC	3	80	40	40	Indus.	Thromdey	Int.
52.	Construction	False Ceiling	IC	1	100	50	50	Inst.	TTI-C	Int.
53.	Construction	Structural Glazing	IC	1	100	50	50	Inst.	TTI-C	Int.

54.	Construction	Melamine polishing	IC	1	150	75	75	Inst.	TTI-R	Int.
55.	Creative Art & Design	Interior Design	IC	2	25	15	10	Inst.	TTI-C	Int.
56.	Creative Art & Design	Landscape Design & Management	IC	3	25	15	10	Inst.	TTI-C	Int.
57.	Creative Art & Design	Garden Design	IC	2	25	25	0	Inst.	RDTC	Int.
58.	Creative Art & Design	Calligraphy	IC	3	50	25	25	Indus.	APIC	Local
59.	Creative Art & Design	Copywriting	IC	2	50	25	25	Inst.	TTI-C	Int.
60.	Creative Art & Design	Script & screenplay writing	IC	1	100	50	50	Indus.	NFC	Int.
61.	Creative Art & Design	Film making & production	IC	3	50	25	25	Indus.	NFC	Int.
62.	Creative Art & Design	Lighting & sound technology	IC	3	50	25	25	Inst.	TTI-K	Int.
63.	Creative Art & Design	VFX & special Effects	IC	3	50	25	25	Inst.	TTI-R	Local
64.	Creative Art & Design	Cinematography	IC	1	50	25	25	Indus.	NFC	Int.
65.	Creative Art & Design	Sound Production & Recording	IC	3	50	25	25	Indus.	NFC	Int.
66.	Creative Art & Design	Photography & Design	IC	2	100	50	50	Inst.	TTI-R	Int.
67.	Creative Art & Design	Acting	IC	3	75	50	25	Indus.	NFC	Int.
68.	Creative Art & Design	Music & sound production	IC	3	50	25	25	Inst.	TTI-R	Int.
69.	Creative Art & Design	Choreography (traditional & contemporary)	IC	1	60	50	10	Inst.	RAPA	Int.
70.	Electrical, Electronic & Mechanical	Foundational Mechatronics	IC	3	50	25	25	Inst.	TTI-T	Int.

71.	Electrical, Electronic & Mechanical	Drone Technology	IC	3	50	25	25	Inst.	TTI-S	Int.
72.	Electrical, Electronic & Mechanical	Electronic Repair & Maintenance (Mobile, watch, TV)	IC	4	75	50	25	Inst.	TTI-S	Local
73.	Electrical, Electronic & Mechanical	Home Appliance Repair & Maintenance	IC	3	150	75	75	Inst.	TTI-T	Local
74.	Electrical, Electronic & Mechanical	Refrigeration & Air Conditioning (RAC)	NC	6	100	50	50	Inst.	TTI-T	Int.
75.	Electrical, Electronic & Mechanical	Heating, Ventilation & Air Conditioning (HVAC)	NC	4	50	25	25	Inst.	TTI-T	Int.
76.	Electrical, Electronic & Mechanical	Lift repair & maintenance	IC	3	40	20	20	Inst.	TTI-T	Int.
77.	Manufacturing	Applied Fashion & Technology	IC	5	100	50	50	Inst.	IZC-T	
78.	Manufacturing	Religious & cultural item tailoring	IC	3	200	100	100	Indus.	Dratshang Lhanthsog	Local
79.	Manufacturing	Clay & mud product design & development	IC	2	50	25	25	Indus.	APIC	Int.
80.	Manufacturing	Cane & bamboo art design & development	IC	2	100	50	50	Indus.	APIC	Int.
81.	Manufacturing	Wood based product design & development	IC	3	100	50	50	Inst.	JWPTI	Int.
82.	Manufacturing	Metal Art Design & Fabrication	NC	7	50	25	25	Inst.	TTI-K	Int.
83.	Manufacturing	Wooden furniture design & making	IC	6	100	50	50	Inst.	TTI-R	Int.
84.	Manufacturing	Upholstery design & making	IC	4	50	25	25	Inst.	JWPTI	Local
85.	Manufacturing	Traditional Weaving	IC	3	150	75	75	Inst.	RTA	Local

86.	Manufacturing	Cosmetics product development	IC	3	50	25	25	Inst.	FTM, KGUMSB	Int.
87.	Manufacturing	Product packaging	IC	2	100	50	50	Inst.	CZC	Int.
88.	Manufacturing	Jewellery design & development	IC	3	50	25	25	Inst.	CZC	Int.
89.	Manufacturing	Western Garment Tailoring	IC	5	125	75	50	Inst.	CZC	Local
90.	Power & Renewable Energy	Solar Power Technology	NC	3	75	50	25	Inst.	JWPTI	Local
91.	Power & Renewable Energy	Transmission & Distribution	NC	6	50	25	25	Inst.	JWPTI	Local
92.	Power & Renewable Energy	Hydro-power instrumentation	NC	7	25	15	10	Inst.	JWPTI	Int.
93.	Power & Renewable Energy	Transformer Repair & Maintenance	IC	2	50	25	25	Inst.	JWPTI	Local
94.	Power & Renewable Energy	Power Cable Trenching & Laying	NC	5	50	25	25	Inst.	JWPTI	Local
95.	Tourism & Hospitality	Mandarin Chinese Language	IC	3	50	25	25	Inst.	IZC-T	Local
96.	Tourism & Hospitality	French language	IC	3	50	25	25	Inst.	IZC-T	Int.
97.	Tourism & Hospitality	Japanese language	IC	3	50	25	25	Inst.	IZC-T	Local
98.	Tourism & Hospitality	Chocolate & confectionery	IC	1	100	50	50	Inst.	RITH	Int.
99.	Tourism & Hospitality	Barista	IC	1	100	50	50	Inst.	RITH	Int.
100.	Tourism & Hospitality	Bakery & Confectionery	IC	3	125	75	50	Inst.	RITH	Local
101.	Tourism & Hospitality	Nature Guiding	IC	3	150	75	75	Inst.	UWICER	Local
102.	Tourism & Hospitality	Fast food	IC	3	50	25	25	Inst.	RITH	Local
103.	Tourism & Hospitality	Culinary Arts	IC	3	150	75	75	Inst.	RITH	Local

104.	Tourism & Hospitality	Trek Guiding	NC	1	50	25	25	Inst.	UWICER	Local
105.	Tourism & Hospitality	Food & Beverage Services	IC	3	100	50	50	Inst.	RITH	Local
106.	Tourism & Hospitality	Front Office & Reservation	IC	3	100	50	50	Inst.	RITH	Local
107.	Tourism & Hospitality	Bhutanese Food Production	IC	3	150	75	75	Inst.	RITH	Local
108.	Tourism & Hospitality	Event Management	IC	2	60	30	30	Inst.	RITH	Int.
					8,995	**4,650**	**4,345**			

Annexure 2: Cost calculation of SDP courses

SN	Sector	Course title	Duration (Months)	Total slot	2021-22	2022-23	Training Fee (Nu)	Stipend (Nu)	Tools, equipment & PPE (Nu)	Training material (Nu)	Costing for Local Trainer (Nu)	Costing for Int. Trainer (Nu)	Total Cost (Nu)
1.	Agriculture	Agro-based Food Processing & Production	2	100	50	50	2,000,000	700,000					2,700,000
2.	Agriculture	Farm machinery Technology (post-harvest)	3	100	50	50	3,000,000	1,050,000					4,050,000
3.	Agriculture	Power Tiller repair & maintenance	4	100	50	50	4,000,000	1,400,000					5,400,000
4.	Agriculture	Food packaging	2	100	50	50	3,000,000	700,000				1,327,869	5,027,869
5.	Agriculture	Floriculture	1	50	25	25	250,000	175,000				1,327,869	1,752,869
6.	Agriculture	Poultry Production	4	100	50	50	2,000,000	1,400,000					3,400,000
7.	Agriculture	Dairy product development	1	80	40	40	400,000	280,000					680,000
8.	Agriculture	Vegetable Production	4	300	150	150	12,000,000	4,200,000					16,200,000
9.	Agriculture	Mushroom Production	4	100	50	50	2,000,000	1,400,000					3,400,000
10.	Electrical, Electronic & Mechanical	Electric Car repair & maintenance	6	80	40	40		1,680,000	4,000,000	800,000		1,327,869	7,807,869
11.	Electrical, Electronic & Mechanical	Auto Mechanic (light vehicle)	6	100	50	50		2,100,000	2,500,000	1,000,000			5,600,000
12.	Electrical, Electronic & Mechanical	Auto Mechanic (heavy vehicle)	6	100	50	50		2,100,000	2,500,000	1,000,000			5,600,000

13.	Electrical, Electronic & Mechanical	Auto Electrical	4	80	40	40		1,120,000	1,600,000	800,000			3,520,000
14.	Electrical, Electronic & Mechanical	Auto Panel Beating	6	80	40	40		1,680,000	1,600,000	800,000			4,080,000
15.	Electrical, Electronic & Mechanical	Auto Painting	5	80	40	40		1,400,000	2,400,000	800,000		1,327,869	5,927,869
16.	Electrical, Electronic & Mechanical	Heavy Vehicle Driving	3	80	40	40		840,000	1,600,000	800,000			3,240,000
17.	Business & Services	Hair & Beauty Therapy	7	40	20	20	4,200,000	980,000				1,327,869	6,507,869
18.	Business & Services	Nail Art	2	50	25	25	1,000,000	350,000				1,327,869	2,677,869
19.	Business & Services	Sowarigpa & Wellness	3	80	40	40	1,200,000	840,000					2,040,000
20.	Business & Services	Gym trainer	3	30	15	15	900,000	315,000					1,215,000
21.	Business & Services	Retail & Online Business	1	100	50	50		350,000			180,000		530,000
22.	Business & Services	Solid Waste Management	2	100	50	50	2,000,000	700,000					2,700,000
23.	Business & Services	e-Waste Management	2	50	25	25	1,000,000	350,000				1,327,869	2,677,869
24.	Business & Services	Early Childhood Care & Development	3	150	75	75	2,250,000	1,575,000					3,825,000
25.	Business & Services	Home Care	3	100	50	50	1,500,000	1,050,000					2,550,000
26.	Business & Services	Old age Care	3	50	25	25	2,250,000	525,000				1,327,869	4,102,869
27.	Tourism and Hospitality	Mandarin Chinese Language	3	50	25	25		525,000		50,000	240,000		815,000
28.	Tourism and Hospitality	French language	3	50	25	25		525,000		50,000		1,327,869	1,902,869
29.	Tourism and Hospitality	Japanese language	3	50	25	25		525,000		50,000	210,000		785,000
30.	Computing & IT	Mobile Application Development	3	50	25	25		525,000	750,000	250,000		1,327,869	2,852,869

31.	Computing & IT	Graphic Design & Multimedia	2	100	50	50		700,000	1,000,000	300,000		1,327,869	3,327,869
32.	Computing & IT	Webpage development & design	3	100	50	50		1,050,000	1,000,000	300,000	420,000		2,770,000
33.	Computing & IT	Data mining	2	50	25	25		350,000	500,000	150,000		1,327,869	2,327,869
34.	Computing & IT	Animation 2D	3	75	50	25		787,500	750,000	225,000		1,327,869	3,090,369
35.	Computing & IT	Animation 3D	3	75	50	25		787,500	750,000	225,000		1,327,869	3,090,369
36.	Computing & IT	Foundational Artificial Intelligence (AI)	3	50	25	25		525,000	500,000	150,000		1,327,869	2,502,869
37.	Computing & IT	Software Development & Programming (python & JavaScript)	3	250	125	125		2,625,000	1,250,000	750,000		1,327,869	5,952,869
38.	Computing & IT	Internet of Things (IoT)	3	150	75	75		1,575,000	750,000	450,000		1,327,869	4,102,869
39.	Computing & IT	Game design & development	3	100	50	50		1,050,000	500,000	300,000		1,327,869	3,177,869
40.	Computing & IT	Cyber & Network Security	3	100	50	50		1,050,000	500,000	300,000		1,327,869	3,177,869
41.	Computing & IT	Machine Learning & Data Science (Data Analytics)	3	100	50	50		1,050,000	500,000	300,000		1,327,869	3,177,869
42.	Computing & IT	Digital marketing	1	125	75	50		437,500	625,000	375,000	210,000		1,647,500
43.	Computing & IT	Information Technology & Networking	3	50	25	25		525,000	250,000	150,000			925,000
44.	Computing & IT	IT Application Development	2	50	25	25		350,000	250,000	150,000	180,000		930,000
45.	Computing & IT	Security System Integration	1	50	25	25		175,000	250,000	150,000		1,327,869	1,902,869
46.	Computing & IT	Block chain Developer	3	100	50	50		1,050,000	500,000	300,000		1,327,869	3,177,869
47.	Computing & IT	Graphic & Digital Art Imaging	2	100	50	50		700,000	500,000	300,000		1,327,869	2,827,869
48.	Computing & IT	Cloud Computing	2	125	75	50		875,000	625,000	375,000		1,327,869	3,202,869
49.	Computing & IT	Business Information	1	50	25	25		175,000	250,000	150,000	90,000		665,000

		System Development											
50.	Computing & IT	3D printing	1	50	25	25		175,000	250,000	250,000		1,327,869	2,002,869
51.	Computing & IT	Fibre Optic Technology	1	50	25	25	750,000	175,000					925,000
52.	Computing & IT	Online freelancing	3	50	25	25		525,000	250,000	150,000		1,327,869	2,252,869
53.	Computing & IT	Digital Cable TV Technology	3	100	50	50		1,050,000	1,000,000	300,000	420,000		2,770,000
54.	Construction	Water Quality Technology	3	80	40	40	2,400,000	840,000				1,327,869	4,567,869
55.	Construction	False Ceiling	1	100	50	50		350,000	1,500,000	1,000,000		1,327,869	4,177,869
56.	Construction	Structural Glazing	1	100	50	50		350,000	1,500,000	1,000,000		1,327,869	4,177,869
57.	Construction	Melamine polishing	1	150	75	75		525,000	750,000	1,500,000		1,327,869	4,102,869
58.	Creative Art & Design	Interior Design	2	25	15	10		175,000	500,000	250,000		1,327,869	2,252,869
59.	Creative Art & Design	Landscape Design & Management	3	25	15	10		262,500	250,000	250,000		1,327,869	2,090,369
60.	Creative Art & Design	Garden Design	2	25	25	0	250,000	175,000				1,327,869	1,752,869
61.	Creative Art & Design	Calligraphy	3	50	25	25	750,000	525,000					1,275,000
62.	Creative Art & Design	Copywriting	2	50	25	25		350,000	50,000	50,000		1,327,869	1,777,869
63.	Creative Art & Design	Script & screenplay writing	1	100	50	50	500,000	350,000				1,327,869	2,177,869
64.	Creative Art & Design	Film making & production	3	50	25	25	2,250,000	525,000				1,327,869	4,102,869
65.	Creative Art & Design	Lighting & sound technology	3	50	25	25		525,000	1,000,000	250,000		1,327,869	3,102,869
66.	Creative Art & Design	VFX & special Effects	3	50	25	25		525,000	500,000	150,000	210,000		1,385,000
67.	Creative Art & Design	Cinematography	1	50	25	25	500,000	175,000				1,327,869	2,002,869
68.	Creative Art & Design	Sound Production & Recording	3	50	25	25	2,250,000	525,000				1,327,869	4,102,869
69.	Creative Art & Design	Photography & Design	2	100	50	50		700,000	1,000,000	200,000		1,327,869	3,227,869
70.	Creative Art & Design	Acting	3	75	50	25	1,125,000	787,500				1,327,869	3,240,369

71.	Creative Art & Design	Music & sound production	3	50	25	25		525,000	500,000	250,000		1,327,869	2,602,869
72.	Creative Art & Design	Choreography (traditional & contemporary)	1	60	50	10	300,000	210,000				1,327,869	1,837,869
73.	Electrical, Electronic & Mechanical	Foundational Mechatronics	3	50	25	25		525,000	500,000	500,000		1,327,869	2,852,869
74.	Electrical, Electronic & Mechanical	Drone Technology	3	50	25	25		525,000	1,000,000	250,000		1,327,869	3,102,869
75.	Electrical, Electronic & Mechanical	Electronic Repair & Maintenance (Mobile, watch, TV)	4	75	50	25		1,050,000	1,125,000	375,000	420,000		2,970,000
76.	Electrical, Electronic & Mechanical	Home Appliance Repair & Maintenance	3	150	75	75		1,575,000	1,500,000	450,000	600,000		4,125,000
77.	Electrical, Electronic & Mechanical	Refrigeration & Air Conditioning (RAC)	6	100	50	50		2,100,000	4,000,000	1,000,000		1,327,869	8,427,869
78.	Electrical, Electronic & Mechanical	Heating, Ventilation & Air Conditioning (HVAC)	4	50	25	25		700,000	2,000,000	500,000		1,327,869	4,527,869
79.	Electrical, Electronic & Mechanical	Lift repair & maintenance	3	40	20	20		420,000	1,600,000	200,000		1,327,869	3,547,869
80.	Manufacturing	Applied Fashion & Technology	5	100	50	50		1,750,000	3,000,000	1,000,000		1,327,869	7,077,869
81.	Manufacturing	Religious & cultural item tailoring	3	200	100	100	9,000,000	2,100,000					11,100,000
82.	Manufacturing	Clay & mud product design & development	2	50	25	25	1,500,000	350,000				1,327,869	3,177,869
83.	Manufacturing	Cane & bamboo art design & development	2	100	50	50	3,000,000	700,000				1,327,869	5,027,869
84.	Manufacturing	Wood based product design & development	3	100	50	50		1,050,000	2,000,000	1,000,000		1,327,869	5,377,869

85.	Manufacturing	Metal Art Design & Fabrication	7	50	25	25		1,225,000	2,000,000	500,000			3,725,000
86.	Manufacturing	Wooden furniture design & making	6	100	50	50		2,100,000	2,000,000	1,000,000		1,327,869	6,427,869
87.	Manufacturing	Upholstery design & making	4	50	25	25		700,000	750,000	500,000			1,950,000
88.	Manufacturing	Traditional Weaving	3	150	75	75	6,750,000	1,575,000					8,325,000
89.	Manufacturing	Cosmetics product development	3	50	25	25	2,250,000	525,000				1,327,869	4,102,869
90.	Manufacturing	Product packaging	2	100	50	50		700,000	1,500,000	1,000,000		1,327,869	4,527,869
91.	Manufacturing	Jewelry design & development	3	50	25	25		525,000	750,000	500,000		1,327,869	3,102,869
92.	Manufacturing	Western Garment Tailoring	5	125	75	50		2,187,500	1,875,000	1,250,000	780,000		6,092,500
93.	Power & Renewable Energy	Solar Power Technology	3	75	50	25		787,500	1,500,000	375,000	330,000		2,992,500
94.	Power & Renewable Energy	Transmission & Distribution	6	50	25	25		1,050,000	1,000,000	250,000			2,300,000
95.	Power & Renewable Energy	Hydro-power instrumentation	7	25	15	10		612,500	750,000	125,000		1,327,869	2,815,369
96.	Power & Renewable Energy	Transformer Repair & Maintenance	2	50	25	25		350,000	750,000	500,000	180,000		1,780,000
97.	Power & Renewable Energy	Power Cable Trenching & Laying	5	50	25	25		875,000	750,000	250,000			1,875,000
98.	Tourism & Hospitality	Chocolate & confectionery	1	100	50	50	1,500,000	350,000				1,327,869	3,177,869
99.	Tourism & Hospitality	Barista	1	100	50	50	1,000,000	350,000				1,327,869	2,677,869
100.	Tourism & Hospitality	Bakery & Confectionery	3	125	75	50	5,625,000	1,312,500					6,937,500
101.	Tourism & Hospitality	Nature Guiding	3	150	75	75	2,250,000	1,575,000					3,825,000
102.	Tourism & Hospitality	Fast food	3	50	25	25	2,250,000	525,000					2,775,000
103.	Tourism & Hospitality	Culinary Arts	3	150	75	75	6,750,000	1,575,000					8,325,000

104.	Tourism & Hospitality	Trek Guiding	1	50	25	25	500,000	175,000					675,000
105.	Tourism & Hospitality	Food & Beverage Services	3	100	50	50	1,500,000	1,050,000					2,550,000
106.	Tourism & Hospitality	Front Office & Reservation	3	100	50	50	1,500,000	1,050,000					2,550,000
107.	Tourism & Hospitality	Bhutanese Food Production	3	150	75	75	6,750,000	1,575,000					8,325,000
108.	Tourism & Hospitality	Event Management	2	60	30	30	600,000	420,000				1,327,869	2,347,869
				8,995	**4,650**	**4,345**	**108,750,000**	**93,537,500**	**67,600,000**	**28,925,000**	**4,470,000**	**79,672,131**	**382,954,631**

Annexure 3: Institute & agency wise implementation details

SN	Proposed Inst./partner	Sector	Course title	Certification	Duration (Months)	Total slot	2021-22	2022-23	Trainer	Training Fee (Nu)	Stipend (Nu)	Tools, equipment & PPE (Nu)	Training material (Nu)	Costing for Local Trainer (Nu)	Costing for Int. Trainer (Nu)	Total Cost (Nu)
1.	TTI-T	Electrical, Electronic & Mechanical	Electric Car repair & maintenance	IC	6	80	40	40	Int.		1,680,000	4,000,000	800,000		1,327,869	7,807,869
2.		Electrical, Electronic & Mechanical	Auto Mechanic (light vehicle)	IC	6	100	50	50	Local		2,100,000	2,500,000	1,000,000			5,600,000
3.		Electrical, Electronic & Mechanical	Auto Panel Beating	IC	6	80	40	40	Local		1,680,000	1,600,000	800,000			4,080,000
4.		Electrical, Electronic & Mechanical	Auto Painting	IC	5	80	40	40	Int.		1,400,000	2,400,000	800,000		1,327,869	5,927,869
5.		Computing & IT	3D printing	IC	1	50	25	25	Int.		175,000	250,000	250,000		1,327,869	2,002,869
6.		Electrical, Electronic & Mechanical	Foundational Mechatronics	IC	3	50	25	25	Int.		525,000	500,000	500,000		1,327,869	2,852,869
7.		Electrical, Electronic & Mechanical	Home Appliance Repair & Maintenance	IC	3	150	75	75	Local		1,575,000	1,500,000	450,000	600,000		4,125,000
8.		Electrical, Electronic & Mechanical	Refrigeration & Air Conditioning (RAC)	NC	6	100	50	50	Int.		2,100,000	4,000,000	1,000,000		1,327,869	8,427,869
9.		Electrical, Electronic & Mechanical	Heating, Ventilation & Air Conditioning (HVAC)	NC	4	50	25	25	Int.		700,000	2,000,000	500,000		1,327,869	4,527,869
10.		Electrical, Electronic & Mechanical	Lift repair & maintenance	IC	3	40	20	20	Int.		420,000	1,600,000	200,000		1,327,869	3,547,869
Sub-total					**43**	**780**	**390**	**390**			**12,355,000**	**20,350,000**	**6,300,000**	**600000**	**9,295,083**	**48,900,083**
11.	TTI-S	Electrical, Electronic & Mechanical	Auto Mechanic (heavy vehicle)	IC	6	100	50	50	Local		2,100,000	2,500,000	1,000,000			5,600,000

12.		Electrical, Electronic & Mechanical	Auto Electrical	IC	4	80	40	40	Local		1,120,000	1,600,000	800,000			3,520,000
13.		Electrical, Electronic & Mechanical	Heavy Vehicle Driving	IC	3	80	40	40	Local		840,000	1,600,000	800,000			3,240,000
14.		Electrical, Electronic & Mechanical	Drone Technology	IC	3	50	25	25	Int.		525,000	1,000,000	250,000		1,327,869	3,102,869
15.		Electrical, Electronic & Mechanical	Electronic Repair & Maintenance (Mobile, watch, TV)	IC	4	75	50	25	Local		1,050,000	1,125,000	375,000	420,000		2,970,000
Sub-total					**20**	**385**	**205**	**180**			**7,825,000**	**3,225,000**	**420000**	**1327869**		**18,432,869**
16.	TTI-C	Computing & IT	Game design & development	IC	3	100	50	50	Int.		1,050,000	500,000	300,000		1,327,869	3,177,869
17.		Computing & IT	Block chain Developer	IC	3	100	50	50	Int.		1,050,000	500,000	300,000		1,327,869	3,177,869
18.		Computing & IT	Cloud Computing	IC	2	125	75	50	Int.		875,000	625,000	375,000		1,327,869	3,202,869
19.		Construction	False Ceiling	IC	1	100	50	50	Int.		350,000	1,500,000	1,000,000		1,327,869	4,177,869
20.		Construction	Structural Glazing	IC	1	100	50	50	Int.		350,000	1,500,000	1,000,000		1,327,869	4,177,869
21.		Creative Art & Design	Interior Design	IC	2	25	15	10	Int.		175,000	500,000	250,000		1,327,869	2,252,869
22.		Creative Art & Design	Landscape Design & Management	IC	3	25	15	10	Int.		262,500	250,000	250,000		1,327,869	2,090,369
23.		Creative Art & Design	Copywriting	IC	2	50	25	25	Int.		350,000	50,000	50,000		1,327,869	1,777,869
Sub-total					**17**	**625**	**330**	**295**				**5,425,000**	**3,525,000**		**10,622,952**	**24,035,452**
24.	TTI-K	Computing & IT	Internet of Things (IoT)	IC	3	150	75	75	Int.		1,575,000	750,000	450,000		1,327,869	4,102,869
25.		Computing & IT	Cyber & Network Security	IC	3	100	50	50	Int.		1,050,000	500,000	300,000		1,327,869	3,177,869
26.		Computing & IT	Security System Integration	IC	1	50	25	25	Int.		175,000	250,000	150,000		1,327,869	1,902,869
27.		Computing & IT	Business Information System Development	IC	1	50	25	25	Local		175,000	250,000	150,000	90,000		665,000

28.		Creative Art & Design	Lighting & sound technology	IC	3	50	25	25	Int.		525,000	1,000,000	250,000		1,327,869	3,102,869
29.		Manufacturing	Metal Art Design & Fabrication	NC	7	50	25	25	Int.		1,225,000	2,000,000	500,000			3,725,000
Sub-total					**18**	**450**	**225**	**225**								
30.	TTI-R	Computing & IT	Mobile Application Development	IC	3	50	25	25	Int.		525,000	750,000	250,000		1,327,869	2,852,869
31.		Computing & IT	Animation 2D	IC	3	75	50	25	Int.		787,500	750,000	225,000		1,327,869	3,090,369
32.		Computing & IT	Animation 3D	IC	3	75	50	25	Int.		787,500	750,000	225,000		1,327,869	3,090,369
33.		Computing & IT	Machine Learning & Data Science (Data Analytics)	IC	3	100	50	50	Int.		1,050,000	500,000	300,000		1,327,869	3,177,869
34.		Computing & IT	Information Technology & Networking	IC	3	50	25	25	Local		525,000	250,000	150,000			925,000
35.		Computing & IT	IT Application Development	IC	2	50	25	25	Local		350,000	250,000	150,000	180,000		930,000
36.		Computing & IT	Graphic & Digital Art Imaging	IC	2	100	50	50	Int.		700,000	500,000	300,000		1,327,869	2,827,869
37.		Computing & IT	Digital Cable TV Technology	NC	3	100	50	50	Local		1,050,000	1,000,000	300,000	420,000		2,770,000
38.		Construction	Melamine polishing	IC	1	150	75	75	Int.		525,000	750,000	1,500,000		1,327,869	4,102,869
39.		Creative Art & Design	VFX & special Effects	IC	3	50	25	25	Local		525,000	500,000	150,000	210,000		1,385,000
40.		Creative Art & Design	Photography & Design	IC	2	100	50	50	Int.		700,000	1,000,000	200,000		1,327,869	3,227,869
41.		Creative Art & Design	Music & sound production	IC	3	50	25	25	Int.		525,000	500,000	250,000		1,327,869	2,602,869
42.		Manufacturing	Wooden furniture design & making	IC	6	100	50	50	Int.		2,100,000	2,000,000	1,000,000		1,327,869	6,427,869
Sub-total					**37**	**1050**	**550**	**500**								
43.	JWPTI	Business & Services	Retail & Online Business	IC	1	100	50	50	Local		350,000			180,000		530,000
44.		Computing & IT	Graphic Design & Multimedia	IC	2	100	50	50	Int.		700,000	1,000,000	300,000		1,327,869	3,327,869

45.		Computing & IT	Webpage development & design	IC	3	100	50	50	Local		1,050,000	1,000,000	300,000	420,000		2,770,000
46.		Computing & IT	Data mining	IC	2	50	25	25	Int.		350,000	500,000	150,000		1,327,869	2,327,869
47.		Computing & IT	Foundational Artificial Intelligence (AI)	IC	3	50	25	25	Int.		525,000	500,000	150,000		1,327,869	2,502,869
48.		Computing & IT	Software Development & Programming (python & JavaScript)	IC	3	250	125	125	Int.		2,625,000	1,250,000	750,000		1,327,869	5,952,869
49.		Computing & IT	Digital marketing	IC	1	125	75	50	Local		437,500	625,000	375,000	210,000		1,647,500
50.		Computing & IT	Online freelancing	IC	3	50	25	25	Int.		525,000	250,000	150,000		1,327,869	2,252,869
51.		Manufacturing	Wood based product design & development	IC	3	100	50	50	Int.		1,050,000	2,000,000	1,000,000		1,327,869	5,377,869
52.		Manufacturing	Upholstery design & making	IC	4	50	25	25	Local		700,000	750,000	500,000			1,950,000
53.		Power & Renewable Energy	Solar Power Technology	NC	3	75	50	25	Local		787,500	1,500,000	375,000	330,000		2,992,500
54.		Power & Renewable Energy	Transmission & Distribution	NC	6	50	25	25	Local		1,050,000	1,000,000	250,000			2,300,000
55.		Power & Renewable Energy	Hydro-power instrumentation	NC	7	25	15	10	Int.		612,500	750,000	125,000		1,327,869	2,815,369
56.		Power & Renewable Energy	Transformer Repair & Maintenance	IC	2	50	25	25	Local		350,000	750,000	500,000	180,000		1,780,000
57.		Power & Renewable Energy	Power Cable Trenching & Laying	NC	5	50	25	25	Local		875,000	750,000	250,000			1,875,000
Sub-total					**48**	**1225**	**640**	**585**								
58.	IZC-T	Tourism and Hospitality	Mandarin Chinese Language	IC	3	50	25	25	Local		525,000		50,000	240,000		815,000
59.		Tourism and Hospitality	French language	IC	3	50	25	25	Int.		525,000		50,000		1,327,869	1,902,869

60.		Tourism and Hospitality	Japanese language	IC	3	50	25	25	Local		525,000		50,000	210,000		785,000
61.		Manufacturing	Applied Fashion & Technology	IC	5	100	50	50	Int.		1,750,000	3,000,000	1,000,000		1,327,869	7,077,869
Sub-total					**14**	**250**	**125**	**125**								
62.	CZC	Manufacturing	Product packaging	IC	2	100	50	50	Int.		700,000	1,500,000	1,000,000		1,327,869	4,527,869
63.		Manufacturing	jewelry design & development	IC	3	50	25	25	Int.		525,000	750,000	500,000		1,327,869	3,102,869
64.		Manufacturing	Western Garment Tailoring	IC	5	125	75	50	Local		2,187,500	1,875,000	1,250,000	780,000		6,092,500
Sub-total					**10**	**275**	**150**	**125**								
65.	AMTC	Agriculture	Farm machinery Technology (post-harvest)	IC	3	100	50	50	Local	3,000,000	1,050,000					4,050,000
66.		Agriculture	Power Tiller repair & maintenance	IC	4	100	50	50	Local	4,000,000	1,400,000					5,400,000
Sub-total					**7**	**200**	**100**	**100**								
67.	APIC	Creative Art & Design	Calligraphy	IC	3	50	25	25	Local	750,000	525,000					1,275,000
68.		Manufacturing	Clay & mud product design & development	IC	2	50	25	25	Int.	1,500,000	350,000				1,327,869	3,177,869
69.		Manufacturing	Cane & bamboo art design & development	IC	2	100	50	50	Int.	3,000,000	700,000				1,327,869	5,027,869
Sub-total					**7**	**200**	**100**	**100**								
70.	BTL	Computing & IT	Fiber Optic Technology	IC	1	50	25	25	Local	750,000	175,000					925,000
Sub-total					**1**	**50**	**25**	**25**								
71.	Dratshang Lhanthsog	Manufacturing	Religious & cultural item tailoring	IC	3	200	100	100	Local	9,000,000	2,100,000					11,100,000
Sub-total					**3**	**200**	**100**	**100**								
72.	FTM, KGUMSB	Business & Services	Sowarigpa & Wellness	IC	3	80	40	40	Local	1,200,000	840,000					2,040,000

73.		Manufacturing	Cosmetics product development	IC	3	50	25	25	Int.	2,250,000	525,000				1,327,869	4,102,869
Sub-total					**6**	**130**	**65**	**65**								
74.	Greener Ways	Business & Services	Solid Waste Management	IC	2	100	50	50	Local	2,000,000	700,000					2,700,000
75.		Business & Services	e-Waste Management	IC	2	50	25	25	Int.	1,000,000	350,000				1,327,869	2,677,869
Sub-total					**4**	**150**	**75**	**75**								
76.	NFC	Creative Art & Design	Script & screenplay writing	IC	1	100	50	50	Int.	500,000	350,000				1,327,869	2,177,869
77.		Creative Art & Design	Film making & production	IC	3	50	25	25	Int.	2,250,000	525,000				1,327,869	4,102,869
78.		Creative Art & Design	Cinematography	IC	1	50	25	25	Int.	500,000	175,000				1,327,869	2,002,869
79.		Creative Art & Design	Sound Production & Recording	IC	3	50	25	25	Int.	2,250,000	525,000				1,327,869	4,102,869
80.		Creative Art & Design	Acting	IC	3	75	50	25	Int.	1,125,000	787,500				1,327,869	3,240,369
Sub-total					**11**	**325**	**175**	**150**								
81.	NPHC	Agriculture	Food packaging	IC	2	100	50	50	Int.	3,000,000	700,000				1,327,869	5,027,869
Sub-total					**2**	**100**	**50**	**50**								
82.	Private	Business & Services	Hair & Beauty Therapy	IC	7	40	20	20	Int.	4,200,000	980,000				1,327,869	6,507,869
83.		Business & Services	Nail Art	IC	2	50	25	25	Int.	1,000,000	350,000				1,327,869	2,677,869
84.		Business & Services	Gym trainer	IC	3	30	15	15	Local	900,000	315,000					1,215,000
Sub-total					**12**	**120**	**60**	**60**								
85.	RAPA	Creative Art & Design	Choreography (traditional & contemporary)	IC	1	60	50	10	Int.	300,000	210,000				1,327,869	1,837,869
Sub-total					**1**	**60**	**50**	**10**								
86.	RDTC	Agriculture	Agro-based Food Processing & Production	IC	2	100	50	50	Local	2,000,000	700,000					2,700,000
87.		Agriculture	Floriculture	IC	1	50	25	25	Int.	250,000	175,000				1,327,869	1,752,869

88.		Agriculture	Poultry Production	IC	4	100	50	50	Local	2,000,000	1,400,000					3,400,000
89.		Agriculture	Dairy product development	IC	1	80	40	40	Local	400,000	280,000					680,000
90.		Agriculture	Vegetable Production	IC	4	300	150	150	Local	12,000,000	4,200,000					16,200,000
91.		Agriculture	Mushroom Production	IC	4	100	50	50	Local	2,000,000	1,400,000					3,400,000
92.		Creative Art & Design	Garden Design	IC	2	25	25	0	Int.	250,000	175,000				1,327,869	1,752,869
Sub-total					**18**	**755**	**390**	**365**								
93.	RENEW	Business & Services	Home Care	NC	3	100	50	50	Local	1,500,000	1,050,000					2,550,000
94.		Business & Services	Old age Care	NC	3	50	25	25	Int.	2,250,000	525,000				1,327,869	4,102,869
Sub-total					**6**	**150**	**75**	**75**								
95.	RITH	Tourism & Hospitality	Chocolate & confectionery	IC	1	100	50	50	Int.	1,500,000	350,000				1,327,869	3,177,869
96.		Tourism & Hospitality	Barista	IC	1	100	50	50	Int.	1,000,000	350,000				1,327,869	2,677,869
97.		Tourism & Hospitality	Bakery & Confectionery	IC	3	125	75	50	Local	5,625,000	1,312,500					6,937,500
98.		Tourism & Hospitality	Fast food	IC	3	50	25	25	Local	2,250,000	525,000					2,775,000
99.		Tourism & Hospitality	Culinary Arts	IC	3	150	75	75	Local	6,750,000	1,575,000					8,325,000
100.		Tourism & Hospitality	Food & Beverage Services	IC	3	100	50	50	Local	1,500,000	1,050,000					2,550,000
101.		Tourism & Hospitality	Front Office & Reservation	IC	3	100	50	50	Local	1,500,000	1,050,000					2,550,000
102.		Tourism & Hospitality	Bhutanese Food Production	IC	3	150	75	75	Local	6,750,000	1,575,000					8,325,000
103.		Tourism & Hospitality	Event Management	IC	2	60	30	30	Int.	600,000	420,000				1,327,869	2,347,869
Sub-total					**22**	**935**	**480**	**455**								
104.	RTA	Manufacturing	Traditional Weaving	IC	3	150	75	75	Local	6,750,000	1,575,000					8,325,000
Sub-total					**3**	**150**	**75**	**75**								
105.	RUB	Business & Services	Early Childhood Care & Development	NC	3	150	75	75	Local	2,250,000	1,575,000					3,825,000
Sub-total					**3**	**150**	**75**	**75**								

106.	Thromdey	Construction	Water Quality Technology	IC	3	80	40	40	Int.	2,400,000	840,000				1,327,869	4,567,869
					3	**80**	**40**	**40**								
107.	UWICER	Tourism & Hospitality	Nature Guiding	IC	3	150	75	75	Local	2,250,000	1,575,000					3,825,000
108.		Tourism & Hospitality	Trek Guiding	NC	1	50	25	25	Local	500,000	175,000					675,000
Sub-total					**4**	**200**	**100**	**100**								
						8,995	**4,650**	**4,345**		**108,750,000**	**93,537,500**	**67,600,000**	**28,925,000**	**4,470,000**	**79,672,140**	**382,954,640**

Annexure 4: Monthly rollout plan

SN	Sector	Course title	Phase	Duration (Months)	Total slot	Y4	Y5	July 2021	August 2021	September 2021	October 2021	November 2021	December 2021	January 2022	February 2022	March 2022	April 2022	May 2022	June 2022	July 2022	August 2022	September 2022	October 2022	November 2022	December 2022	January 2023	February 2023	March 2023	April 2023	May 2023	June 2023
1	Agriculture	Agro-based Food Processing and Production	1	2	100	50	50			25			25							25			25								
2	Agriculture	Farm machinery Technology (post-harvest)	1	3	100	50	50		25				25							25				25							
3	Agriculture	Power Tiller repair and maintenance	1	4	100	50	50		25					25						25					25						
4	Agriculture	Poultry Production	1	4	100	50	50			25					25					25					25						
5	Agriculture	Dairy product development	1	1	80	40	40			20		20								20		20									
6	Agriculture	Vegetable Production	1	4	300	150	150		25				25				100				50				50				50		
7	Agriculture	Mushroom Production	1	4	100	50	50		25					25						25					25						
8	Electrical, Electronic and Mechanical	Auto Mechanic (light vehicle)	1	6	100	50	50		25						25						25						25				
9	Electrical, Electronic and Mechanical	Auto Mechanic (heavy vehicle)	1	6	100	50	50		25						25						25						25				
10	Electrical, Electronic and Mechanical	Auto Electrical	1	4	80	40	40		20					20						20					20						

11	Electrical, Electronic and Mechanical	Auto Panel Beating	1	6	80	40	40		20						20						20						20				
12	Electrical, Electronic and Mechanical	Auto Painting	1	5	80	40	40		20						20						20						20				
13	Electrical, Electronic and Mechanical	Heavy Vehicle Driving	1	3	80	40	40		20				20								20				20						
14	Business and Services	Hair and Beauty Therapy	1	7	40	20	20		20												20										
15	Business and Services	Early Childhood Care and Development	1	3	150	75	75		25				25				25				25				25				25		
16	Business and Services	Home Care	1	3	100	50	50		25				25								25				25						
17	Computing and IT	Information Technology and Networking	1	3	50	25	25		25												25										
18	Electrical, Electronic and Mechanical	Refrigeration and Air Conditioning (RAC)	1	6	100	50	50		25						25							25					25				
19	Manufacturing	Religious and cultural item tailoring	1	3	200	100	100		25			25			25			25				25			25		25			25	
20	Manufacturing	Wooden furniture design and making	1	6	100	50	50		25						25							25					25				
21	Manufacturing	Upholstery design and making	1	4	50	25	25		25												25										
22	Manufacturing	Traditional Weaving	1	3	150	75	75		25				25				25					25					25				
23	Power and Renewable Energy	Transmission and Distribution	1	6	50	25	25		25												25										
24	Power and Renewable Energy	Transformer Repair & Maintenance	1	2	50	25	25		25												25										

25	Power and Renewable Energy	Power Cable Trenching and Laying	1	5	50	25	25		25											25													
26	Agriculture	Food packaging	2	2	100	50	50				25			25						25				25									
27	Business and Services	Retail and Online Business	2	1	100	50	50					25			25					25				25									
28	Business and Services	Solid Waste Management	2	2	100	50	50					25			25					25				25									
29	Computing and IT	Mobile Application Development	2	3	50	25	25					25								25													
30	Computing and IT	Graphic Design and Multimedia	2	2	100	50	50				25			25											25			25				
31	Computing and IT	Webpage development and design	2	3	100	50	50				25						25							25				25				
32	Computing and IT	Animation 2D	2	3	75	50	25					25				25								25								
33	Computing and IT	Animation 3D	2	3	75	50	25					25				25								25								
34	Computing and IT	Foundational Artificial Intelligence (AI)	2	3	50	25	25									25				25												
35	Computing and IT	Software Development & Programming (python and JavaScript)	2	3	250	125	125				50			50			25			50				50				25				
36	Computing and IT	Internet of Things (IoT)	2	3	150	75	75				25				50					50				25								
37	Computing and IT	Game design and development	2	3	100	50	50				25				25					25				25								
38	Computing and IT	Cyber and Network Security	2	3	100	50	50				25				25					25				25								

39	Computing and IT	Machine Learning and Data Science (Data Analytics)	2	3	100	50	50				25				25					25				25									
40	Computing and IT	Digital marketing	2	1	125	75	50				25		25		25					25		25											
41	Computing and IT	IT Application Development	2	2	50	25	25				25									25													
42	Computing and IT	Security System Integration	2	1	50	25	25				25									25													
43	Computing and IT	Block chain Developer	2	3	100	50	50				25				25					25				25									
44	Computing and IT	Graphic & Digital Art Imaging	2	2	100	50	50				25			25						25			25										
45	Computing and IT	Cloud Computing	2	2	125	75	50				25			25			25			25			25										
46	Computing and IT	Business Information System Development	2	1	50	25	25				25									25													
47	Computing and IT	3D printing	2	1	50	25	25				25									25													
48	Computing and IT	Fiber Optic Technology	2	1	50	25	25				25									25													
49	Computing and IT	Digital Cable TV Technology	2	3	100	50	50				25				25					25				25									
50	Construction	False Ceiling	2	1	100	50	50				25		25							25		25											
51	Construction	Structural Glazing	2	1	100	50	50				25		25							25		25											
52	Construction	Melamine polishing	2	1	150	75	75				25		25		25					25		25		25									
53	Electrical, Electronic and Mechanical	Electronic Repair and Maintenance (Mobile, watch, TV)	2	4	75	50	25				25					25						25											

54	Electrical, Electronic and Mechanical	Home Appliance Repair and Maintenance	2	3	150	75	75				25				25				25			25				25			25		
55	Electrical, Electronic and Mechanical	Heating, Ventilation and Air Conditioning (HVAC)	2	4	50	25	25				25											25									
56	Electrical, Electronic and Mechanical	Lift repair and maintenance	2	3	40	20	20					20									20										
57	Manufacturing	Western Garment Tailoring	2	5	125	75	50				25				50						25				25						
58	Power and Renewable Energy	Solar Power Technology	2	3	75	50	25					25				25					25										
59	Tourism and Hospitality	Chocolate and confectionary	2	1	100	50	50					25				25						25			25						
60	Tourism and Hospitality	Bakery and Confectionery	2	3	125	75	50					25				50					25				25						
61	Tourism and Hospitality	Culinary Arts	2	3	150	75	75							25			50				25				25			25			
62	Agriculture	Floriculture	3	1	50	25	25							25							25										
63	Electrical, Electronic and Mechanical	Electric Car repair and maintenance	3	6	80	40	40							40									40								
64	Business and Services	Nail Art	3	2	50	25	25								25					25											
65	Business and Services	Gym trainer	3	3	30	15	15							15							15										
66	Business and Services	e-Waste Management	3	2	50	25	25							25									25								
67	Computing and IT	Data mining	3	2	50	25	25							25									25								
68	Computing and IT	Online freelancing	3	3	50	25	25							25									25								

69	Construction	Water Quality Technology	3	3	80	40	40							20			20			20				20									
70	Creative Art and Design	Copywriting	3	2	50	25	25							25						25													
71	Creative Art and Design	Script and screenplay writing	3	1	100	50	50							25		25				25		25											
72	Creative Art and Design	Film making and production	3	3	50	25	25							25							25												
73	Creative Art and Design	Lighting and sound technology	3	3	50	25	25							25							25												
74	Creative Art and Design	VFX and special Effects	3	3	50	25	25							25								25											
75	Creative Art and Design	Cinematography	3	1	50	25	25								25						25												
76	Creative Art and Design	Sound Production and Recording	3	3	50	25	25							25							25												
77	Creative Art and Design	Photography and Design	3	2	100	50	50							25			25				25			25									
78	Creative Art and Design	Acting	3	3	75	50	25							25				25				25											
79	Creative Art and Design	Music and sound production	3	3	50	25	25									25							25										
80	Creative Art and Design	Choreography (traditional and contemporary)	3	1	60	50	10							25		25				10													
81	Electrical, Electronic and Mechanical	Foundational Mechatronics	3	3	50	25	25							25														25					
82	Electrical, Electronic and Mechanical	Drone Technology	3	3	50	25	25							25							25												
83	Manufacturing	Clay and mud product design and development	3	2	50	25	25							25									25										

84	Manufacturing	Cane and bamboo art design and development	3	2	100	50	50							25			25					25				25								
85	Manufacturing	Wood based product design and development	3	3	100	50	50							25			25						25				25							
86	Manufacturing	Metal Art Design and Fabrication	3	7	50	25	25							25							25												
87	Manufacturing	Product packaging	3	2	100	50	50							25			25						25			25								
88	Tourism and Hospitality	Fast food	3	3	50	25	25							25							25												
89	Tourism and Hospitality	Bhutanese Food Production	3	3	150	75	75							25			50				25			25					25				
90	Business and Services	Sowarigpa and Wellness	4	3	80	40	40								20			20			20				20								
91	Business and Services	Old age Care	4	3	50	25	25										25			25													
92	Tourism and Hospitality	Mandarin Chinese Language	4	3	50	25	25										25						25										
93	Tourism and Hospitality	French language	4	3	50	25	25										25						25										
94	Tourism and Hospitality	Japanese language	4	3	50	25	25										25						25										
95	Creative Art and Design	Interior Design	4	2	25	15	10										15			10													
96	Creative Art and Design	Landscape Design and Management	4	3	25	15	10										15			10													
97	Creative Art and Design	Garden Design	4	2	25	25	0										25																
98	Creative Art and Design	Calligraphy	4	3	50	25	25										25						25										
99	Manufacturing	Applied Fashion and Technology	4	5	100	50	50										50					25				25							

100	Manufacturing	Cosmetics product development	4	3	50	25	25											25				25																		
101	Manufacturing	jewelry design and development	4	3	50	25	25											25				25																		
102	Power and Renewable Energy	Hydro-power instrumentation	4	7	25	15	10												15								10												
103	Tourism and Hospitality	Barista	4	1	100	50	50											25		25				25		25													
104	Tourism and Hospitality	Nature Guiding	4	3	150	75	75											75					50					25											
105	Tourism and Hospitality	Trek Guiding	4	1	50	25	25											25							25														
106	Tourism and Hospitality	Food & Beverage Services	4	3	100	50	50											50				25				25													
107	Tourism and Hospitality	Front Office & Reservation	4	3	100	50	50											50				25				25													
108	Tourism and Hospitality	Event Management	4	2	60	30	30											30				30																	
								0	**525**	**70**	**650**	**265**	**270**	**870**	**610**	**275**	**980**	**85**	**50**	**1130**	**800**	**395**	**415**	**565**	**400**	**150**	**215**	**75**	**175**	**25**	**0**								

Annexure 5: Monitoring and Evaluation

Institute Name:

Training Title:

Date:

SN	Specification	Description
1	Training commenced date	
2	Prior M&E visit date	
3	Objectives	
4	Individuals met during M&E visit	
5	Findings	
6	Issues & Challenges	
7	Recommend intervention for program improvement	
8	Attachments	
9	M&E official	
10	Comment and recommendation by Project Head	

Annexure 6: Online Candidate Registration Form

1. **Sector (drop down)** **Course Name (Drop down)** **Institute (drop down)**

2. **Personal details of the candidate**

a.	Citizenship ID Card Number	: Insert
b.	Name	: Automatic
c.	Gender	:Automatic
d.	Date of Birth (dd/mm/yyyy)	:Automatic
e.	Permanent Address	:Automatic
	Village	: Automatic
	Gewog	: Automatic
	Dzongkhag	: Automatic
f.	Present Address	:Insert
g.	Contact number (Mobile)	: Insert
h.	Alternate contact number	: Insert
i.	Email ID	: Insert
j.	Job seeker No	: Automatic

3. **Education and skills**

a. Educational qualification ***(choose from a drop-down list including areas of trade)***

1. Below class X
2. Class X
3. General graduates
4. Technical graduates
5. Master's Degree and above
6. Vocational Certificate
7. Vocational Diploma
8. Monastic education
9. No education/illiterate

4. **Current Employment Status.**

Choose the following reason(s) for taking up skilling program:

a. Job seeker :
b. Oversea returnee :
c. Laid-off employee :
d. Leave without pay employee :
e. Paid Leave employee :
f. Self Employed :