SUMMARY REPORT
TRACER SURVEY RESULTS
FOR
SKILLS AND ENGAGEMENT PROGRAMS

An assessment of program delivery and employment outcome for skills and engagement programs implemented between 2020 and 2022

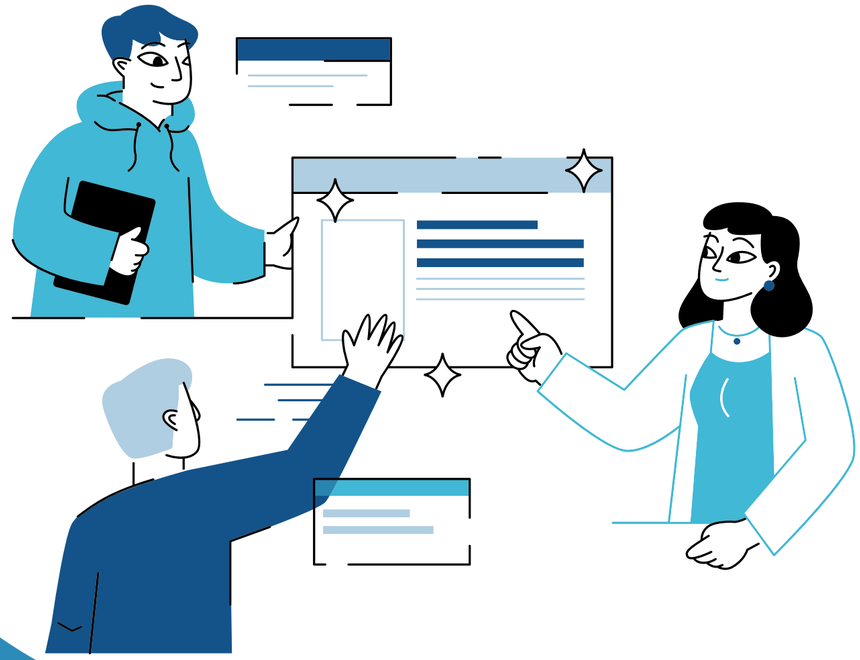
BACKGROUND

The erstwhile Ministry of Labour and Human Resources (MoLHR) provided different school-to-work transition (STWT) support to jobseekers in the form of skilling and engagement programs. Some of STWT support included Critical Skills Training (CST), Youth Engagement and Livelihood Program (YELP), Skills Development Program (SDP), Build Bhutan Program (BBP), Special Skills Development Program (SSDP), Village Skills Development Program (VSDP), and Entrepreneurship Development Program (EDP).

A tracer survey was conducted in December 2022 for the 2020–2022 graduate cohorts for the above programs.

OBJECTIVES

- Provide an understanding of the demographic background and profile of beneficiaries for the skills and engagement programs.
- Assess the effectiveness of the program by gathering data on employment outcomes, program satisfaction, and overall success to evaluate the results of the program.
- Assist relevant agencies and program managers to use the survey results in future program design and modification to enhance the result of any skills or engagement program interventions.



SKILLS TRAINING PROGRAMS

RESPONSE RATE

4753 graduates of skills training programs from 2020-2022

2928 respondents to the survey

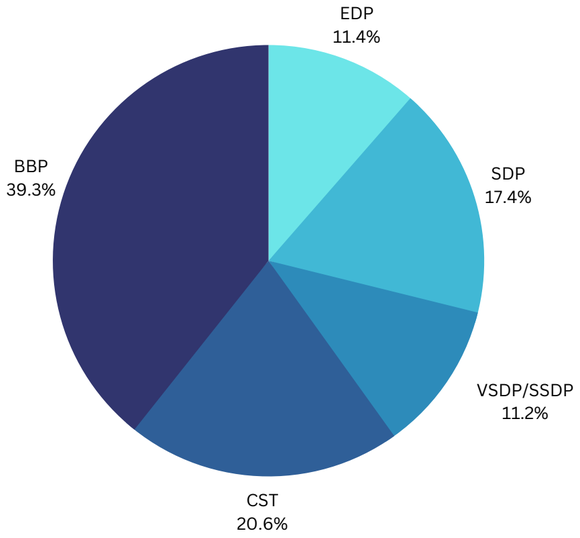
61.6% reponse rate

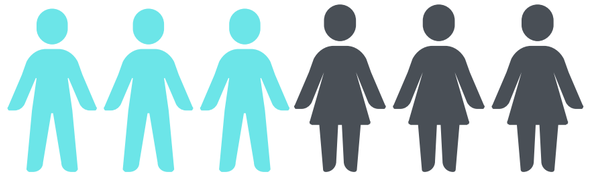
FULLY COMPLETE SURVEYS

EDP	61.1%
SDP	62.1%
VSDP/SSDP	61.2%
CST	44.3%
BBP	53.8%

DEMOGRAPHIC INFORMATION

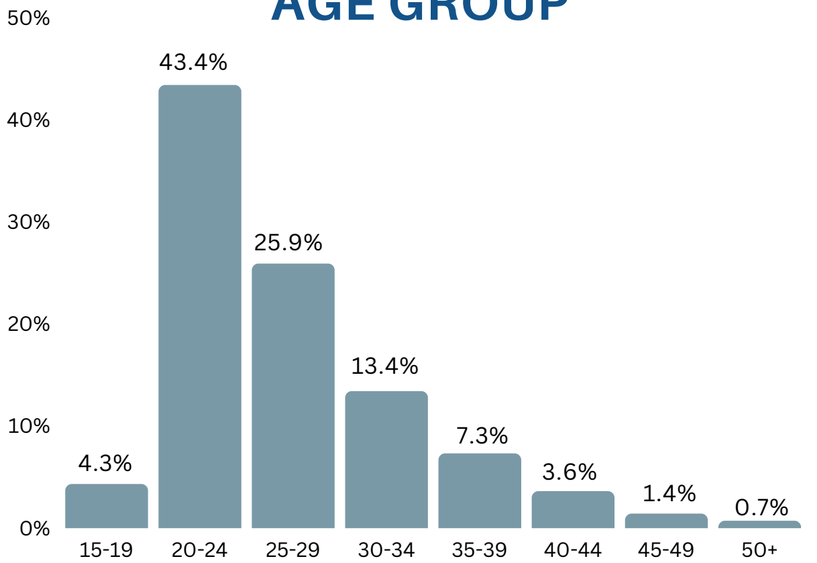
PROGRAM





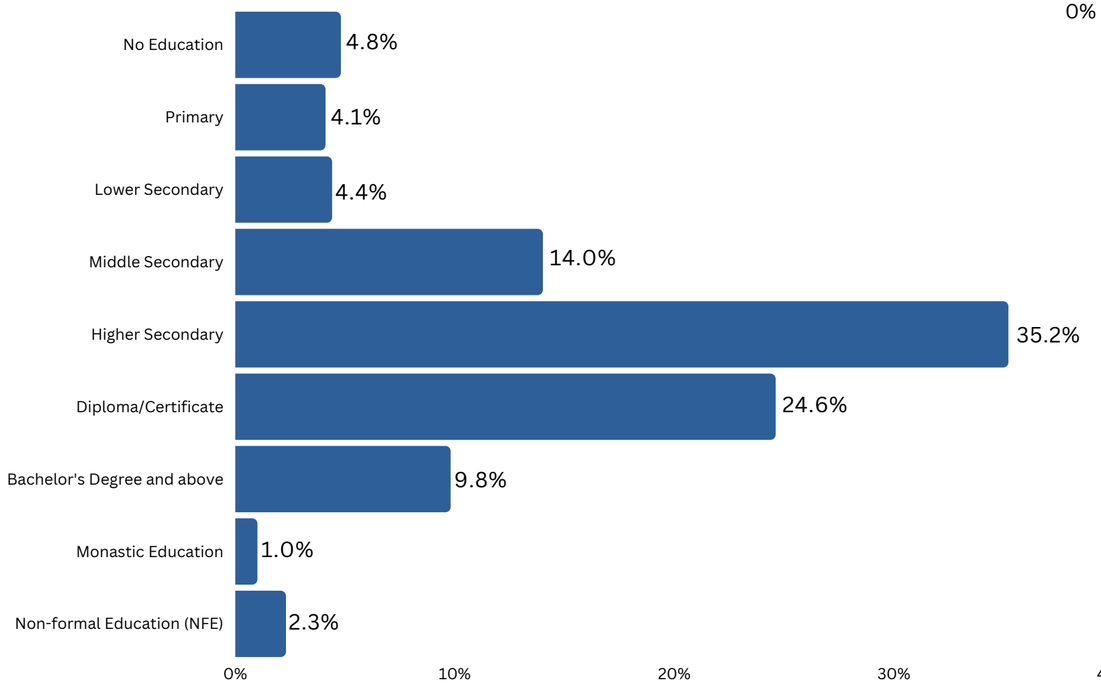
52.5% **47.5%**

AGE GROUP

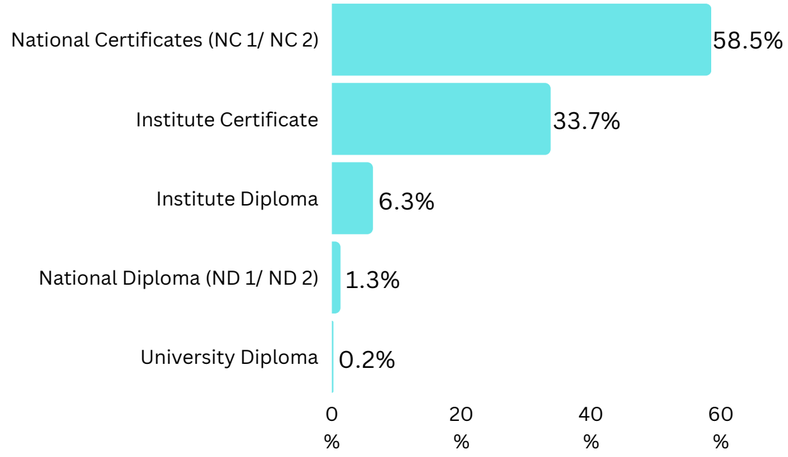


DISABILITY

EDUCATION LEVEL



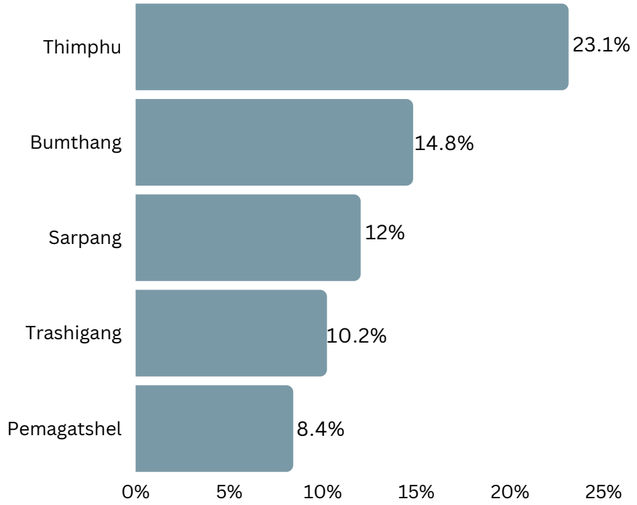
SKILLS CERTIFICATION



TRAINING INFORMATION

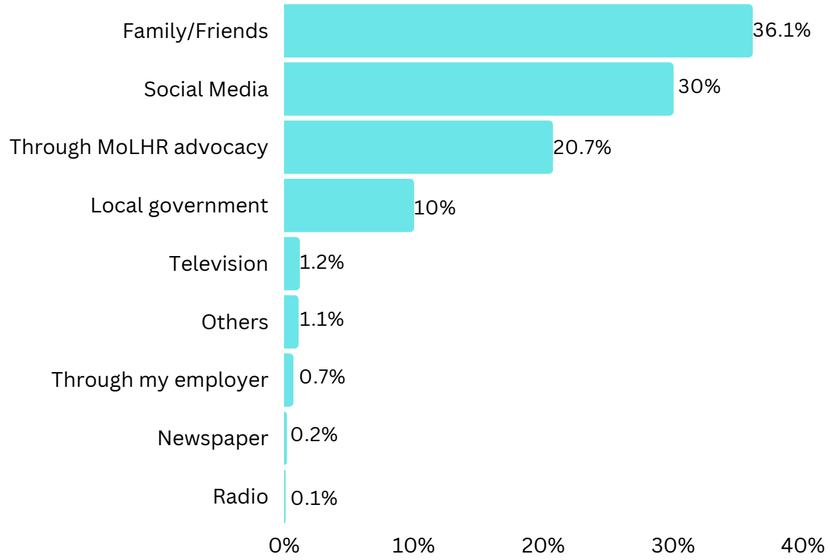
TOP 5 TRAINING LOCATIONS

23.1%
attended training in Thimphu

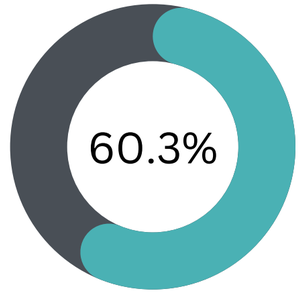


FIRST HEARD ABOUT THE PROGRAM

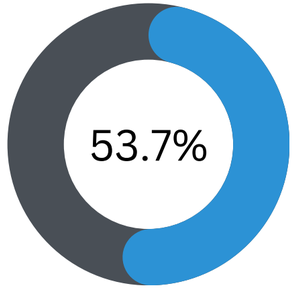
36.1%
heard about the program through their personal network



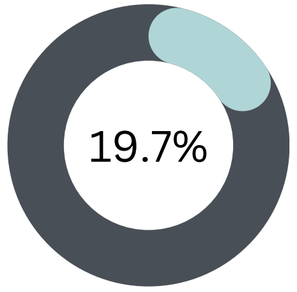
MAIN REASONS FOR JOINING PROGRAM



were interested in the training program



wanted to gain work experience

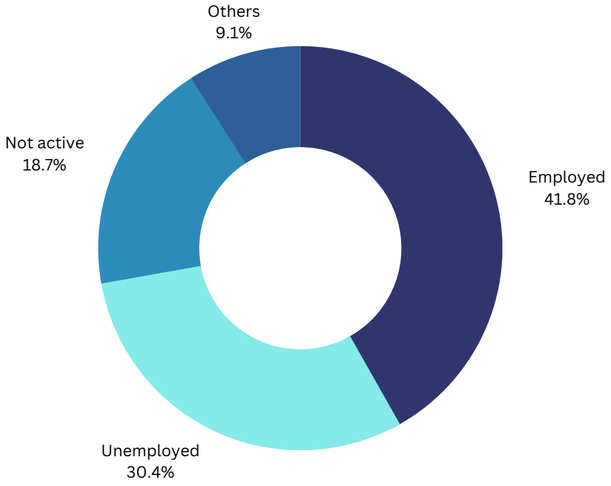


joined to find employment in the country

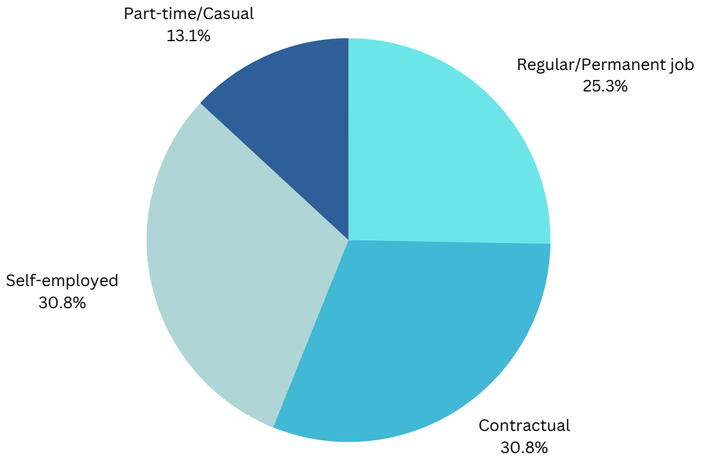
EMPLOYMENT OUTCOME

POST-TRAINING

Status 6 months after completing the program

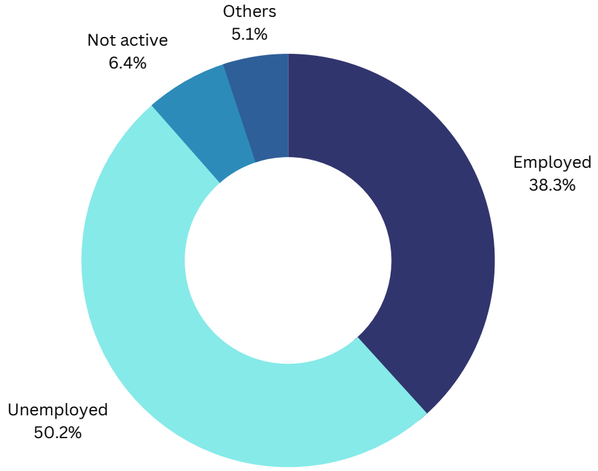


TYPE OF EMPLOYMENT



CURRENT STATUS

Status at the time of the survey



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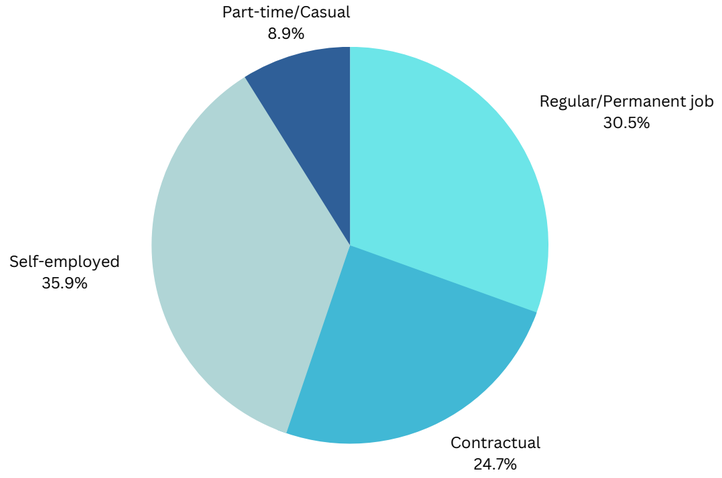
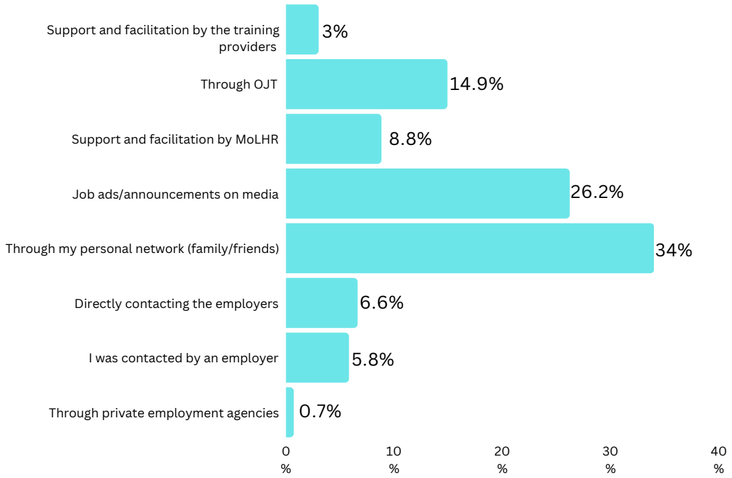


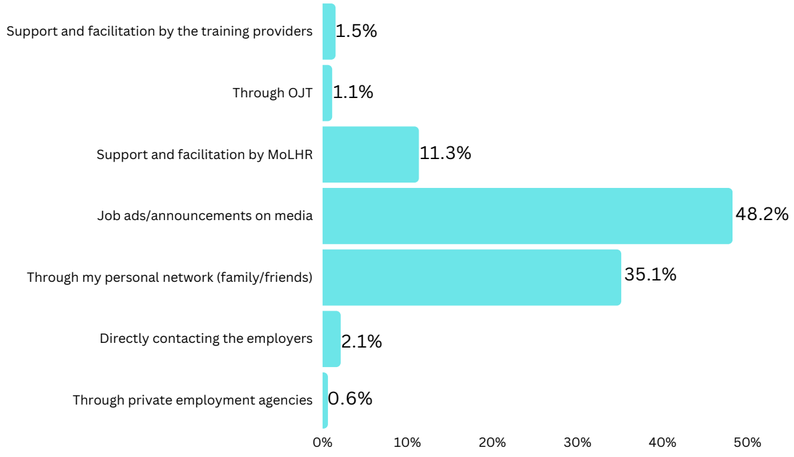
POST-TRAINING

METHODS OF JOB SEARCH

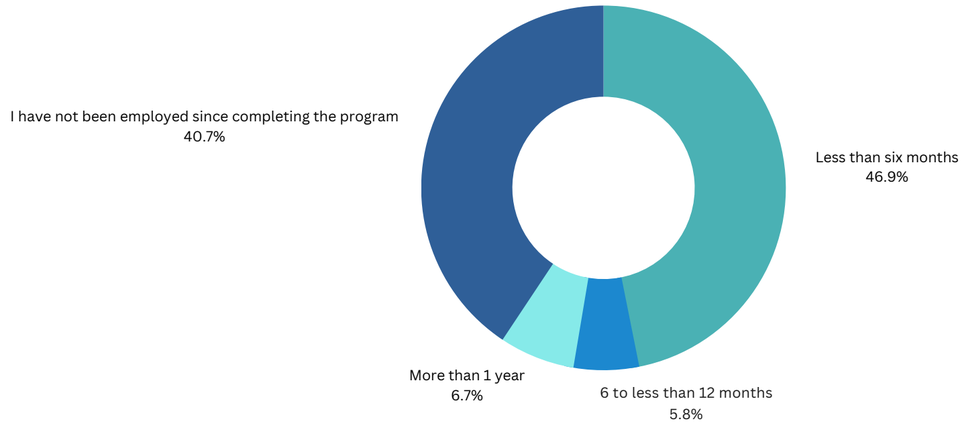
EMPLOYED



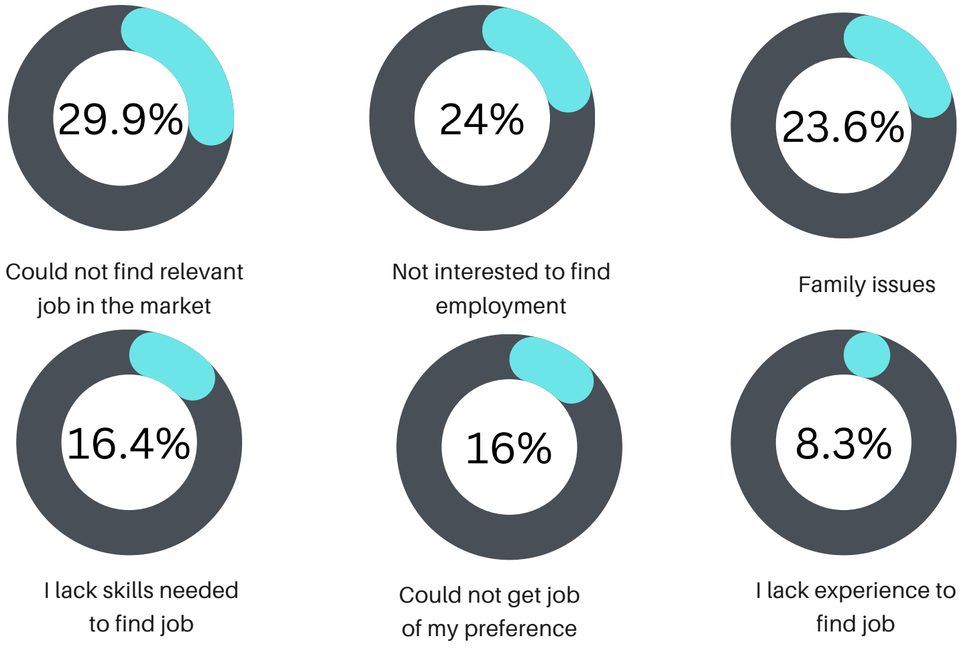
UNEMPLOYED



TIME TAKEN TO FIND EMPLOYMENT

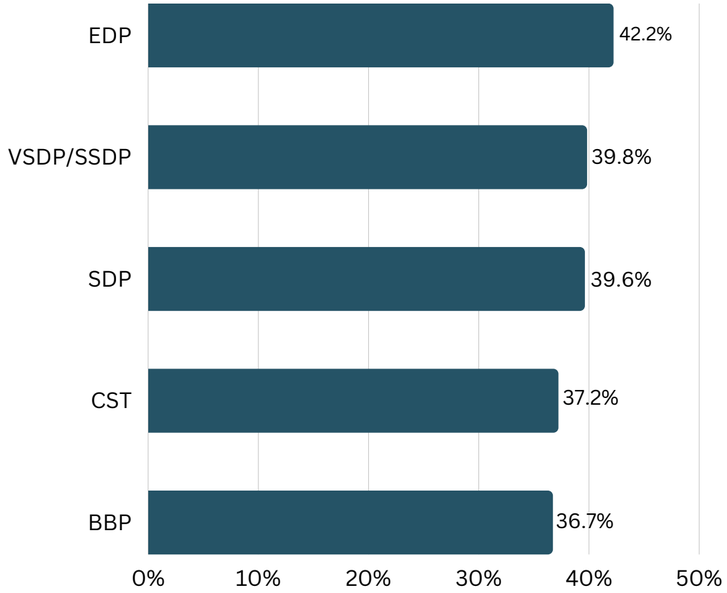


MAIN REASONS FOR BEING UNEMPLOYED



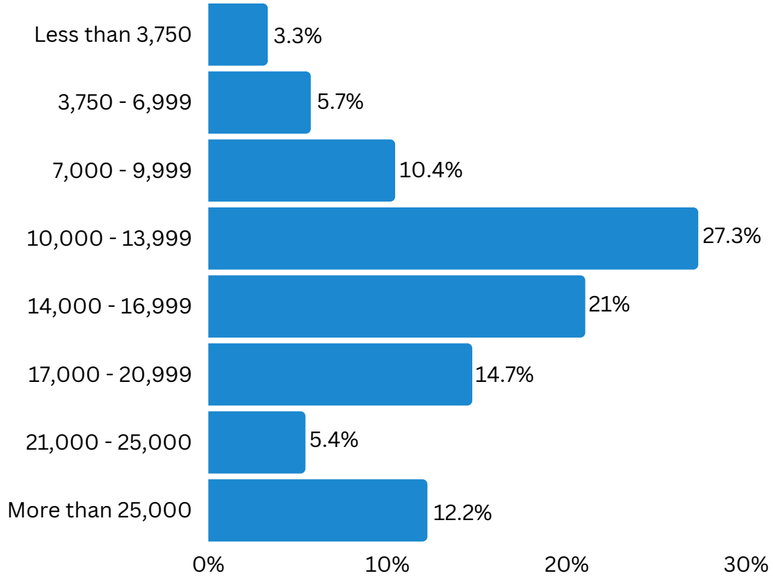
CURRENT EMPLOYMENT STATUS

CURRENT EMPLOYMENT BY PROGRAM

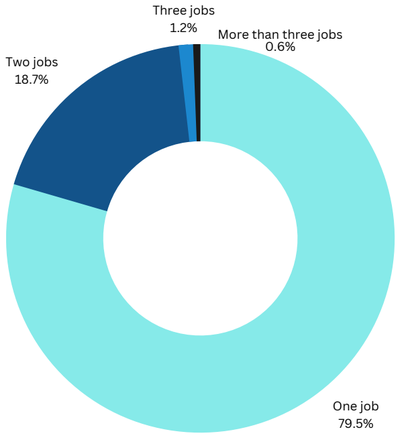


CURRENT EMPLOYMENT BY SEX

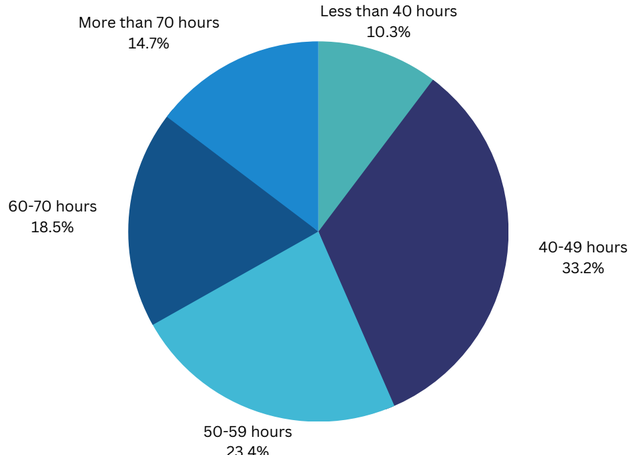
AVERAGE MONTHLY EARNINGS



NUMBER OF JOBS UNDERTAKEN

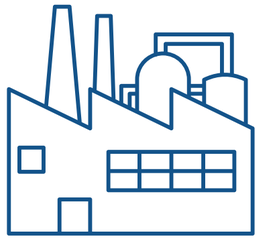


HOURS OF WORK PER WEEK



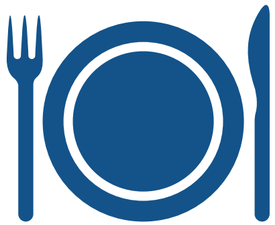
CURRENT EMPLOYMENT STATUS

TOP SECTORS OF EMPLOYMENT



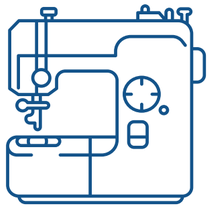
18.3%
Manufacturing

18.2%
Construction



15.4%
Accomodation and food services

TOP OCCUPATION CATEGORIES



35%
Craft and related workers

24.7%
Services and sales workers

9.6%
Legislators, senior officials and managers

ADEQUACY AND RELEVANCY

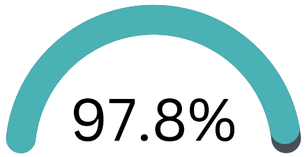
71.8%
agreed that the skills and knowledge acquired from the program were adequate in their current job

71.3%
have jobs relevant to the training they attended

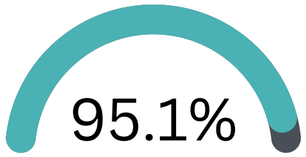
36%
of those in irrelevant jobs are still searching for relevant jobs

CURRENT EMPLOYMENT STATUS

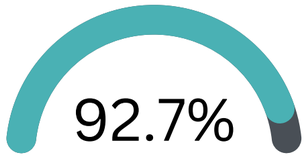
HIGHEST RANKED JOB PARAMETERS



I'm gaining work experience

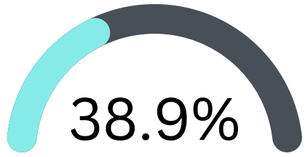


There are clear job roles and responsibilities at my workplace

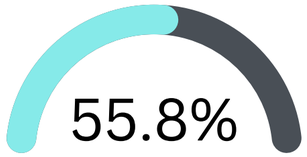


I get to coordinate and manage tasks

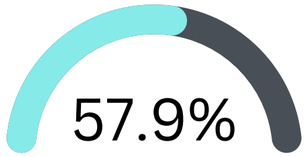
LOWEST RANKED JOB PARAMETERS



I get high salary



There is job security



There are training and development opportunities

TOP SKILLS NEEDED IN THE WORKPLACE

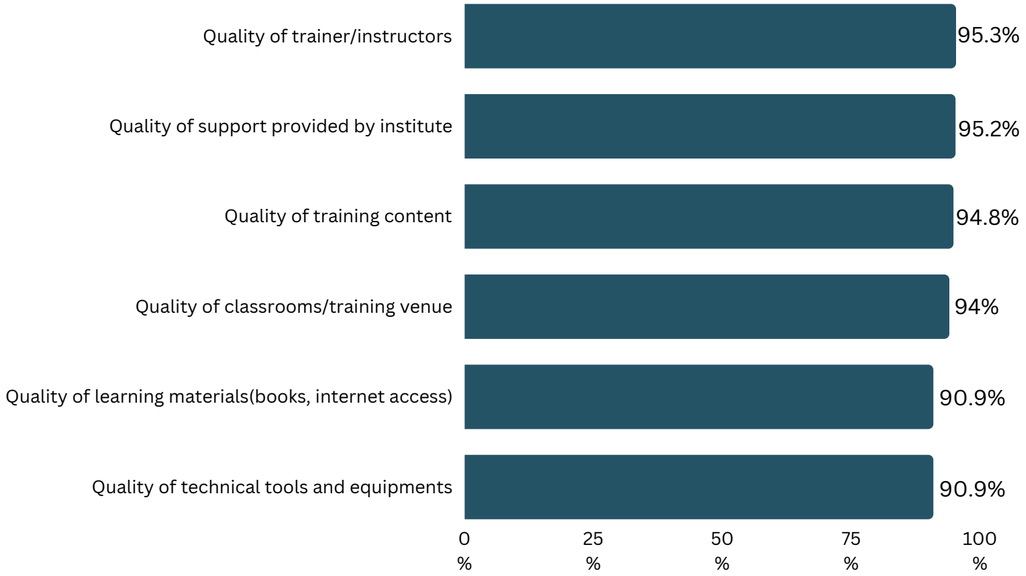
48.5% Mastery of my field/subject specific knowledge

32.8% Ability to organize my work processes efficiently

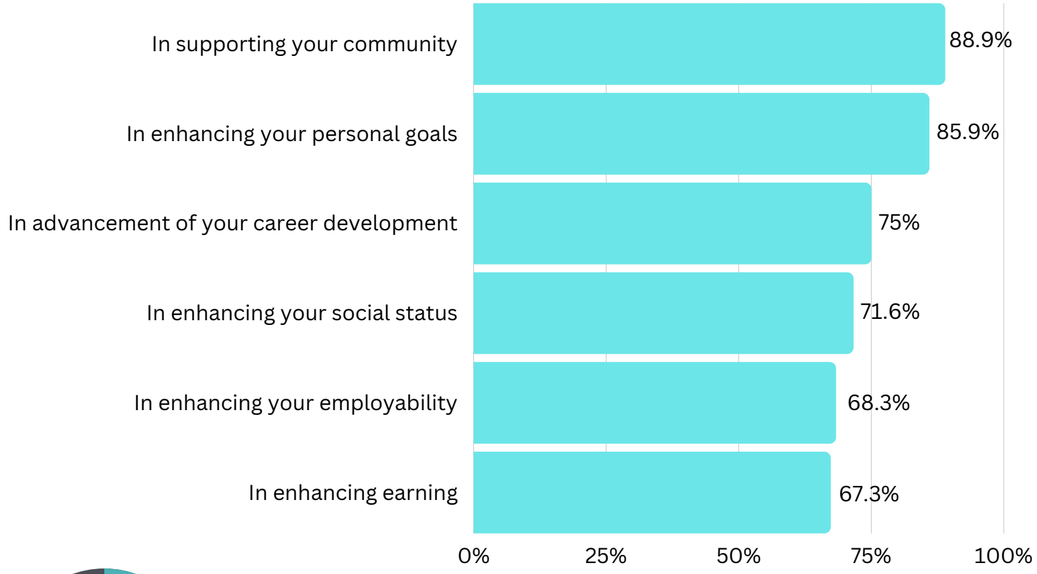
20.6% Ability to work with others

PROGRAM DELIVERY ASSESSMENT

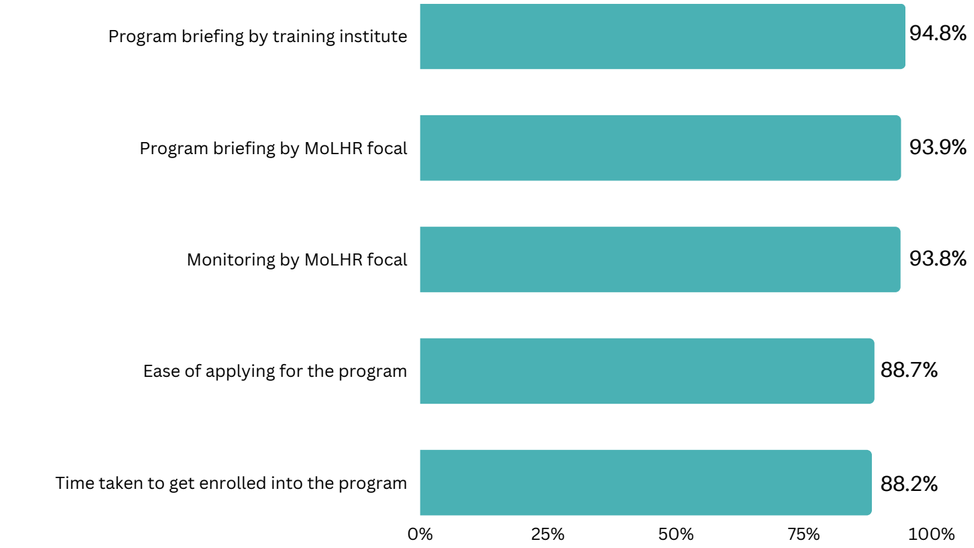
SATISFACTION WITH STUDY PROVISIONS

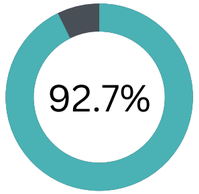


USEFULNESS OF THE PROGRAM

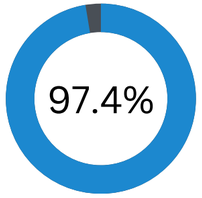


SATISFACTION WITH PROGRAM ASPECTS

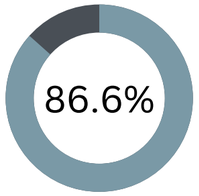




Generally satsified with the program



Would recommend the program to friends



Would choose the same program if given the choice

ENGAGEMENT PROGRAMS

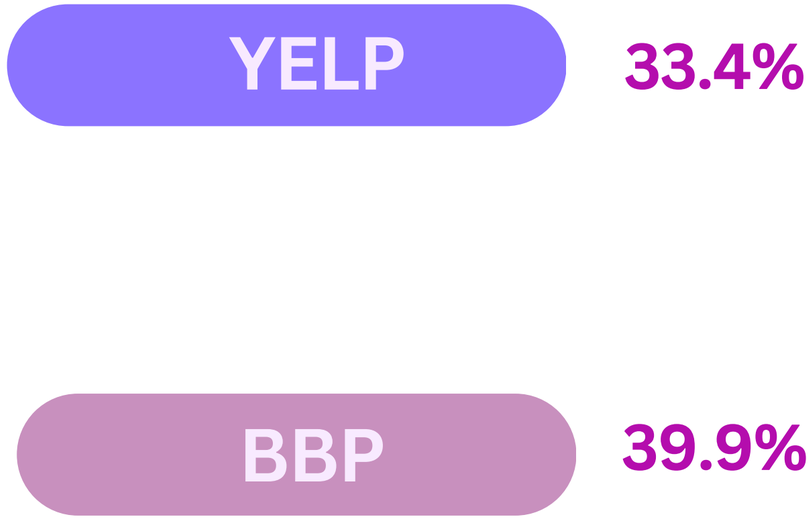
RESPONSE RATE

2779 engaged through MoLHR programs from 2020-2022

1915 respondents to the survey

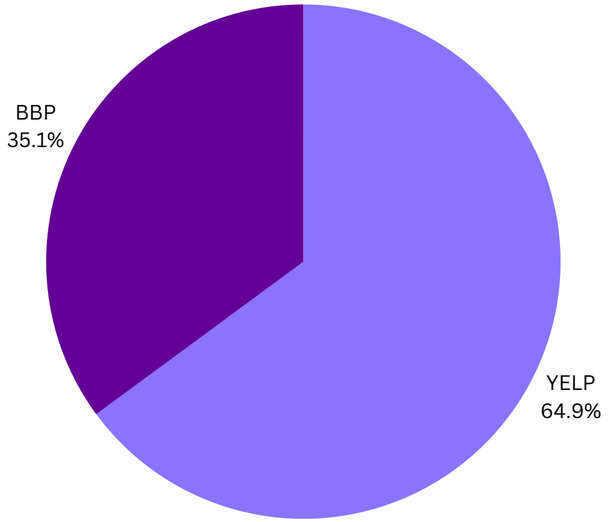
68.9% reponse rate

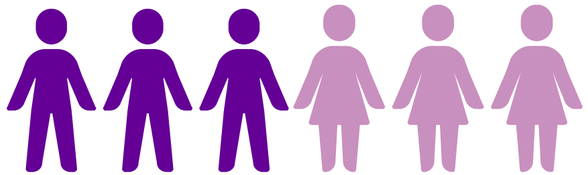
FULLY COMPLETE SURVEYS



DEMOGRAPHIC INFORMATION

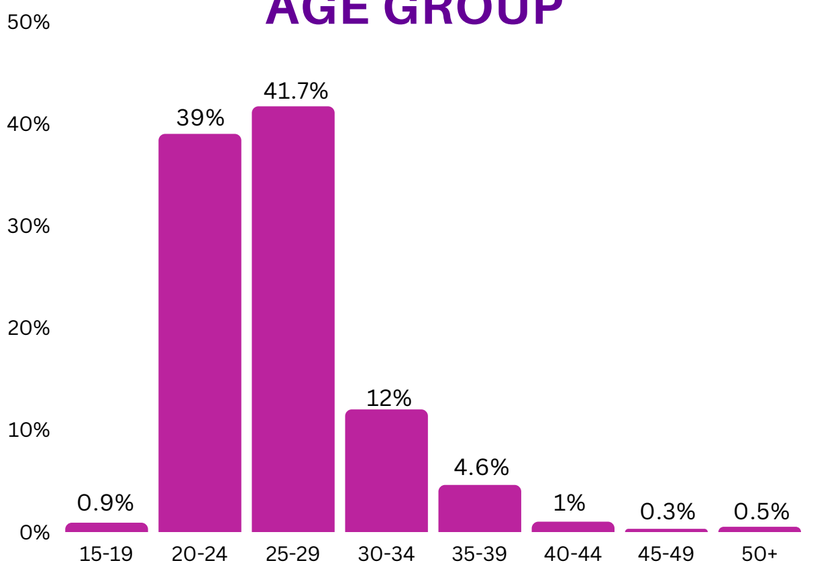
PROGRAM





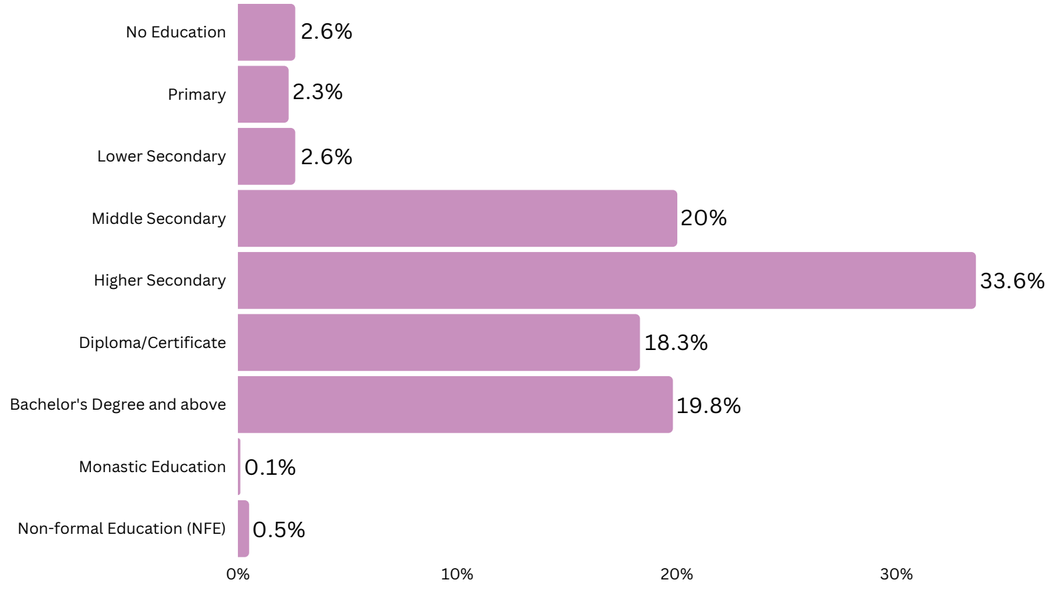
51% 49%

AGE GROUP

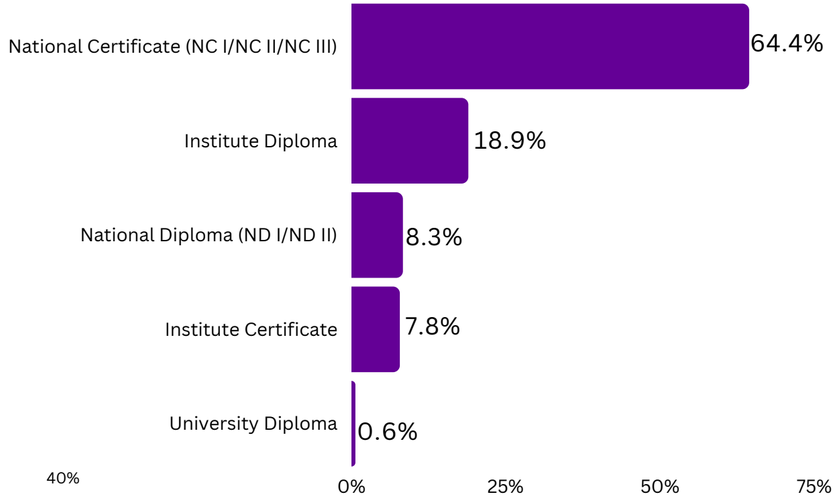


DISABILITY

EDUCATION LEVEL

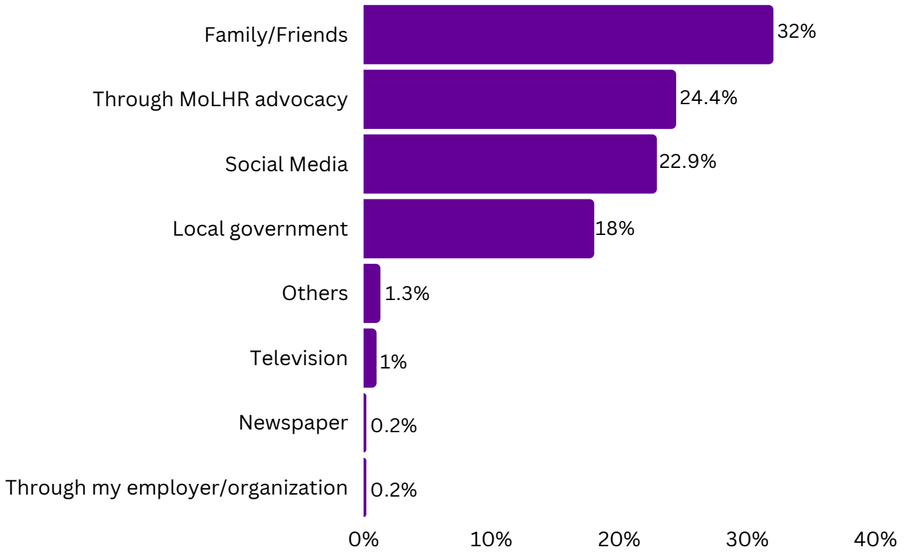


SKILLS CERTIFICATION



TRAINING INFORMATION

FIRST HEARD ABOUT THE PROGRAM



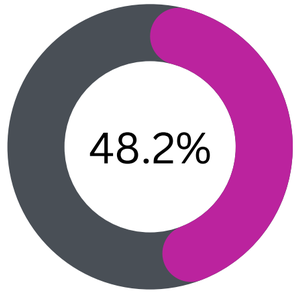
32%

heard about the program through their personal network

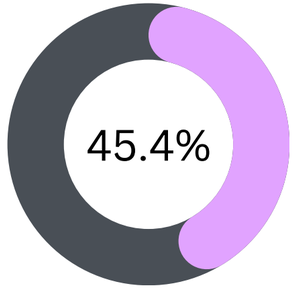
24.4%

heard about the program through MoLHR advocacy

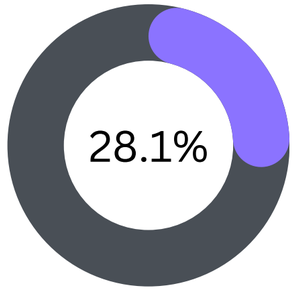
MAIN REASONS FOR JOINING PROGRAM



joined for financial support



wanted to gain work experience



joined to find employment in the country

REASONS FOR WITHDRAWAL

14%

of the total respondents withdrew from the program

27.1% found better employment

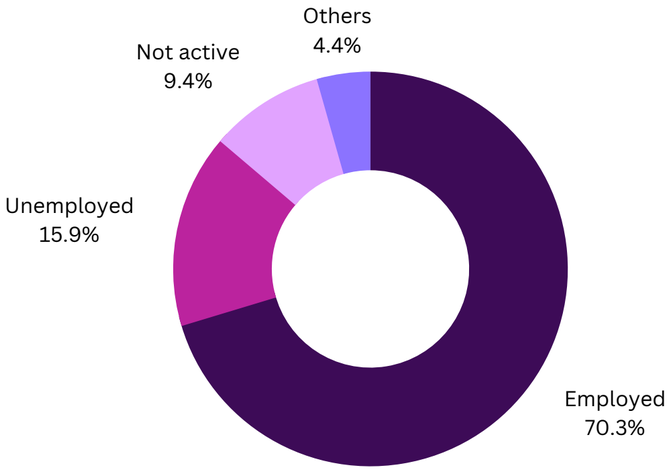
23.5% had family issues

18% had issues with their employer

EMPLOYMENT OUTCOME

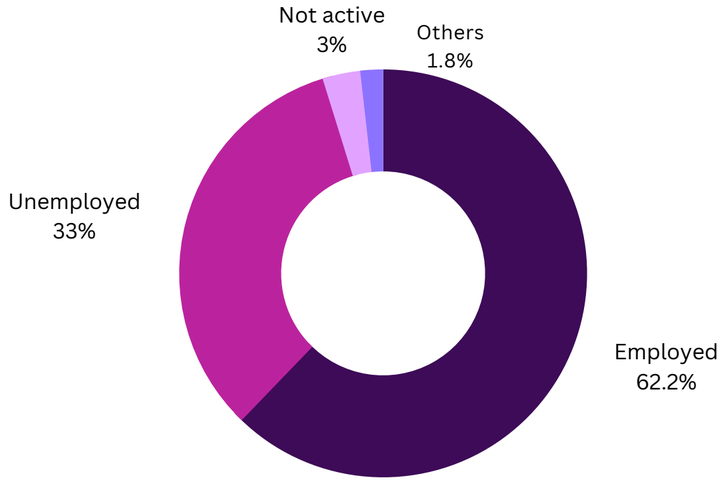
POST-ENGAGEMENT

Status 6 months after completing the program

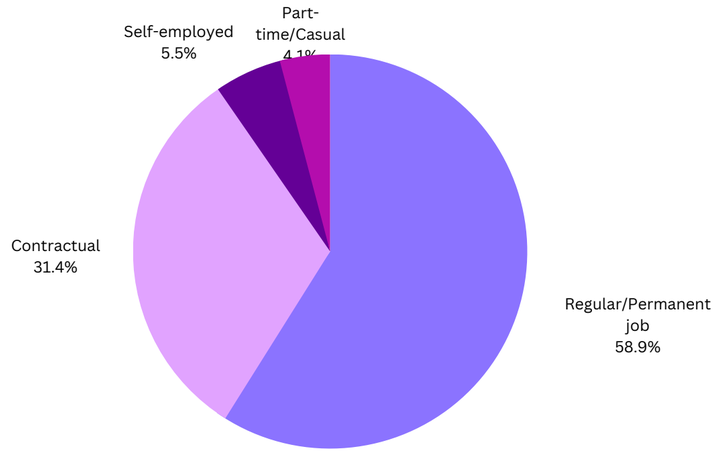


CURRENT STATUS

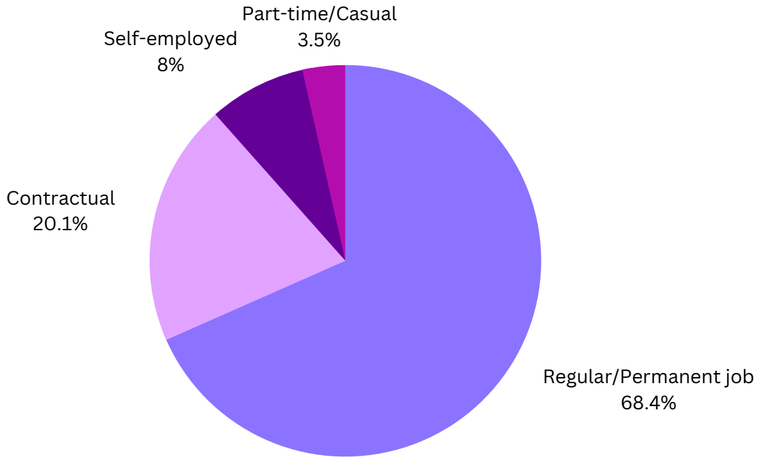
Status at the time of the survey



TYPE OF EMPLOYMENT



TYPE OF EMPLOYMENT



POST-ENGAGEMENT

CHANGE IN EMPLOYER

18.4%

changed employers/organizations after the program

88.4%

found other employment in less than 6 months

METHODS OF JOB SEARCH

EMPLOYED

55.3% Job announcements on media

34.8% Through personal network

UNEMPLOYED

72.6% Job announcements on media

65% Through personal network

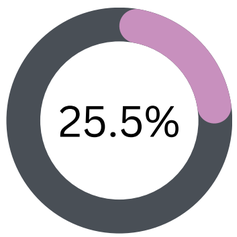
REASON FOR CHANGING EMPLOYER

70.7% engagement period ended

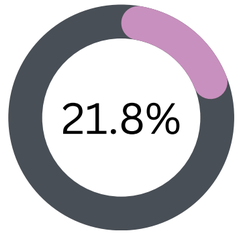
14.4% voluntary resignation: did not want to continue

10.5% voluntary resignation: got better job offer

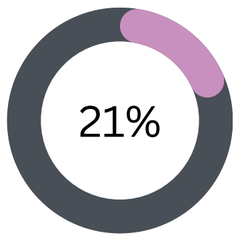
MAIN REASONS FOR UNEMPLOYMENT



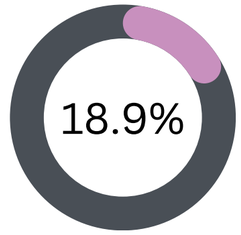
Could not find relevant job in the market



Family issues



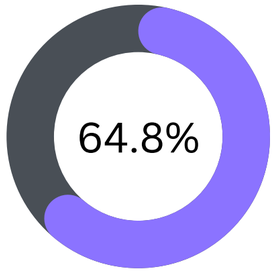
Could not find job of their preference



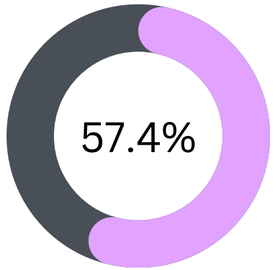
Not interested to find employment

CURRENT EMPLOYMENT STATUS

CURRENT EMPLOYMENT BY PROGRAM



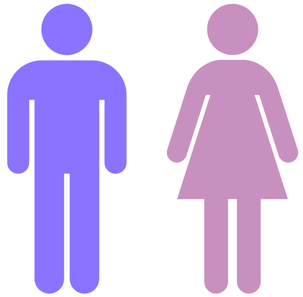
YELP



BBP

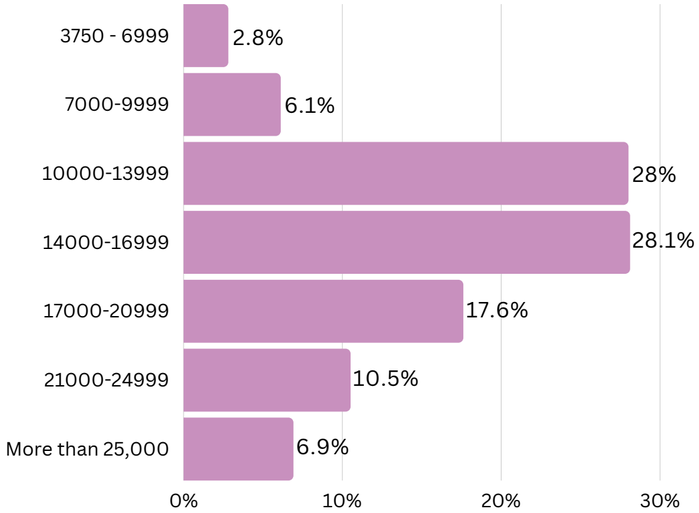
CURRENT EMPLOYMENT BY SEX

67.8%
of males are currently employed



56.8%
of females are currently employed

AVERAGE MONTHLY EARNINGS



CHANGE IN EMPLOYER

33.3%

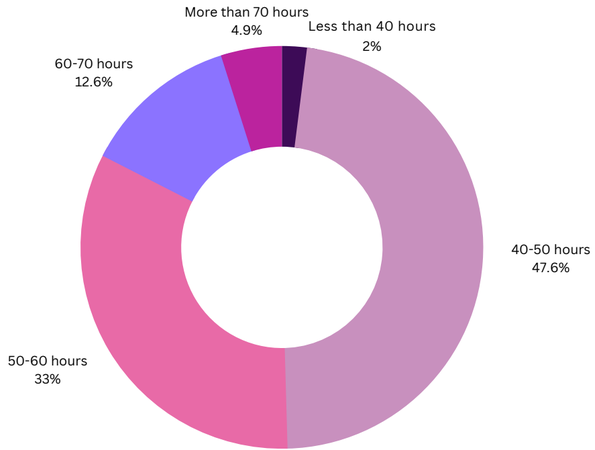
currently work with different employers/organizations

NUMBER OF JOBS

78.3%

have worked in only one job since completing the program

HOURS OF WORK PER WEEK



CURRENT EMPLOYMENT STATUS

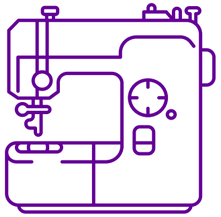
TOP SECTORS OF EMPLOYMENT

23.5%
Construction

16.2%
Manufacturing

15.4%
Wholesale and retail trade; repair of motor vehicles

TOP OCCUPATION CATEGORIES

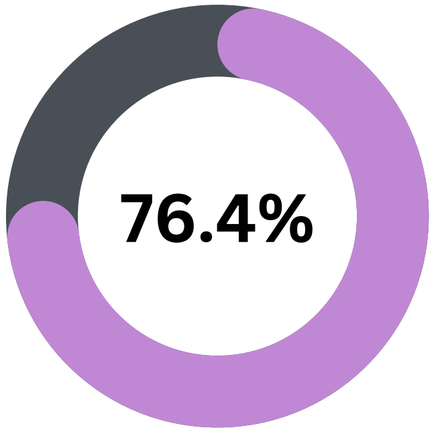


25.7%
Craft and related workers

18.6%
Professionals

17.5%
Technicians and associate professionals

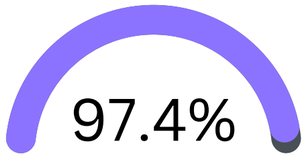
ADEQUACY OF SKILLS AND KNOWLEDGE ACQUIRED



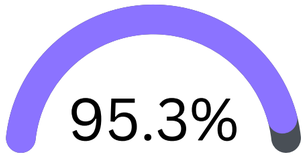
agreed that the skills and knowledge acquired from the program were adequate in their current job

CURRENT EMPLOYMENT STATUS

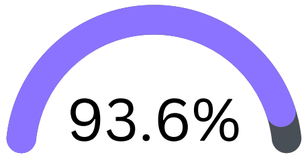
HIGHEST RANKED JOB PARAMETERS



I'm gaining work experience

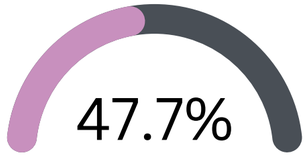


There are clear job roles and responsibilities

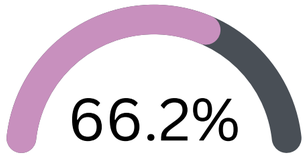


My workplace has good working conditions

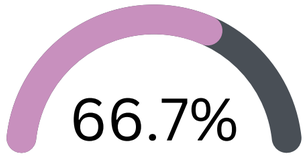
LOWEST RANKED JOB PARAMETERS



I get high salary



There is job security



There are training and development opportunities

TOP SKILLS NEEDED IN THE WORKPLACE

50.5% Mastery of my field/subject specific knowledge

38.4% Ability to organize my work processes efficiently

24.7% Ability to work efficiently towards a goal

USEFULNESS OF SKILLS ACQUIRED

88.6% Communication skills

88.5% Teamwork

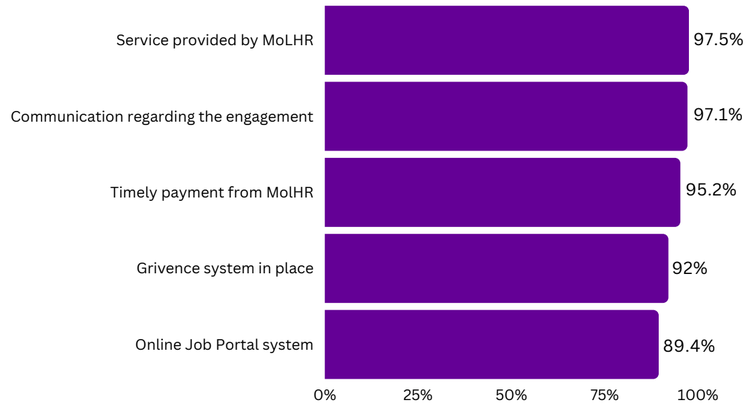
88.1% Problem solving skills

87.1% Job specific technical skills

82.8% Leadership skills

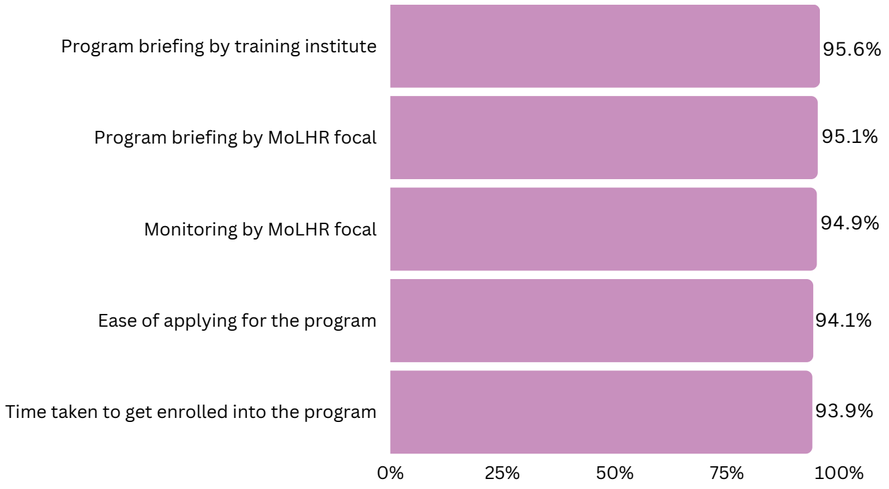
PROGRAM DELIVERY ASSESSMENT

SATISFACTION WITH SUPPORT SERVICES

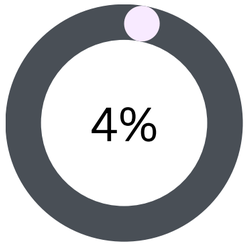


USEFULNESS OF THE PROGRAM

SATISFACTION WITH PROGRAM ASPECTS



GRIEVANCES

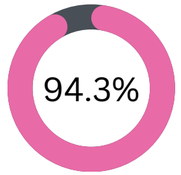


Faced grievances during their engagement period

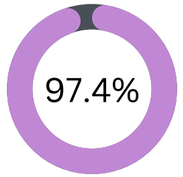
74.4% Regarding wages and benefits

23.1% Regarding workload

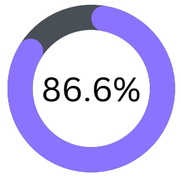
12.8% Reported to MoLHR



Generally satsified with the program



Would recommend the program to friends



Would choose the same program again

Workforce Planning and Information Division (WPID)
Department of Workforce Planning and Skills Development (DWPSD)
Ministry of Education and Skills Development (MoESD)

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