



**QUARTER 2
2023-2024**

DWPSD UPDATE

**JANUARY 2024
ISSUE 2**

DWPSD update for Quarter 2 of 2023-24

The Department of Workforce Planning and Skills Development (DWPSD) is pleased to share the second issue of DWPSD Quarterly Update. This report is initiated to inform and update on some of the key activities of the Department on a quarterly basis, to be shared with our internal and external stakeholders and partners.

The January issue contains important highlights and milestones of DWPSD implemented in the second quarter of FY 2023-2024, i.e. between October to December 2023. This issue also contains enrollment data and information on the skills development activities carried out in the second quarter.

We hope the quarterly update provides a key source of information to our implementing team, stakeholders, the management, and our project partners. We appreciate your support in building an effective and stronger TVET system in the country.

Tashi Delek!

DWPSD Team



Our Institutes

While we work with all TVET institutes, the DWPSD is directly responsible for overseeing the growth and development of ten TVET institutions under our direct administration. These institutes are located across different parts of the country.

10

Training Institutes

85

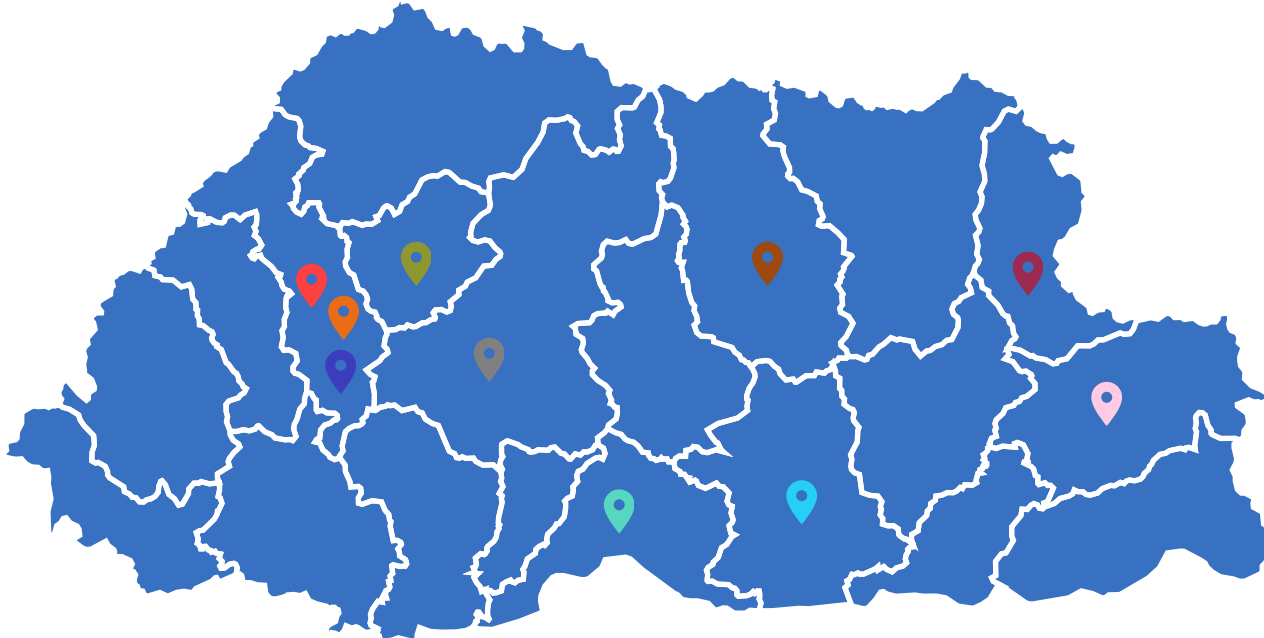
Accredited TVET courses

132

Institute Certificate TVET courses

1852

Ongoing Trainees



- National Institute of Zorig Chusum (NIZC)
- College of Zorig Chusum (CZC)
- TTI-Thimphu (TTI-T)
- TTI-Khuruthang (TTI-K)
- TTI-Samthang (TTI-S)
- TTI-Rangjung (TTI-R)
- TTI-Chumey (TTI-C)
- Jigme Wangchuck Power Training Institute (JWPTI)
- Royal Institute of Tourism and Hospitality (RITH)
- Rural Development Training Center (RDTC)

Our Plans for the FY 2023-2024



Nurture Professional Capability to Deliver Excellence in TVET training

- Train and certify TVET Trainers
- Build digital and ICT literacy of TVET trainers
- Build capacity of TVET Trainers to deliver soft skills and entrepreneurship skills
- Build capacity of TVET Trainers to deliver PWD friendly courses
- Recruit national and International master trainers to deliver quality TVET courses
- Build visionary and high-performing TVET leaders, managers, and professional
- Select and recruit a pool of high-performing international TVET leaders and managers



Engineer an Appealing, Engaging and Technology Driven TVET Learning Environment

- Augmentation of existing DWPSD administered institutes
- Put in Place Authentic, Engaging and Multi-use Teaching Learning Spaces and Facilities
- Conduct a Topographical Survey for all the Training Institutes
- Develop Infrastructure Development Master Plan for Institutes with Adequate Scope for Expansion (including ICT and Digital Infrastructure Master Plan)
- Provide Adequate and Latest Training Tools and Equipment in line with Industry Standards



Revamp and modernize TVET curriculum to support 21st Century skills and jobs

- Provide flexible learning opportunities to capture alternative modes of training
- Conduct Labour Market Skill Need Assessment to guide the selection and prioritization of courses
- Develop a responsive Framework and Standard Operating Procedures (SOP) to facilitate the introduction of demand driven TVET courses
- Develop and revise demand driven TVET curriculum
- Review and embrace best practices in standard and curriculum development, benchmarked at globally recognized standards



Put in place a responsive, robust, agile, sustainable, resilient and a high performing TVET System

- Internalization of TVET program
- Develop and implement TVET promotion communication strategy
- Participate in Regional and International Skills Competition
- Conduct and coordinate the National Skills Competition
- Establish linkages with international TVET partners
- Provide reskilling, upskilling and HRD support to workforce engaged in different economic activities
- Provide Real-time data on TVET through an integrated TVET-MIS
- Provide relevant TVET data and intelligence for evidence-based TVET system

BEST Project helps connect with experts from Humber College



Under the Bhutan Education and Skills Training (BEST) Project, a team of experts from the Humber College Institute of Technology & Advanced Learning was in Bhutan in October 2023. Through the project, Humber College is providing its technical expertise, resources, and support for the implementation of TVET reform plans.



The team included Michael Auchincloss, Dr. Ranya Khan, Tamara Jayne Bahr, Jeff Symyr, Dr. Kent Schroeder, and Jorge Montoya. The visiting team engaged in different capacity development workshops including training for data focals and training of trainers.

Some of the areas agreed upon during the meeting are to: Start the curriculum development process for TVET diplomas in HVAC, Solar, and Electrical Engineering and certificate in landscaping; Training of master trainers in CBET teaching and learning methods to global standards; Training data focal points on introduction to M& E (Data collection) among others.



Gearing towards introduction of international Diploma with support from ITEES Singapore

The DWPSD in collaboration with the Institute of Technical Education (ITE), Singapore through support from the ITE Education Services (ITEES), is working towards the introduction of two diploma courses at the ITE standard. This is an area of partnership established under the MoU signed between the ITEES and the DWPSD in 2017.

Yoe Huibing and Choeng Kong Weng from ITE, Singapore visited Bhutan in October 2023 for an advisory workshop to set up and facilitate the construction and refurbishment of training workshops and facilities to introduce the two courses.

The visiting team assessed the existing training infrastructures at TTI-T and TTI-K. The assessment also included taking stock of the tools and equipment used in the two institutes. The team provided a list of relevant equipment specifications needed for delivering the practical training.



With support from ITE, TTI-T once relocated to Serbithang, will offer **Diploma in Automobile Technology** using ITE standards.

Similarly, TTI-K will offer **Diploma in Facility Technology** using ITE standards.

The two diplomas are scheduled to be implemented w.e.f March 2024. All tools and equipment support are funded through ADB Projects.



Setting the groundwork for the Bhutan-Brazil Institute for Technology and Innovation



The DWPSD hosted delegates from the Brazilian Cooperation Agency (ABC) and the Brazilian National Service for Industrial Training (SENAI) from 18th to 25th November 2023 with partial funding support from ADB STEP-UP Project. The ABC is a government entity under the Brazil Ministry of Foreign Affairs and its primary mandate is to coordinate and implement international development cooperation endeavours. SENAI, on the other hand, is the key institution in Brazil dedicated to providing vocational and technical education. Established in 1942, SENAI operates under the umbrella of the National Confederation of Industry (CNI) and offers a diverse range of training programs, courses, and services tailored to meet the demands of the Brazilian industry at both national and international scales.

The mission delegates were: Mariana Madeira, Minister/Chief of Cabinet, ABC; Andrea Von Rakowitsch Siqueira Tillmann, Project Analyst at ABC; Luiz Fernando Lira Bacelar, Translator-Interpreter at ABC; Carolina Moreira da Costa Oliveira, Third Secretary at Brazilian Embassy in New Delhi; Desiree Teixeira Faria, SENAI; and Diego Freire, SENAI.

The mission met with the management of the DWPSD and MoESD and also visited TTI-T, NIZC, TTI-S, and TTI-K. They also visited the Jemena Industrial Site and met with the President of BCCI.

Based on the visit, the delegate will identify areas of cooperation between Bhutan and Brazil. One possible outcome of the mission is expected to be the establishment of the Bhutan-Brazil Institute for Technology and Innovation, in Bhutan.



Observing the WorldSkills Asia Abu Dhabi 2023

In March 2023, Bhutan became a member of the WorldSkills Asia. The WorldSkills Asia is a regional competition that brings together skilled professionals and young talents from various Asian countries to showcase their expertise in a wide range of vocational and technical skills. The event serves as a platform for participants to compete, learn, and exchange knowledge in areas such as engineering, information technology, construction, hospitality, and more. Through intense competitions, participants demonstrate their skills, creativity, and problem-solving abilities, fostering a spirit of excellence and innovation. WorldSkills Asia aims to promote vocational education, highlight the importance of skilled labour, and create opportunities for collaboration and cultural exchange among participants from diverse backgrounds across the Asian region.



Abu Dhabi Centre for Technical and Vocational Education and Training (ACTVET) hosted the 2nd WorldSkills Asia Competition from 27th to 29th November at the Abu Dhabi National Exhibition Centre (ADNEC). WorldSkills Asia Competition Abu Dhabi 2023 hosted more than 500+ participants including competitors, experts, and workshop managers from over 30+ member and guest countries. Participants competed in 28 Technical and Vocational skill categories.

As a new member, the DWPSD participated in the WorldSkills Asia Competition Abu Dhabi 2023 as an observer to gain experience and expertise in the competition process and mechanism. In the future, the DWPSD will facilitate Bhutanese to compete in the subsequent WorldSkills Asia Competitions.



Employers give their feedback during the TVET Employer Survey

595/837

Small, Medium, and Large scale employers participate in the TVET Employer Survey

A TVET employer survey was carried out on the TVET-MIS from October to November 2023. While the survey was sent out to 845 establishments, a total of 8 establishments were non-operational during the survey. Therefore, the survey accounts for a total of 837 establishments out of which 595 responded to the survey.

71%
response rate

The survey was conducted to collect data and intelligence on skills in demand, areas of partnership in TVET collaboration, and employers' feedback on the performance of the TVET graduates.



VISIT [EDUCATION.GOV.BT/DWPSD](https://education.gov.bt/dwpsd) TO DOWNLOAD THE TVET EMPLOYER SURVEY REPORT 2023



354/595

establishments said that they employ or hire people with TVET qualification



of these establishment have employees who graduated from the DWPSD institutes

135 OCCUPATIONS

listed where employers regularly hires people requiring TVET qualifications



of employers are interested to fund TVET courses beneficial to their business



of employers are interested in accepting TVET trainees for on-the-job training (OJT)



of employers are interested to participate in the on-campus recruitment of TVET graduates

TOP 3 SOFT SKILLS LISTED BY EMPLOYER



Teamwork and cooperation



Communication Skills



Creativity and Innovation

Skills Gap Assessment completed for **Plumbing** course



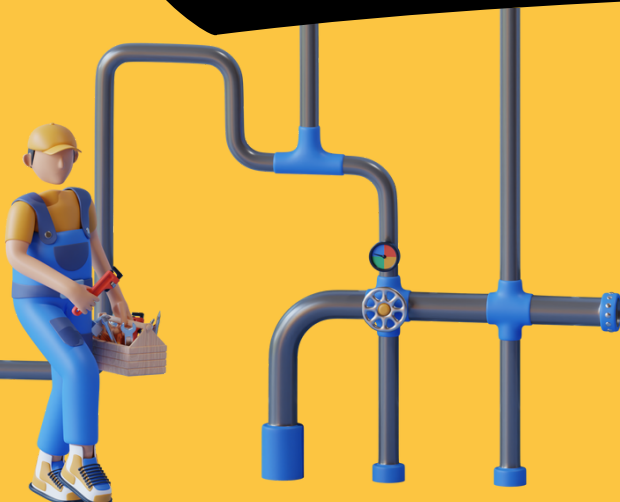
Plumbing is a critical occupation that plays a fundamental role in society. Plumbers are responsible for installing, repairing, and maintaining the intricate network of pipes and fixtures that deliver water to homes, businesses, and public facilities. Bhutanese plumbers contribute to the construction and maintenance of residential, commercial, and industrial structures, ensuring that these spaces have the necessary plumbing systems for daily activities. Therefore, the skills and expertise of plumbers are indispensable for the functioning of society, making plumbing a critical occupation.

A skills gap assessment study was conducted for the plumbing course offered by the DWPSD through JWPTI and TTI-C.

17 Industries
68 Plumbing Professionals

A total of 17 Industries and 68 plumbing professionals participated in the industry survey, graduates survey, and focus group discussions to assess the training content delivered by the two institutes, providing new insights on additional components required.

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DOWNLOAD THE PUBLICATION**



The feedback and recommendations in the report will be used to: review and update the National Competency Standards and Curriculum for both NC 2 and NC 3 levels; upgrade tools and equipment used in the training delivery process, and review soft skills provided through training.

Renovation and site development works completed at the two Zorig Institutes

As part of the 'Place Transformation' initiative under the TVET Reform Plan, different augmentation and development works are being carried out in the different institutes.

CZC and NIZC are the two key training institutes providing traditional arts and craft training.

The renovation works at CZC includes: remodeling and reconstruction of classrooms, training workshops, toilet facilities, hostel, MPH, kitchen, and site development.

The renovation works at NIZC includes: remodeling and reconstruction of toilet facilities, renovation of classrooms, training workshops, dining hall, construction of Trezo workshop, and site development.

The work for CZC was completed in October 2023 and for NIZC was completed in December 2023.



Construction of Facility Technology commenced at TTI-K

As part of introducing the Diploma in Facility Technology using ITE standards, works on the construction of Facility Technology at TTI-K has commenced. The work has been awarded to a local contractor in November 2023. The construction is expected to be completed by July 2024 and will accommodate 80 trainees.



Summary of enrollment in the institutes in Q2



529 enrolled in the institutes



36.5%
Female enrollment

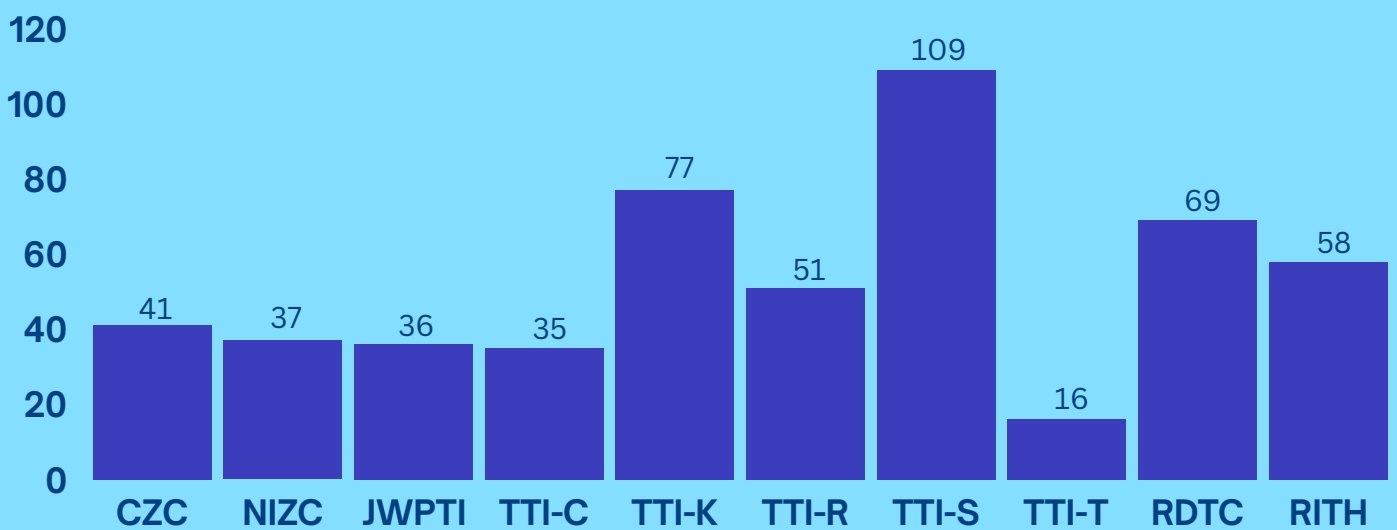


0.6%
PWD enrollment

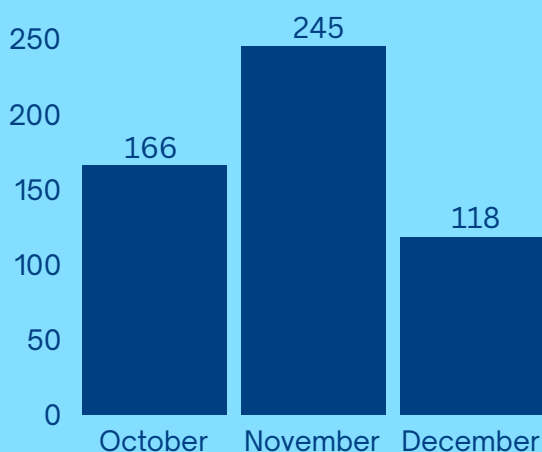


79% enrollment outside Thimphu

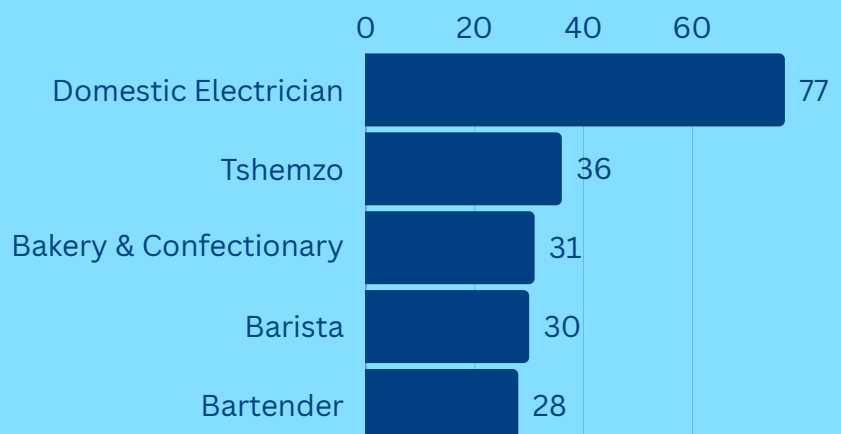
Enrollment by institute



Enrollment by month



Top 5 courses of enrollment



Summary of enrollment in SDP in Q2



343 enrolled in SDP



42.6%
Female enrollment

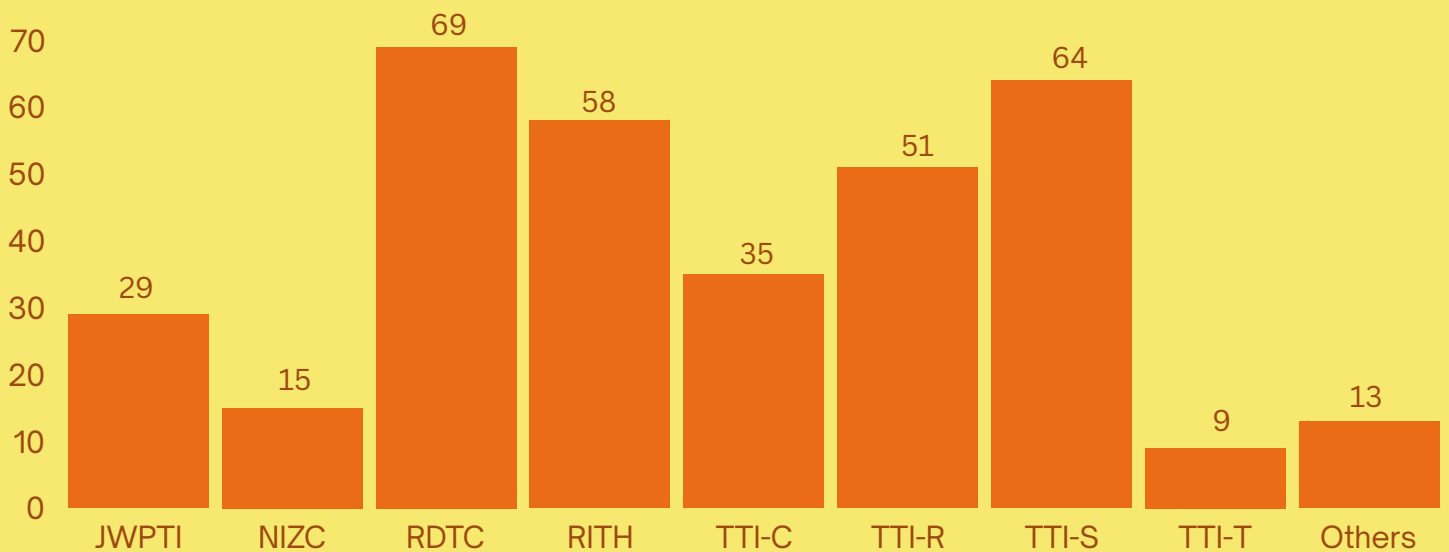


0.3%
PWD enrollment

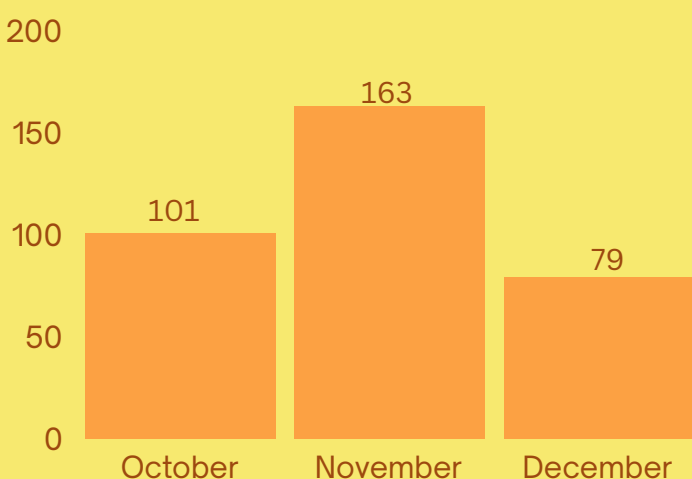


72.3%
enrollment outside Thimphu

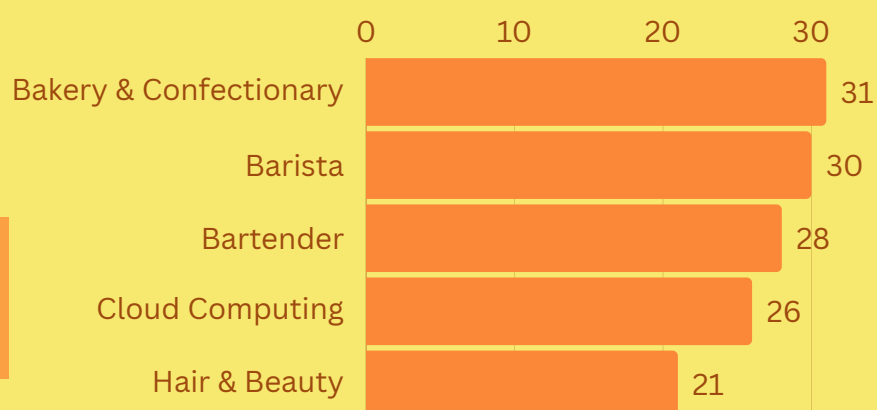
Enrollment by implementing partner in Q2



Enrollment by month



Top 5 courses of enrollment



Summary of enrollment in VSDP+SSDP in Q2



134 enrolled in VSDP +SSDP



55.2% Female enrollment

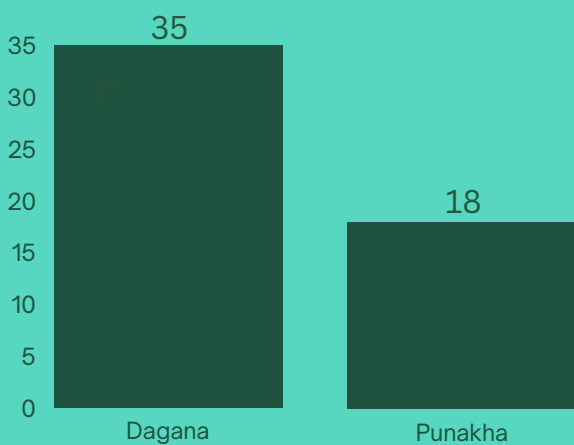


0% PWD enrollment

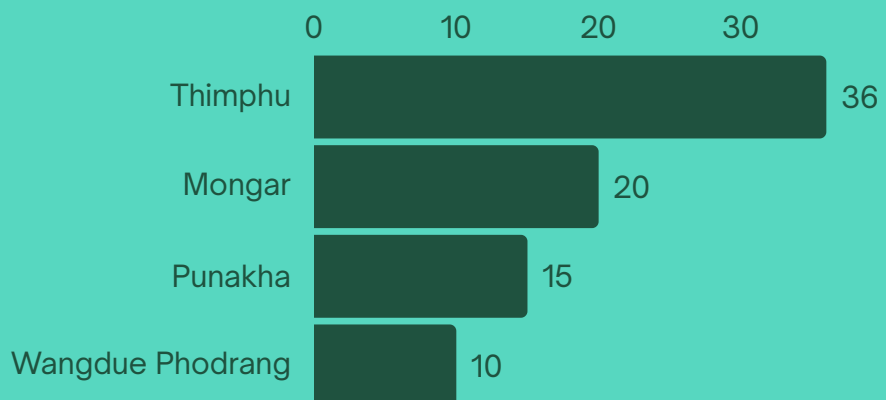


73.1% enrollment outside Thimphu

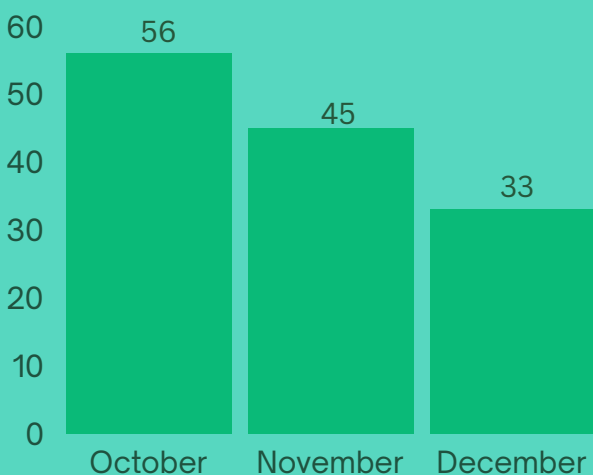
Enrollment in VSDP by dzongkhag in Q2



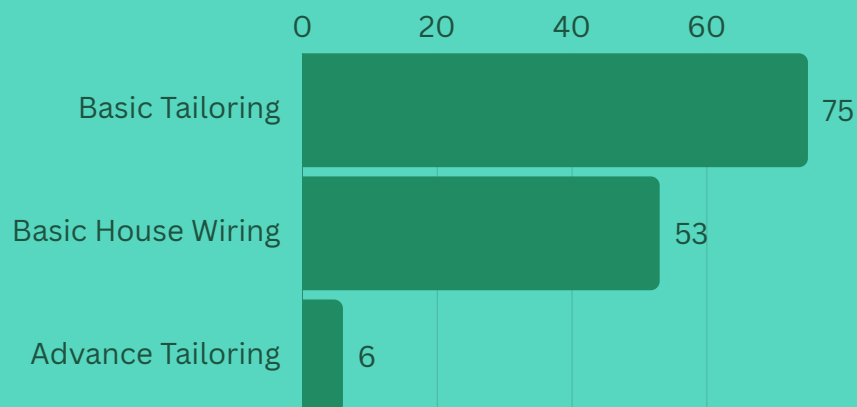
Enrollment in SSDP by dzongkhag in Q2



Enrollment by month



Courses of enrollment

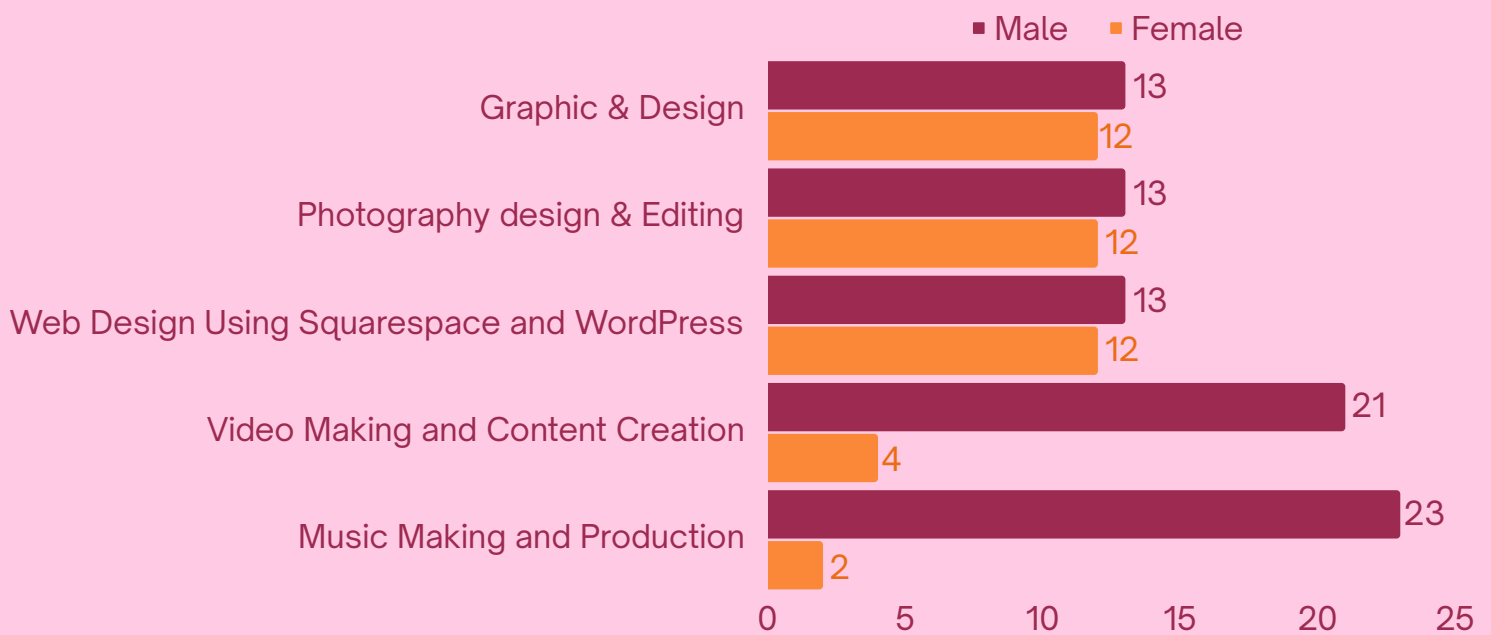


Summary of enrollment in CST in Q2

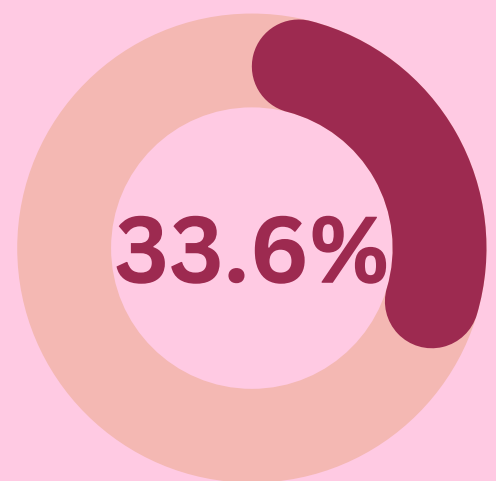
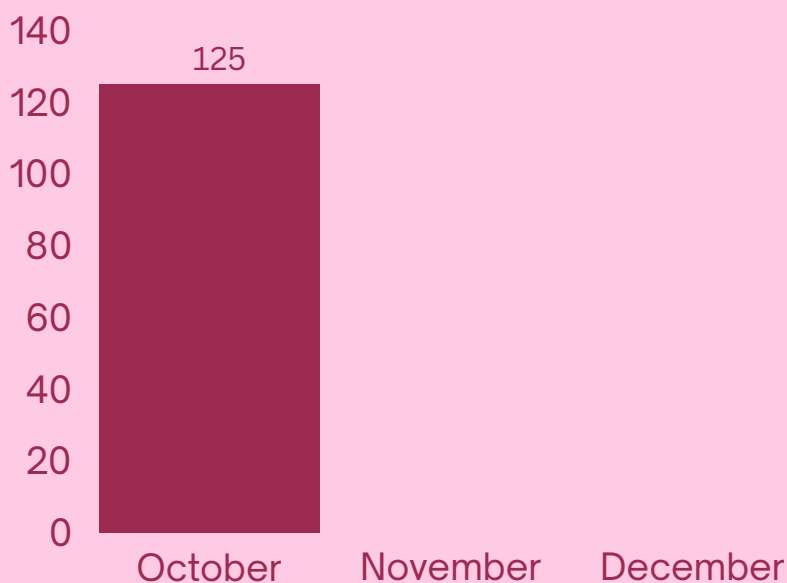


125 enrolled in CST

Enrollment by course in Q2

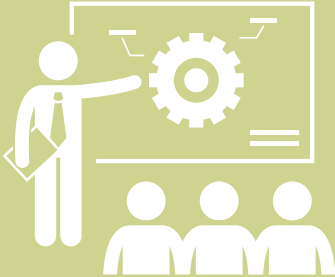


Enrollment by month



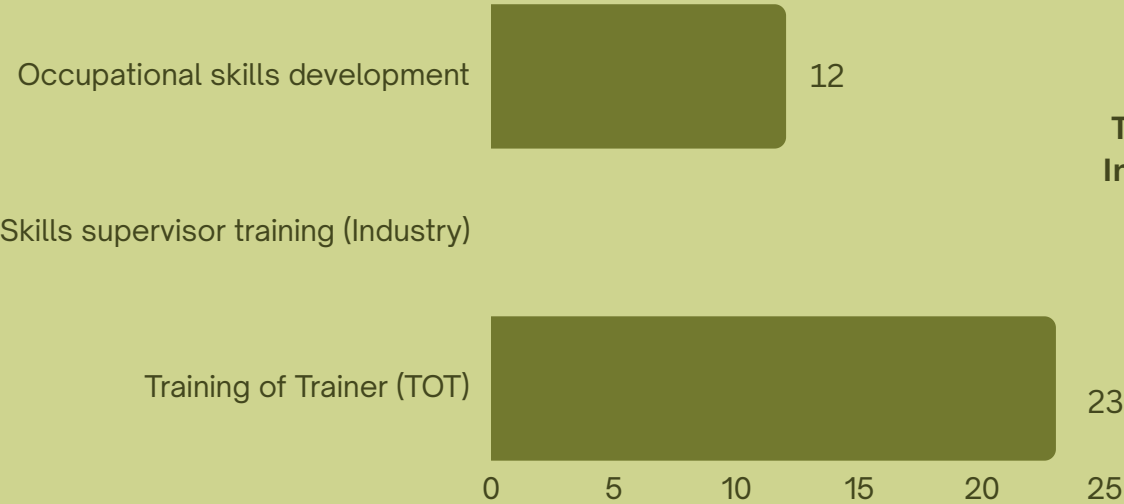
Female enrollment

Summary of enrollment in Technical Trainers Training in Q2



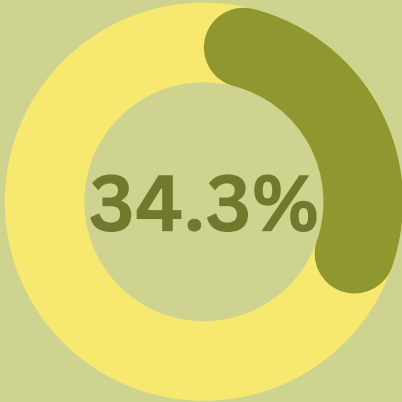
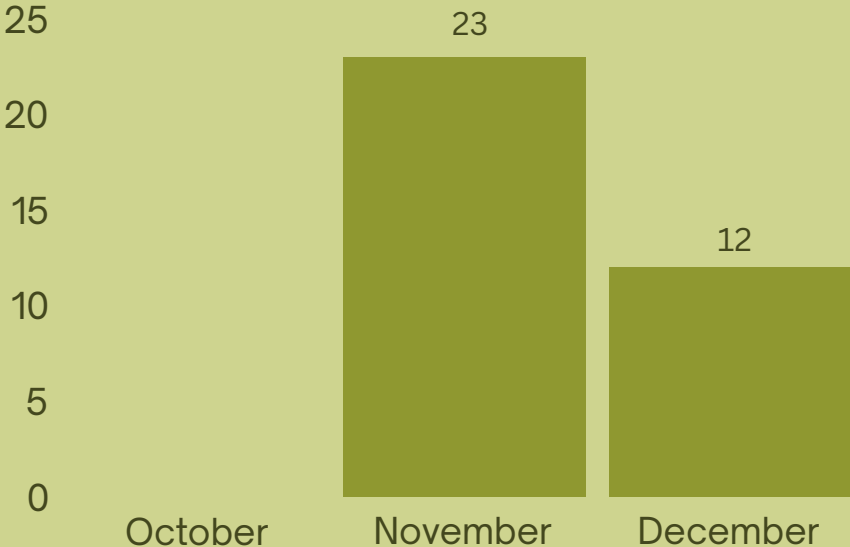
35 TVET trainers trained

TVET Trainers trained by program



TOT provided in Technical Instruction and Vocational Andragogy (Evaluation)

Technical training by month



Female trained

TVET curriculum developed in Q2 of 2023-24

3

**NEW
CURRICULUM
DEVELOPED**

1. Cyber and network security (ND 1)
2. Road Construction (IC)
3. Food Processing Technician (NC 2)

1. Transmission and Distribution Technician (NC 2)
2. ICT soft skills (IC)
3. Dzongkha soft skills (IC)
4. Masonry (NC 3)
5. Furniture Making (NC 2)

5

**EXISTING
CURRICULUM
REVISED**

International Master Trainers who joined us in Q2



Johan Mikael Larsson

**SWEDEN
CNC EXPERT
ENGAGED WITH TTI-K**



Markus Pollinger

**GERMANY
SWORD MAKING AND JEWELLERY DESIGN
ENGAGED WITH JWPTI**



Ravi Kumar KB

**INDIA
CLOUD COMPUTING
ENGAGED WITH TTI-R**



Ruben Albert Manuel Ziehler

**GERMANY
PLUMBING
ENGAGED WITH JWPTI**



Lara Zwahlen

**SWITZERLAND
CIVIL ROAD CONSTRUCTION TECHNOLOGY
ENGAGED WITH JWPTI**



Koepli Manuel

**SWITZERLAND
CIVIL ROAD CONSTRUCTION TECHNOLOGY
ENGAGED WITH JWPTI**



Bettschen Rapheal

**SWITZERLAND
CIVIL ROAD CONSTRUCTION TECHNOLOGY
ENGAGED WITH JWPTI**



Albert Leibi

**SWITZERLAND
CIVIL ROAD CONSTRUCTION TECHNOLOGY
ENGAGED WITH JWPTI**

OUR PROGRAMS IN BRIEF

VSDP

VILLAGE SKILLS DEVELOPMENT PROGRAM

TARGET BENEFICIARIES: RURAL JOBSEEKERS, YOUTHS AND GROUPS

SSDP

SPECIAL SKILLS DEVELOPMENT PROGRAM

TARGET BENEFICIARIES: SPECIAL GROUPS SUCH AS PWDS, MONKS/NUNS, AND OTHERS

SDP

SKILLS DEVELOPMENT PROGRAM

TARGET BENEFICIARIES: JOBSEEKERS/UNEMPLOYED/YOUTHS

CST

CRITICAL SKILLS TRAINING

TARGET BENEFICIARIES: JOBSEEKERS/UNEMPLOYED/YOUTHS

TOT


TRAINING OF TRAINER

TARGET BENEFICIARIES: TVET TRAINERS, SKILLS SUPERVISORS

CCD

CRITICAL CAPABILITY DEVELOPMENT

TARGET BENEFICIARIES: IN-SERVICES WORKING IN THE NON-CIVIL SERVICE SECTOR



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



Kawajangsa, Thimphu,
Bhutan



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