



TVET EMPLOYER SURVEY 2023

595 / 837

Small, Medium, and
Large scale establishments
responded to the TVET
Employer Survey

71%

response rate

BACKGROUND

A TVET employer survey was carried out on the TVET-MIS from October to November 2023. The survey was sent out to all small, medium and large-scale establishments registered on the Bhutan Labour Market Information System (BLMIS), meaning any establishments employing more than four employees. 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.

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.

PROFILE OF RESPONDENTS

30

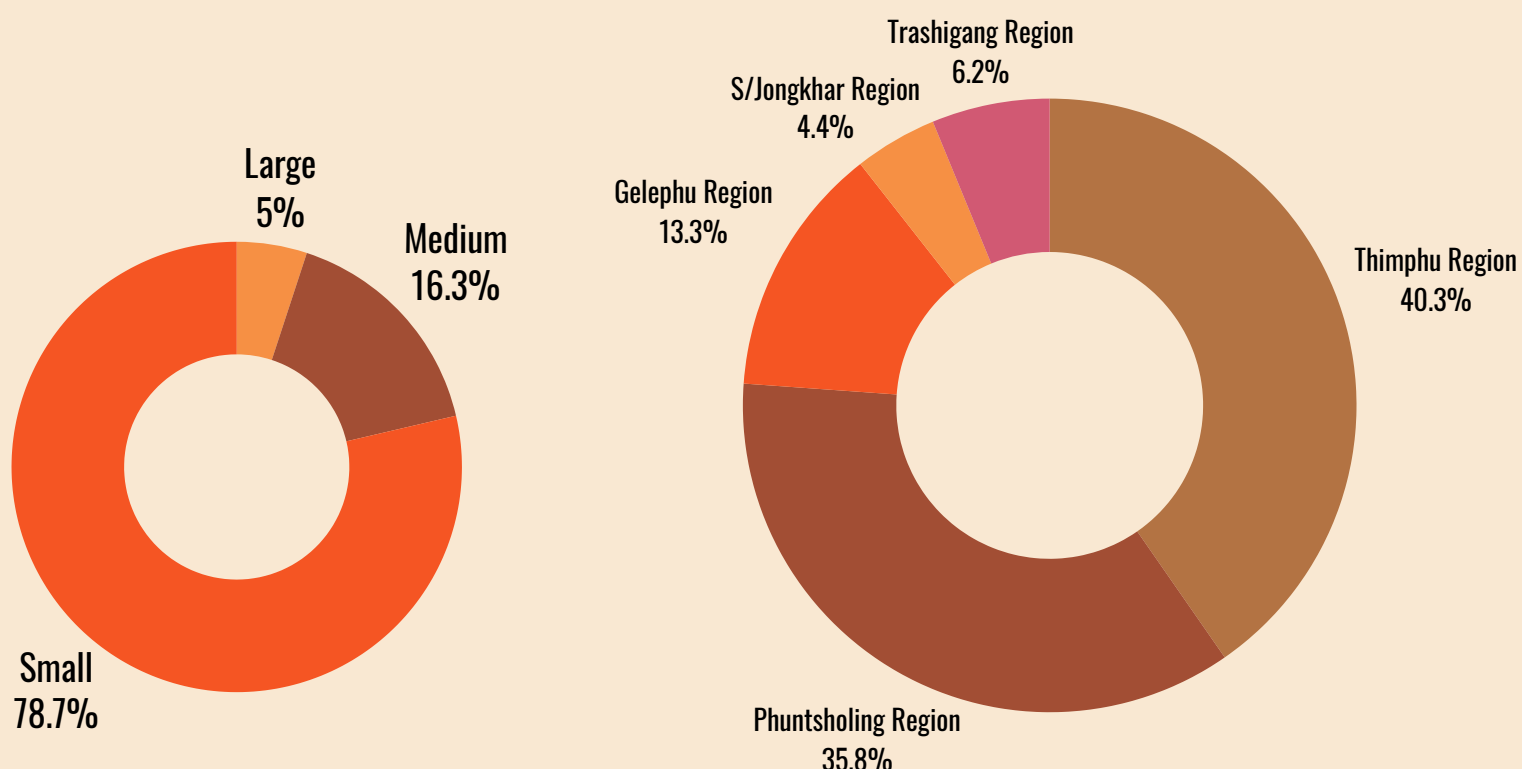
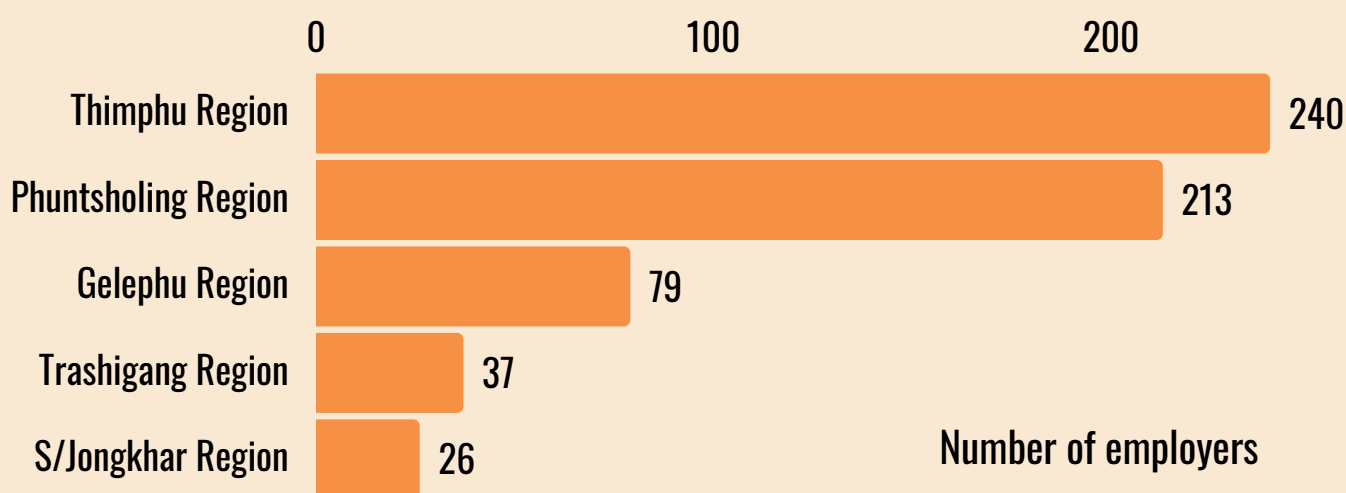
Large scale
establishment

97

Medium scale
establishment

468

Small scale
establishment



PROFILE OF EMPLOYERS HIRING TVET GRADUATES



354/595

establishments said that they have employees with TVET qualifications

87%

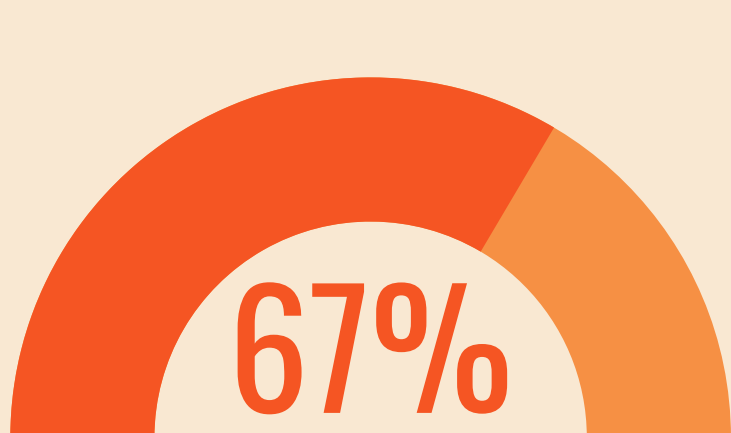
Large scale establishments said that they have employees with TVET qualifications

71%

Medium scale

55%

Small scale



have employees who graduated from the DWPSD institutes



have employees who graduated from private training institutes



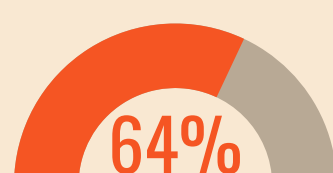
have employees who graduated from ex-country institutes



Large scale establishment have employees from DWPSD institutes

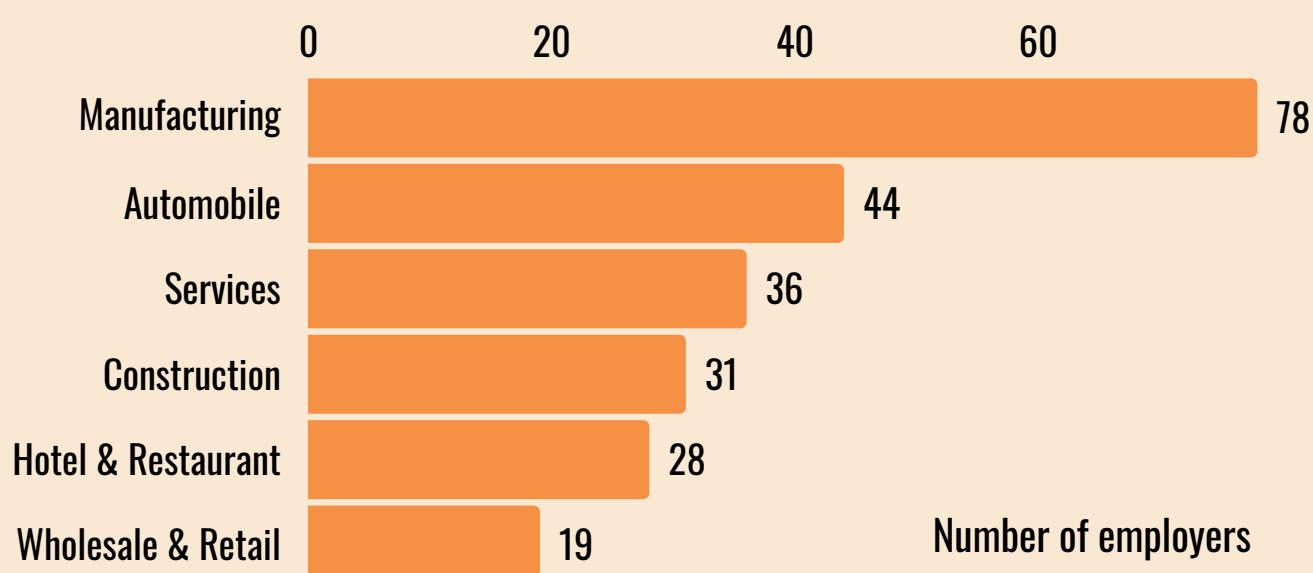


Medium scale establishment have employees from DWPSD institutes



Small scale establishment have employees from DWPSD institutes

ESTABLISHMENT WITH EMPLOYEES WITH TVET QUALIFICATIONS BY ECONOMIC SECTORS



LISTING OCCUPATIONS OF DEMAND BY CURRENT ESTABLISHMENTS

135 OCCUPATIONS



listed where employers
regularly hires people
with TVET
qualifications

The employers were asked to list a maximum of three occupations where they hire or recruit a person with TVET qualifications on a regular basis.

TOP 24 OCCUPATIONS OF REGULAR HIRE REQUIRING TVET QUALIFICATIONS

Accountants	Auto Mechanic	Auto Electrician	Electrician	Automobile Painter
Welder	Carpenter	Chef	Cook	Mechanical Fitter
Baker	Civil Engineering Technician	Plumber	Mason	Computer Hardware & Networking Technician
Bartender	Electrical Mechanic	Housekeeping	Backhoe Operator	Food and Beverages Attendant (FNB)
ICT Technician	Construction Supervisor	Hotel Manager	Wooden Furniture Maker	

TOP FIVE OCCUPATIONS OF REGULAR HIRE BY ECONOMIC SECTORS

Construction

- Electrician
- Civil Engineering Technician
- Mason
- Accountant
- Welder

Manufacturing

- Electrician
- Accountant
- Auto Electrician
- Auto Mechanic
- Carpenter

Automobile

- Auto Mechanic
- Auto Electrician
- Automobile Painter
- Welder
- Accountants/Automobile Workshop Supervisor /Electrical Mechanic

Hotel & Restaurant

- Chef
- Cook
- Accountant
- Baker
- Housekeeping

Wholesale & Retail

- Accountant
- Auto Mechanic
- Auto Electrician
- Electrician
- Automobile Painter

Services

- Accountant
- Electrician
- Computer Hardware and Networking Technician
- Carpenter
- ICT Technician

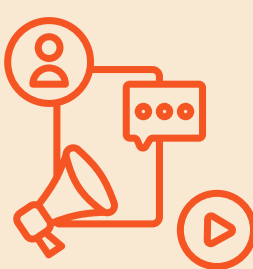
SOFT SKILLS IN DEMAND BY EMPLOYERS IN A NEW HIRE



69%
Teamwork and Cooperation Skills

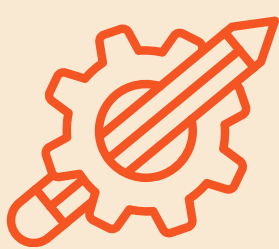


29%
Communication Skills



11%
Networking and Marketing skills

The employers were asked to list a maximum of two soft skills they look for when hiring a person with TVET qualification during the recruitment process.



3%
Writing skills



27%
Creativity and Innovation



11%
Computer and Digital skills



13%
Managerial Skills



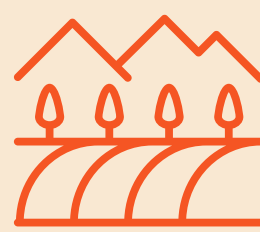
7%
Physical Strength



7%
High Stress Tolerance



7%
Ability to do risky jobs



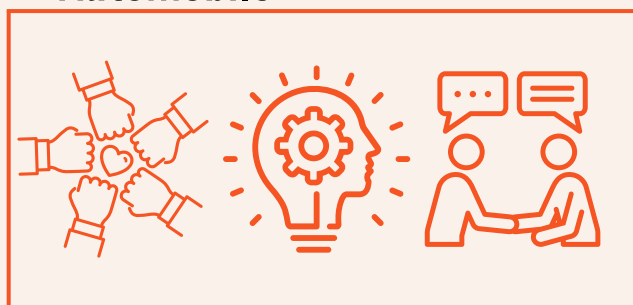
8%
Able to work in remote locations

TOP THREE SOFT SKILLS IN DEMAND BY ECONOMIC SECTORS

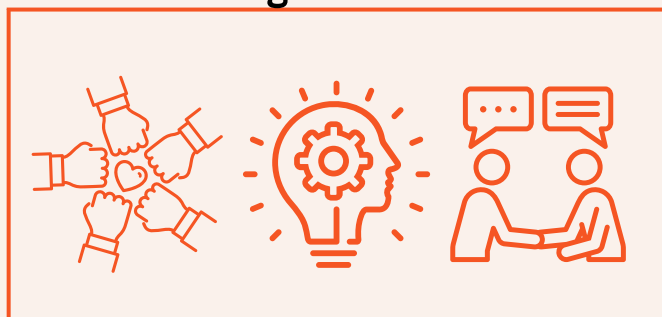
Construction



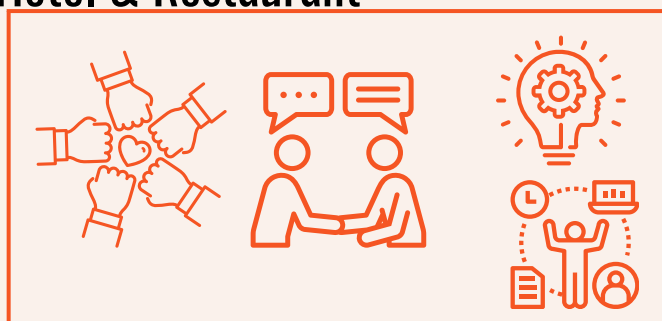
Automobile



Manufacturing



Hotel & Restaurant



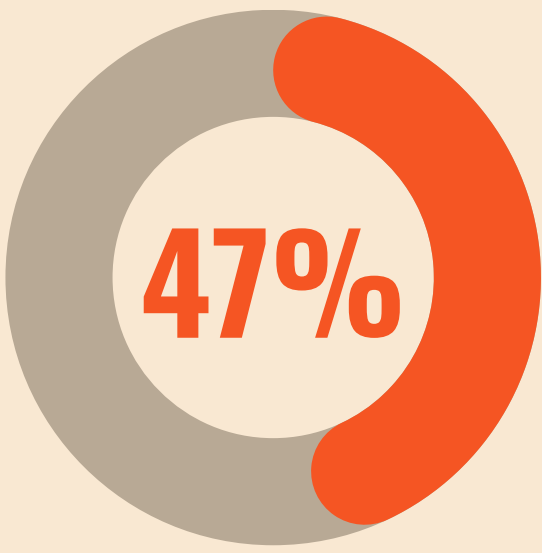
Wholesale & Retail



Services

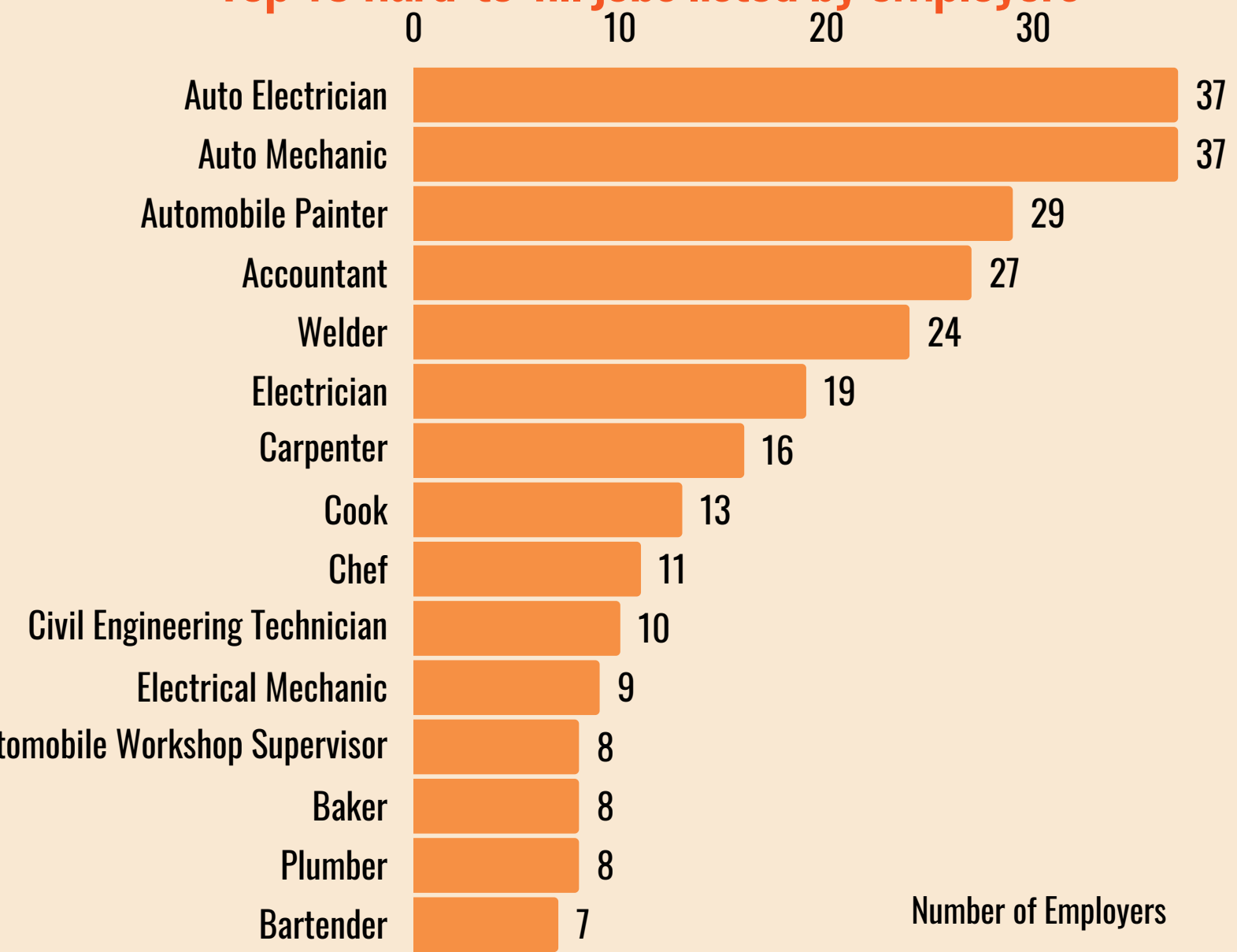


HARD-TO-FILL OCCUPATIONS FOR THOSE WITH TVET QUALIFICATIONS



47% of the employers said that they are NOT able to hire people with TVET qualifications from the labour market as and when they need them

Top 15 hard-to-fill jobs listed by employers



TOP FIVE HARD-TO-FILL JOBS BY ECONOMIC SECTORS

Construction

- Electrician
- Welder
- Civil Engineering Technician
- Plumber
- Machine Operator

Manufacturing

- Accountant
- Welder
- Carpenter
- Industrial Mechanic
- Mechanical Fitter

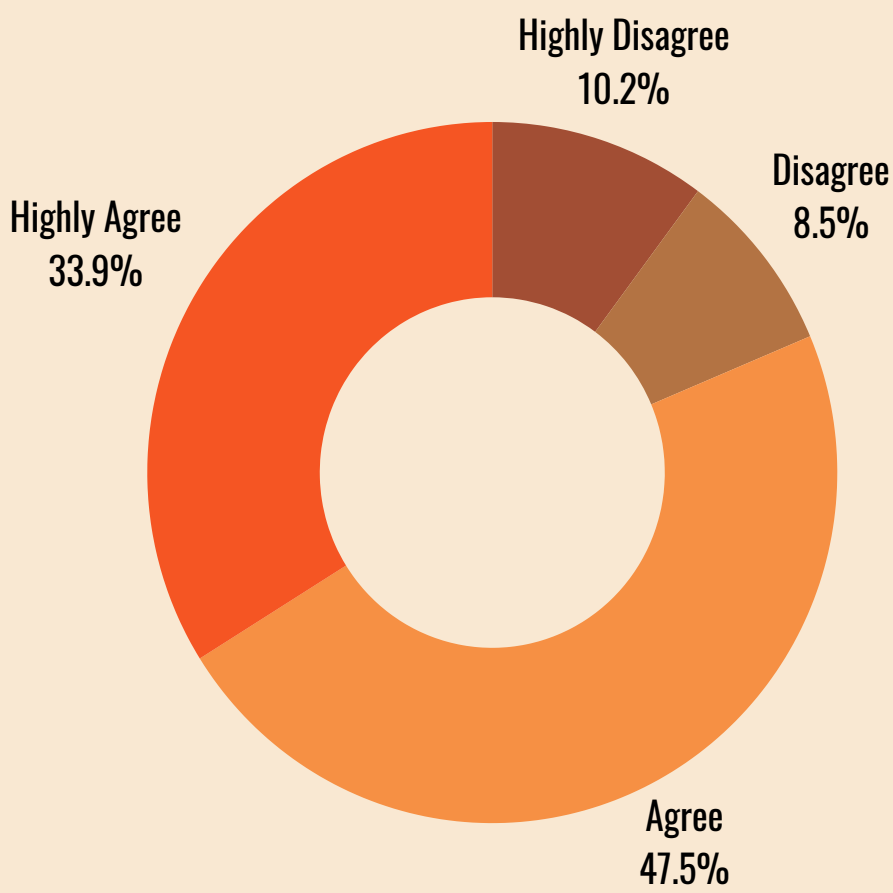
Automobile

- Automobile Painter
- Auto Electrician
- Auto Mechanic
- Welder
- Panel Beater

Hotel & Restaurant

- Cook
- Chef
- Accountant
- Bartender
- Hotel Manager

EMPLOYER FEEDBACK ON THE PERFORMANCE OF TVET GRADUATES



81.4% Agree

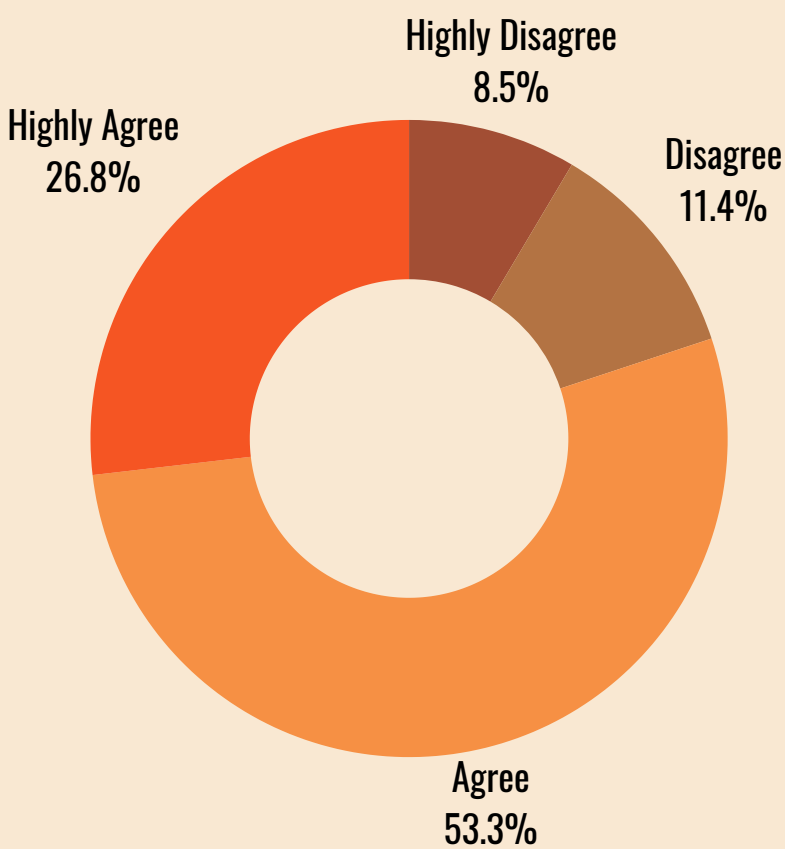
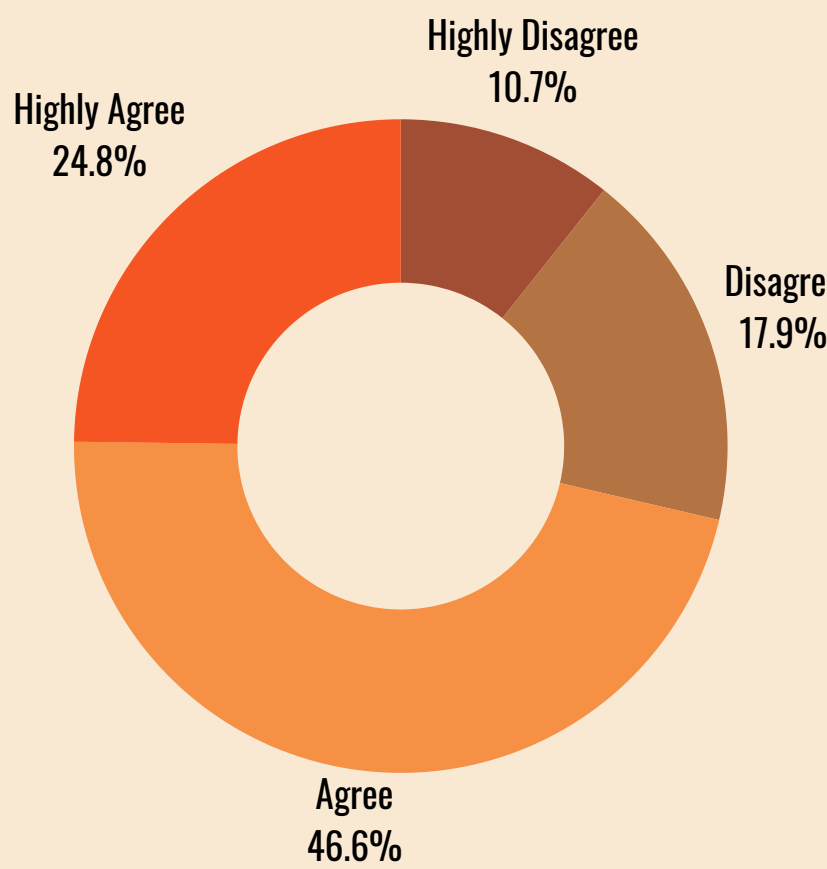
TVET graduates have the technical skills and competencies needed by our organization

*118 neutral responses not accounted

71.4% Agree

TVET graduates are able to take up supervisory or managerial roles as and when required

*120 neutral responses not accounted

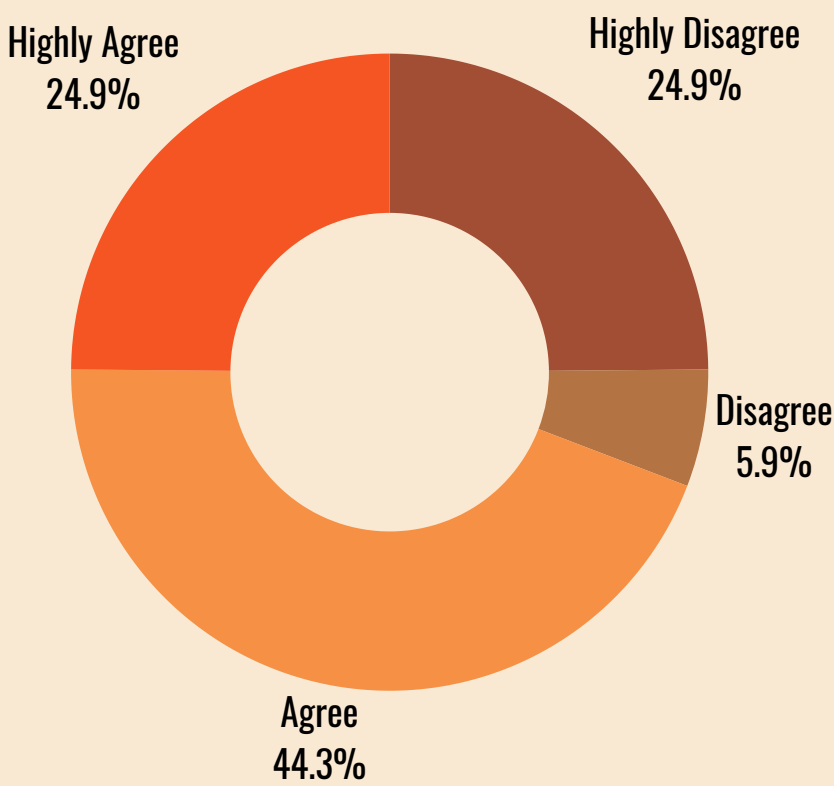


80.1% Agree

TVET graduates are overall good at performing their job roles and responsibilities

*108 neutral responses not accounted

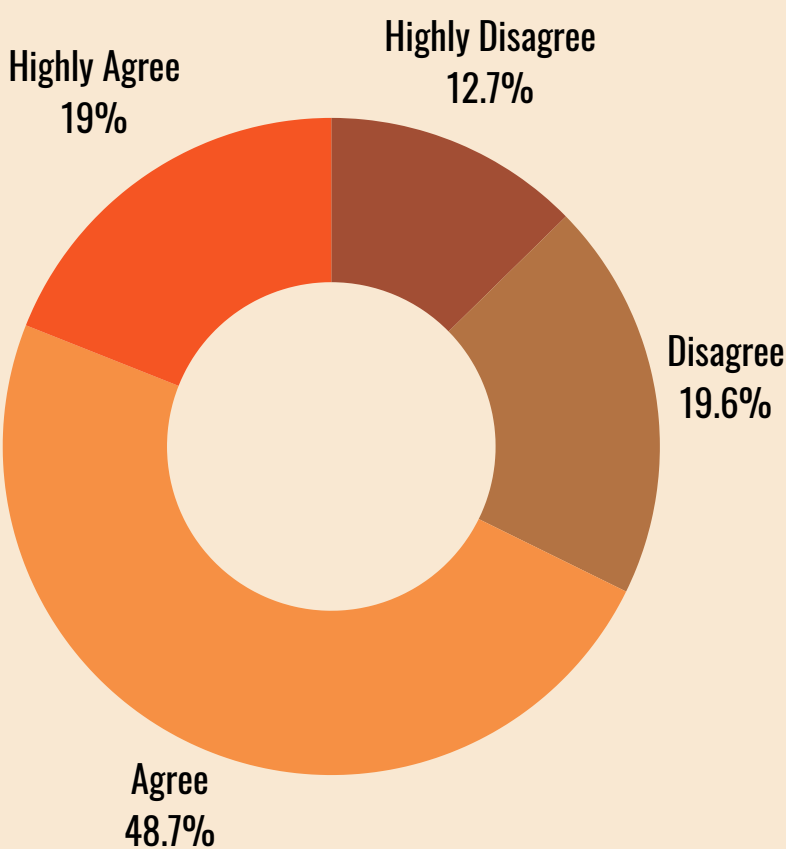
EMPLOYER FEEDBACK ON THE PERFORMANCE OF TVET GRADUATES (FROM EMPLOYERS EMPLOYING GRADUATES FROM DWPSD INSTITUTES)



69.2% Agree

TVET graduates have the technical skills and competencies needed by our organization

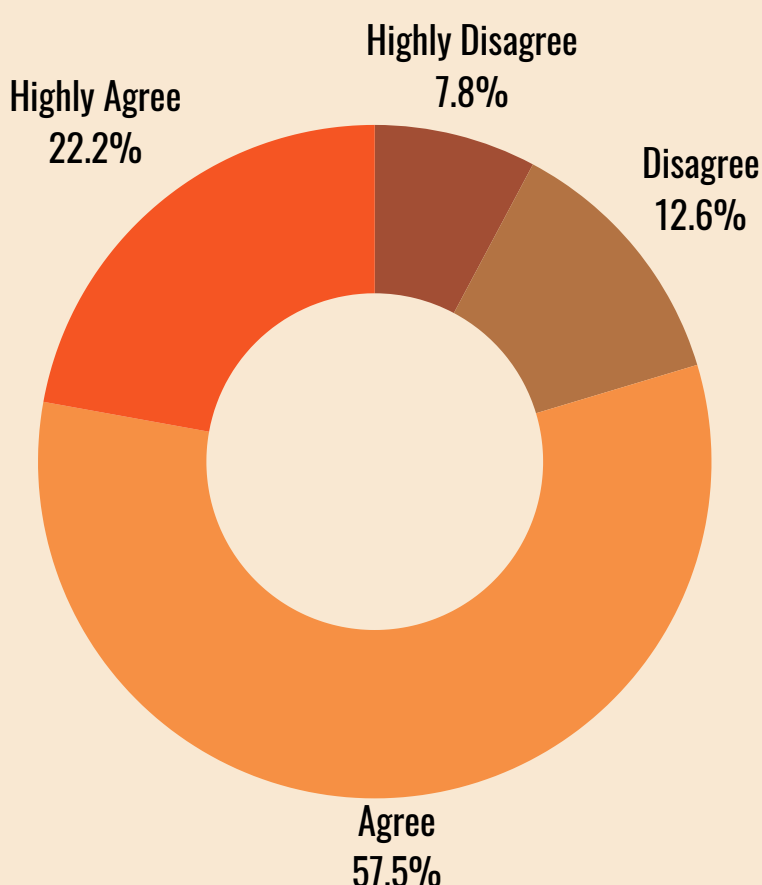
*82 neutral responses not accounted



67.7% Agree

TVET graduates are able to take up supervisory or managerial roles as and when required

*78 neutral responses not accounted

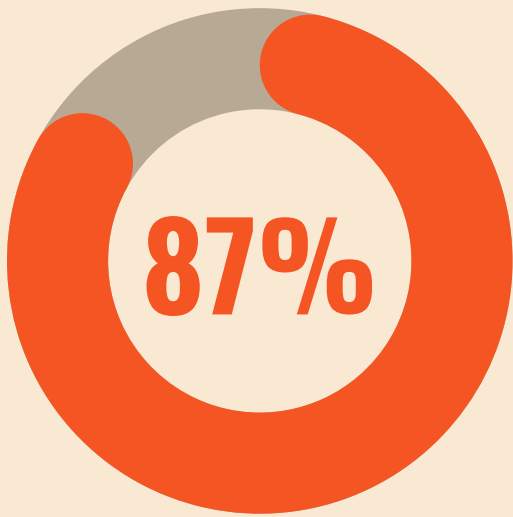


79.7% Agree

TVET graduates are overall good at performing their job roles and responsibilities

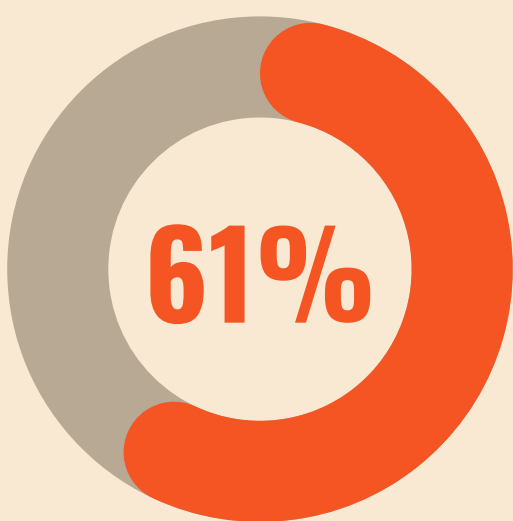
*69 neutral responses not accounted

AREAS OF COLLABORATION AND PARTNERSHIP



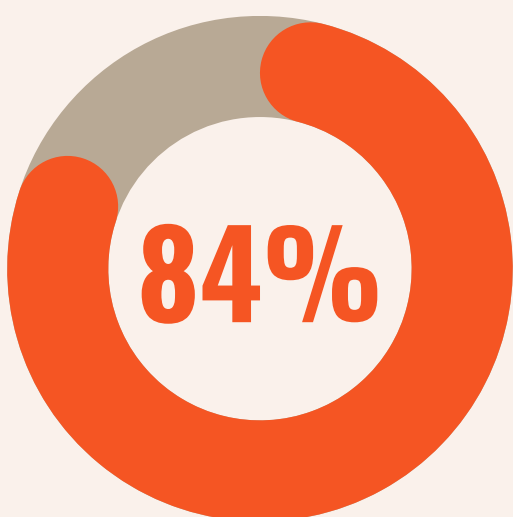
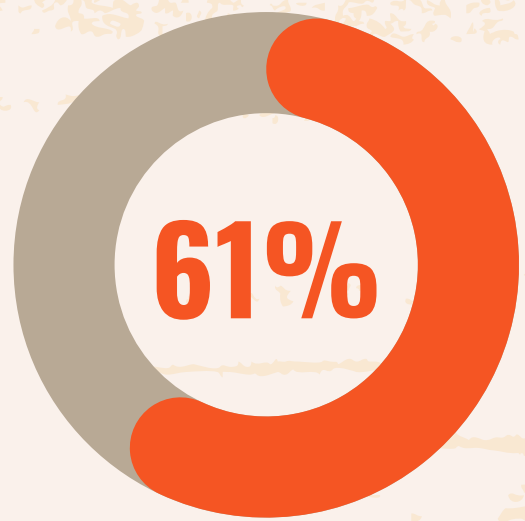
of employers are interested in accepting TVET trainees for on-the-job training (OJT)

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



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

of employers are interested to contribute to the skills development fund



of employers are interested to partner with the government TVET institutes to upskill their employees with TVET qualification

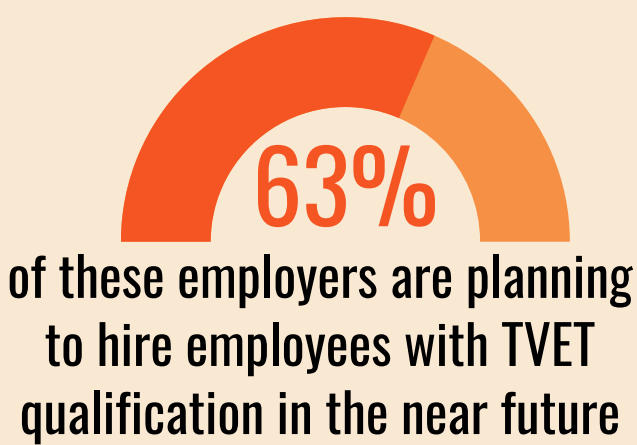
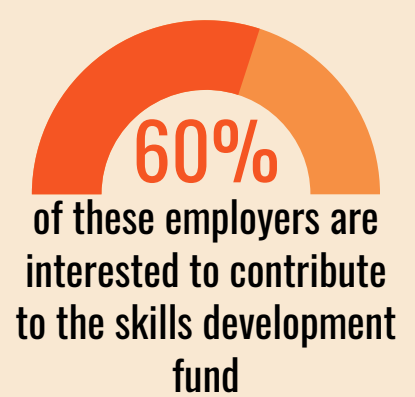
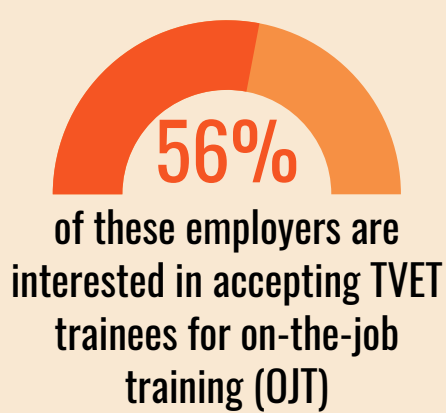
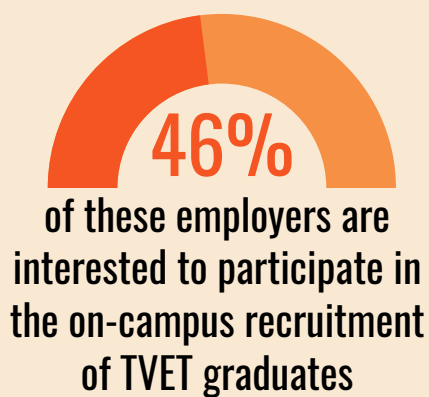
PROFILE OF EMPLOYERS NOT HIRING TVET GRADUATES

40%

241/595

establishments said that they do not hire people with TVET qualification

Reasons for not hiring people with TVET qualification



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



education.gov.bt/dwpsd
blmis.gov.bt/tvet



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