



TVET TRACER REPORT

2022 GRADUATE COHORT

January 2024

**Department of Workforce Planning and Skills Development
Ministry of Education and Skills Development**

Message from the Director's Desk

Norbu Wangchuk



TVET (Technical and Vocational Education and Training) Tracer Studies are critical for assessing the effectiveness and impact of vocational education and training programs. In recognition of its important role in making the TVET programs more responsive, the Department has conducted TVET Tracers regularly to collect feedback from the TVET graduates and to assess employment outcomes. The first comprehensive TVET Tracer Study covering the graduate cohort from 2013 -2018 was conducted in 2020 using ILO recommended methodology. Since then, the Department has consistently been working on improving the quality and timeliness of Tracer Studies by incorporating emerging trends and technologies.

This is the first tracer report after the successful integration of tracer surveys on the TVET-MIS system. The integration of tracer surveys on TVET-MIS is expected to bring greater consistency in the tracer data reporting by the Department and its Training Institutes. The following three tracers were live on the TVET-MIS from July 2023:

- Rapid Assessment Survey
- Tracer Survey 1
- Tracer survey 2

This tracer report contains results of the Rapid Assessment Survey and Tracer Survey 1 for the 2022 graduate cohort from the ten institutes under the direct administration of the Department. The tracer for the 2023 graduate cohort will be reported in the subsequent year. The findings from this survey will be further elaborated in the TVET Statistics of Bhutan 2023.

The tracer report presents the feedback from the TVET graduates and outcomes of TVET graduates in the workforce, providing valuable insights on their employment rates, job placements, and the relevance of acquired skills to industry needs.

By understanding the trajectory of TVET graduates, different stakeholders within the TVET sector can make informed decisions to enhance program quality, align curricula with market demands, and ultimately ensure that TVET remain a viable pathway for individuals to secure meaningful employment and contribute to economic development. The tracer studies act as a vital feedback loop, fostering continuous improvement and responsiveness within the TVET system.

About Us

In November 2022, keeping with the Civil Service Reform initiative, the Department of Workforce Planning and Skills Development (DWPSD) was established, subsuming the Department of Technical Education and the Department of National Human Resource Development under the erstwhile Ministry of Labour and Human Resources (MoLHR). The Department is administratively placed under the Ministry of Education and Skills Development (MoESD).

The Department is supported by four divisions:

1. Training Management and Coordination Division (TMCD)
2. Skills Promotion and Liaison Division (SPLD)
3. Workforce Planning and Information Division (WPID)
4. Technical Trainers Training Resource Centre (TTTRC)



What we do

VISION

A nation with competent and adequate skilled workforce for a cohesive and vibrant economy

MISSION

To build and sustain a TVET system that produces a work-ready, world-ready and future-ready workforce, and

To plan and coordinate the development of a skilled workforce catering to the current and future needs of the economy.

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

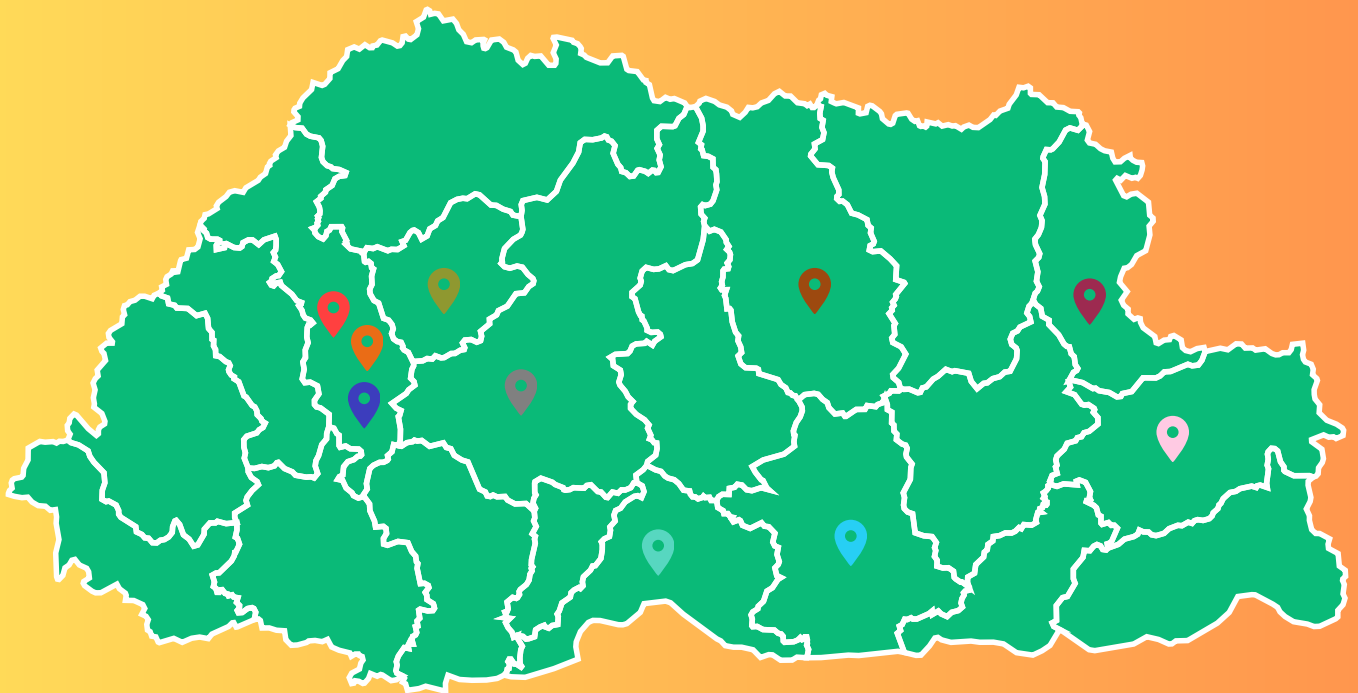
Accredited TVET courses

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)

RAPID ASSESSMENT SURVEY RESULTS

2022 GRADUATE COHORT

The Rapid Assessment Survey was conducted through the TVET-MIS. The survey was live on the TVET-MIS from July 2023. The survey is automatically sent out from the system upon graduation from any TVET program. The results presented in this report represent data extracted for the 2022 graduate cohort on 3rd January 2024.

The survey focuses on collecting feedback from the graduates on the different aspects of training delivery including course content, trainers, and institute facilities among other things. Perception and preference information are also collected to gauge expectations once the graduates enter the job market.

The survey results are categorised in the following parts:

1. Profile of Respondents
2. Training information
3. Post-training feedback on course content, training facilities, and trainers
4. Future aspirations

PROFILE OF RESPONDENTS

1435

graduates from the year 2022 responded to the rapid assessment survey



65.4%

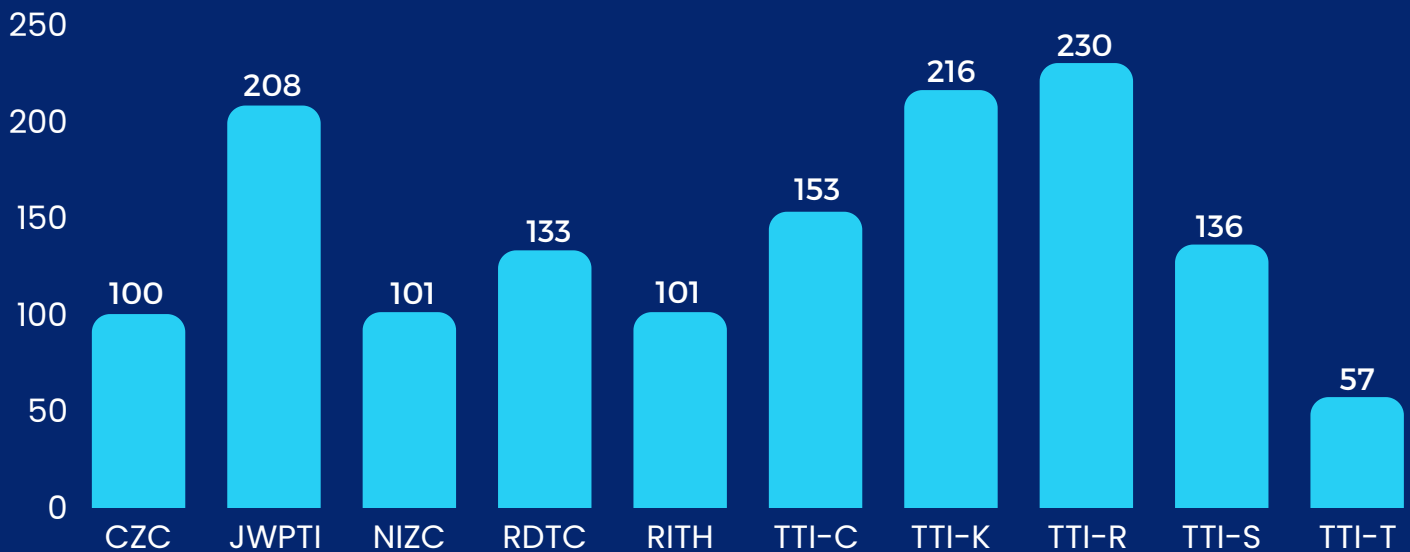


34.6%



6%

Total number of respondents by institutes



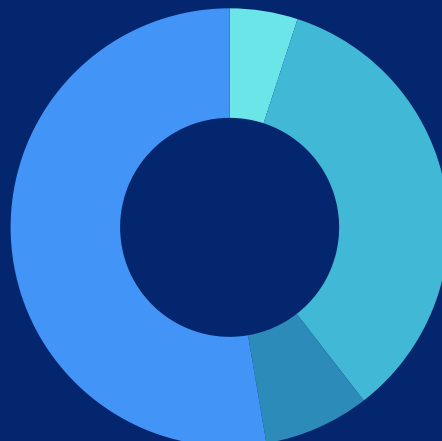
Profile of respondents by certification level

Institute Certificate
52.7%

National Diploma
5%

National Certificate 2
34.5%

National Certificate 3
7.8%



TRAINING INFORMATION

HOW DID THE GRADUATES FIRST HEAR ABOUT THE COURSE THEY ATTENDED



IN THE SCHOOL

11.1%



PRINT/TELEVISION MEDIA

0.8%



GOVERNMENT
ADVOCACY PROGRAMS

2.2%



SOCIAL MEDIA

31.7%



WEBSITES
(GOVERNMENT/
INSTITUTE)

13.2%



FROM INDUSTRY/
EMPLOYERS

1.3%



DIRECTLY CONTACTING
TVET INSTITUTES

3.4%



LOCAL
GOVERNMENT
LEADERS

2%



FAMILY/FRIENDS/
RELATIVES

34.4%

POST-TRAINING FEEDBACK ON COURSE CONTENT

1 THEORETICAL COMPONENT



80.1% rated Good

17.1% rated Average
2.8% rated Poor

2 PRACTICAL COMPONENT



82.8% rated Good

13.6% rated Average
3.6% rated Poor

3 ON-THE-JOB TRAINING



72.8% rated Good

18.1% rated Average
9.1% rated Poor

4 ENTREPRENEURSHIP AND SELF-EMPLOYMENT TRAINING



79% rated Good

15.5% rated Average
5.5% rated Poor

5 CAREER COUNSELING SERVICES PERTAINING TO TRADE

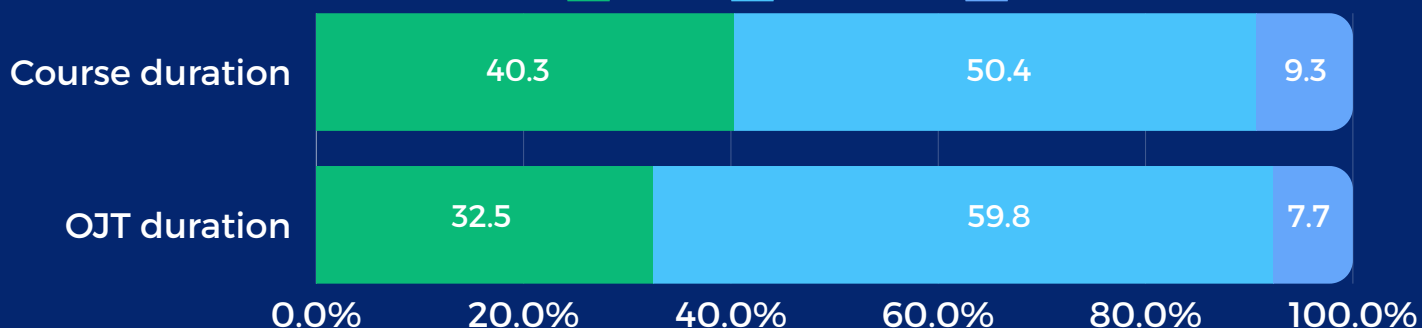


72.8% rated Good

21.1% rated Average
6.1% rated Poor

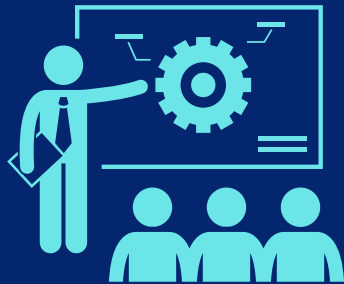
FEEDBACK ON THE DURATION OF OJT AND COURSE

Short Just right Long



POST-TRAINING FEEDBACK ON TRAINER

1 QUALITY OF TRAINING IN THEORITICAL COMPONENT



84.4% rated Good

12.2% rated Average
3.4% rated Poor

2 QUALITY OF TRAINING IN PRACTICAL COMPONENT



82.3% rated Good

14.6% rated Average
3.1% rated Poor

3 USE OF INSTRUCTIONAL MATERIALS AND AID



77.9% rated Good

16.4% rated Average
5.7% rated Poor

4 AVAILABILITY FOR CONSULTATION AND HELP



77.3% rated Good

18.1% rated Average
4.6% rated Poor

POST-TRAINING FEEDBACK ON INSTITUTE FACILITIES

Quality of classrooms



76.6% rated Good

18.2% rated Average
5.2% rated Poor

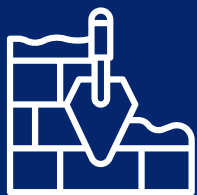
Dining/Mess



62.7% rated Good

25.4% rated Average
11.9% rated Poor

Quality of practical training areas



75.7% rated Good

19.2% rated Average
5.2% rated Poor

Internet connectivity in the institute



51.3% rated Good

26.3% rated Average
22.4% rated Poor

Training tools and equipment



71.8% rated Good

18.7% rated Average
9.5% rated Poor

Transportation facilities



52% rated Good

27.5% rated Average
20.5% rated Poor

Computer laboratories



60.1% rated Good

24.9% rated Average
15.1% rated Poor

Sports and recreational facilities



52.4% rated Good

27.1% rated Average
20.5% rated Poor

Library and/or resource centre



59.5% rated Good

26.9% rated Average
13.6% rated Poor

Occupational health and safety (OHS)



71.4% rated Good

22.5% rated Average
6.1% rated Poor

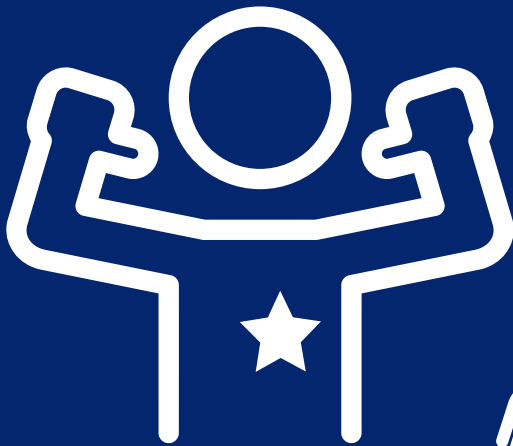
Accommodation/Hostels



70.5% rated Good

20.5% rated Average
9.1% rated Poor

FUTURE ASPIRATIONS



75.0%

said they are confident in securing gainful employment after graduation



71.6%



76.9%



TOP 3 ENTERPRISES OF PREFERENCE

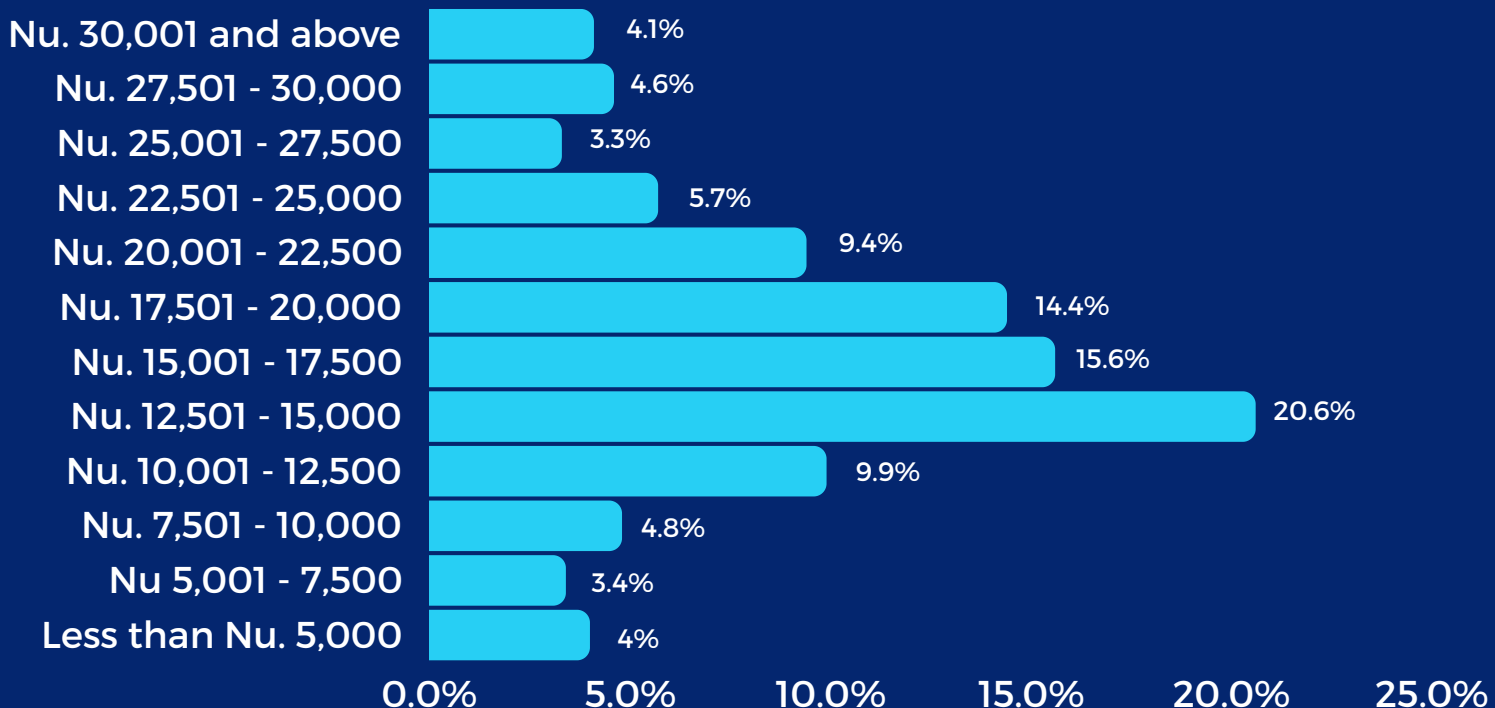
- 1 Government (56.9%)
- 2 Overseas Jobs (13.7%)
- 3 Own Business (12.5%)



TOP 3 ENTERPRISES OF PREFERENCE

- 1 Government (49.7%)
- 2 Own Business (14.5%)
- 3 Overseas Jobs (13.6%)

EXPECTED MONTHLY INCOME FROM THE FIRST JOB



TRACER SURVEY RESULTS

2022 GRADUATE COHORT

The Tracer Survey was conducted through the TVET-MIS. The survey was live from July 2023. Similar to the rapid assessment survey, the tracer survey is automatically sent out from the TVET-MIS one year after graduation from any TVET program. To have a higher response rate, follow-up phone calls were made to all graduates in November 2023. The results presented in this report represent data extracted for the 2022 graduate cohort on 3rd January 2024.

The survey focuses on collecting employment outcomes post-graduation. The survey also seeks to assess employment within one year of graduation among other things.

The survey results are categorised in the following parts:

1. Profile of respondents
2. Post-training employment outcome
3. Current Employment
4. Profile of Employed
5. Profile of Self-employed
6. Profile of Unemployed

PROFILE OF RESPONDENTS

832

graduates from the year 2022 responded to the Tracer Survey



63.1%

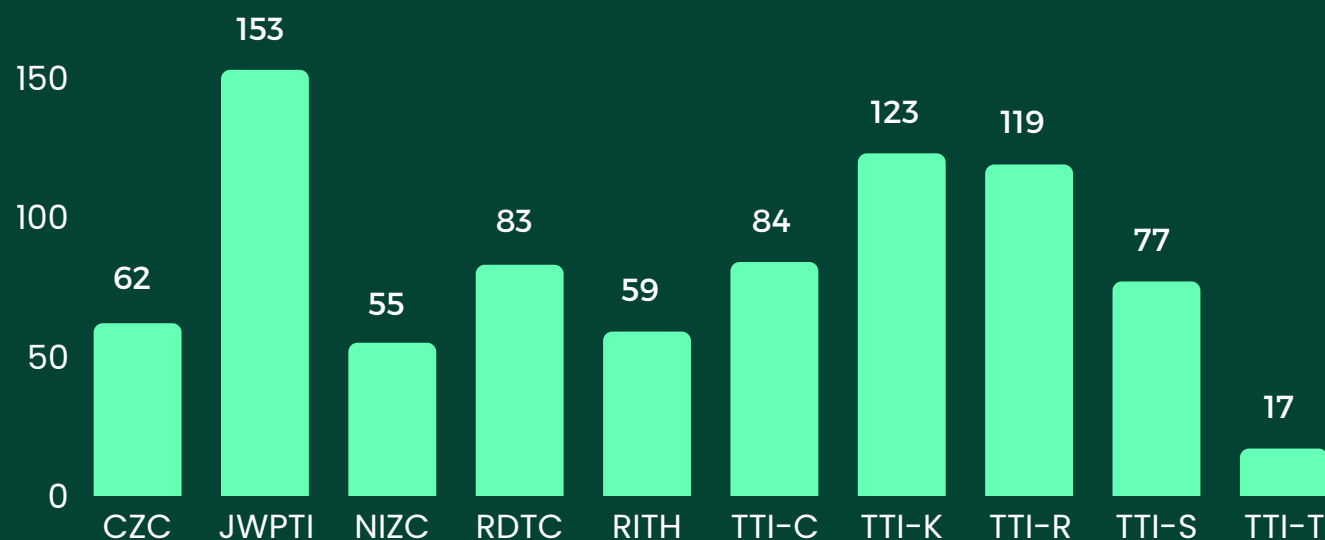


36.9%



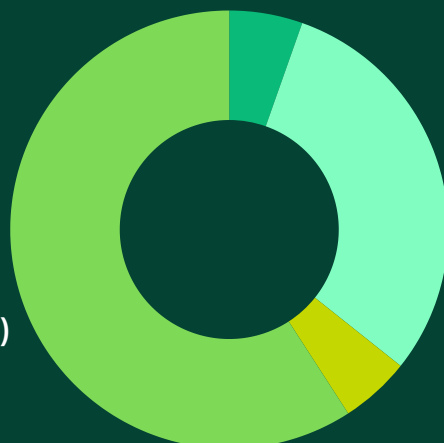
3.8%

Total number of respondents by institutes



Profile of respondents by certification level

Profile of respondents by certification level



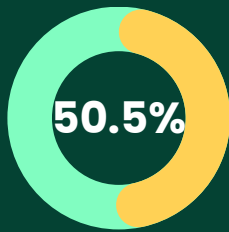
Institute Certificate (IC)
59.1%

National Certificate (NC) 2
30.3%

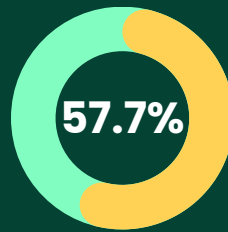
National Certificate (NC) 3
5.2%

POST-TRAINING EMPLOYMENT OUTCOME

TIME TAKEN TO SECURE FIRST JOB AFTER THE TRAINING

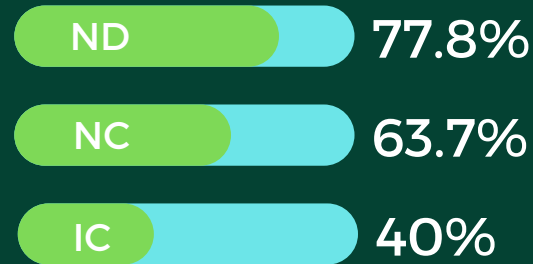


Found employment within 6 months of graduation

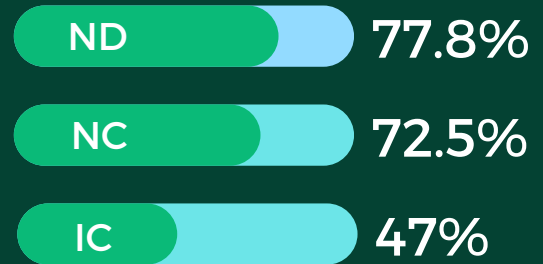


Found employment within 1 year of graduation

Employment within 6 months of graduation by certification



Employment within 1 year of graduation by certification



METHOD USED TO SECURE THE FIRST JOB



28.5%
Social media



22.4%
Personal network



17.3%
Job offer during OJT



12%
Private employment agency



7%
Directly contacting employers



6.3%
Facilitation by government agencies



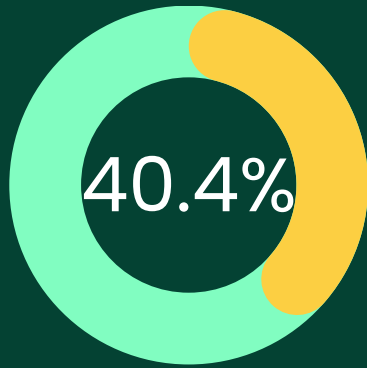
5.3%
On Campus recruitment



1.3%
Print/television media

CURRENT EMPLOYMENT

CURRENTLY EMPLOYED



40.1%



40.6%

ND

42.2%

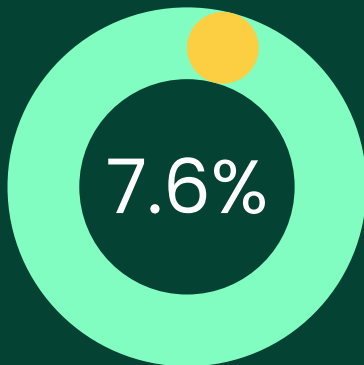
NC

51.5%

IC

33.5%

CURRENTLY SELF-EMPLOYED/ FREELANCE



7.2%



7.8%

ND

8.9%

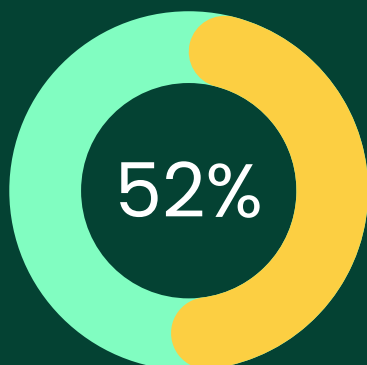
NC

5.1%

IC

8.9%

CURRENTLY UNEMPLOYED



52.8%



51.6%

ND

48.9%

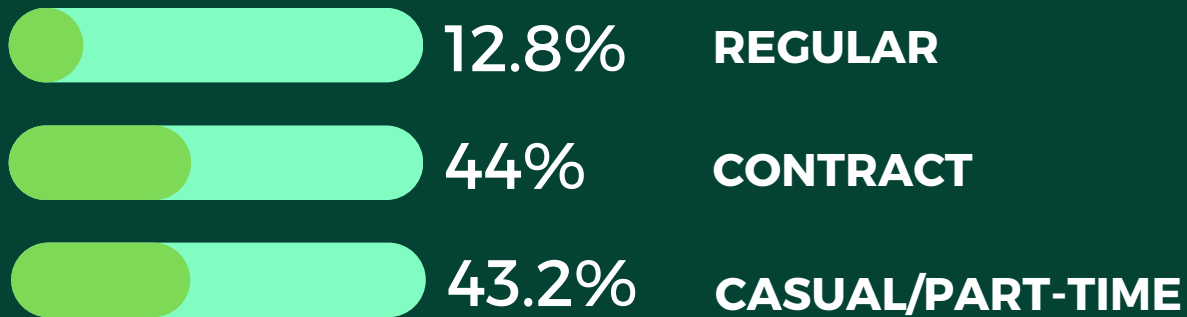
NC

43.4%

IC

57.5%

PROFILE OF EMPLOYED

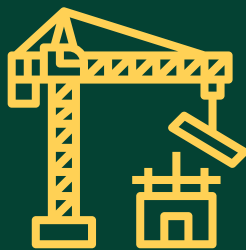


TOP SECTORS OF EMPLOYMENT



56.3%

SERVICES



14%

CONSTRUCTION



8.9%

HOTEL AND RESTAURANT

TOP JOB OCCUPATIONS



12.2%

ELECTRICIAN



9.2%

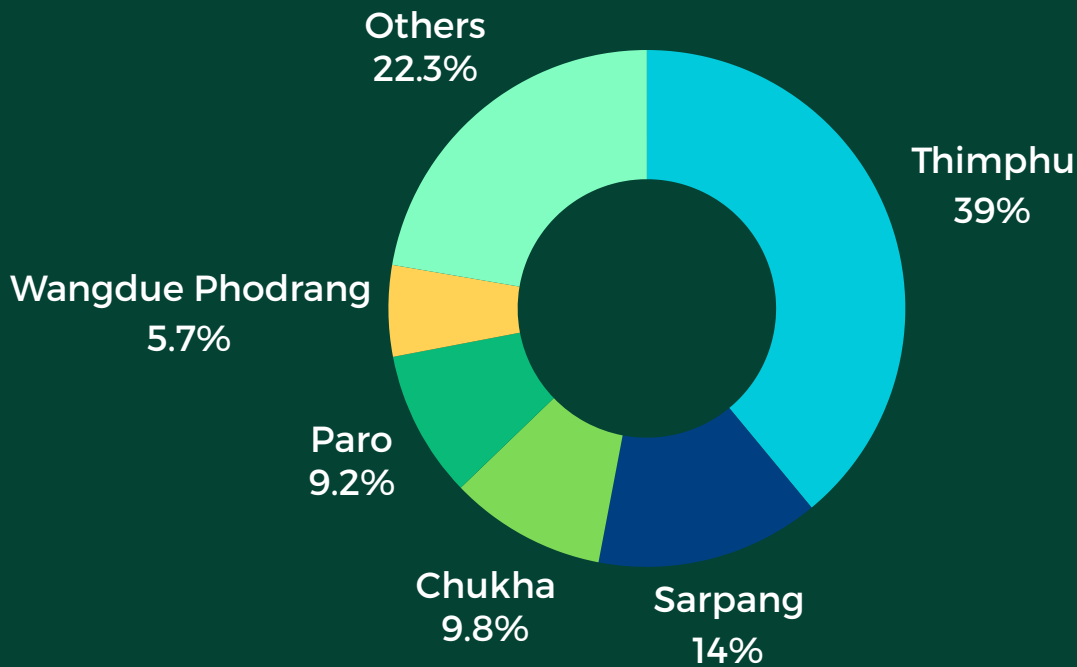
TECHNICIAN



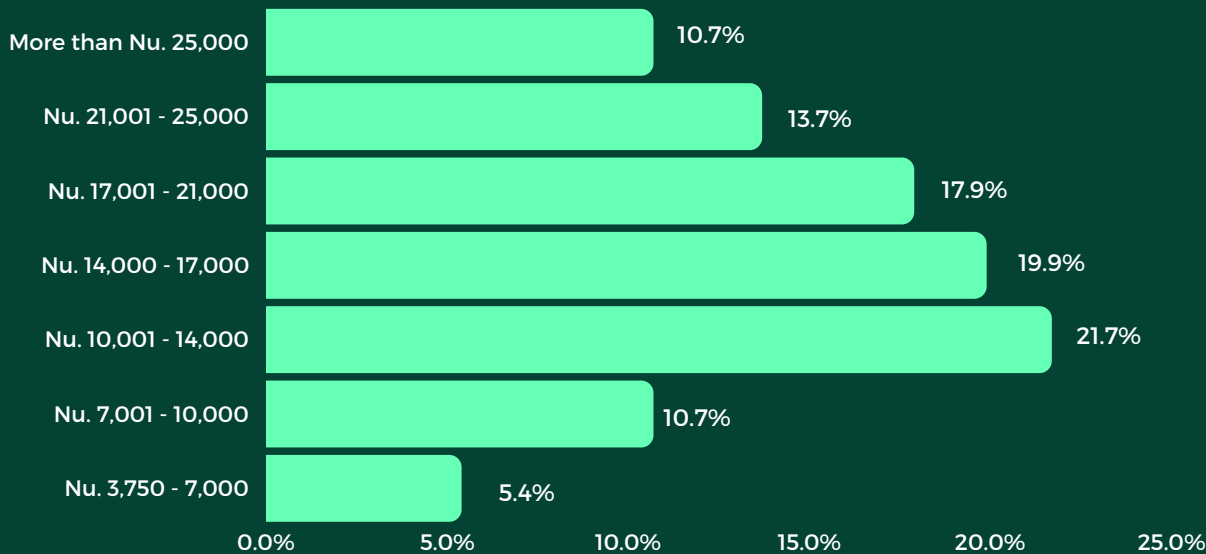
8%

TAILOR

CURRENT LOCATION OF JOB



CURRENT MONTHLY INCOME



34.1% earn above Nu. 17,000 per month



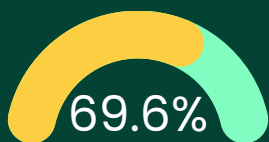
46.9% earn above Nu. 17,000 per month



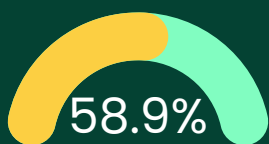
49.6% earn less than Nu. 10,000 per month



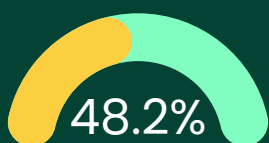
31% earn less than Nu. 10,000 per month



are able to use the skills gained from the course to their job



found it easy to get a job with the skills acquired from the course



agreed there were enough work opportunities available after graduation

PROFILE OF SELF-EMPLOYED

TOP SECTORS OF SELF-EMPLOYMENT



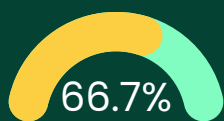
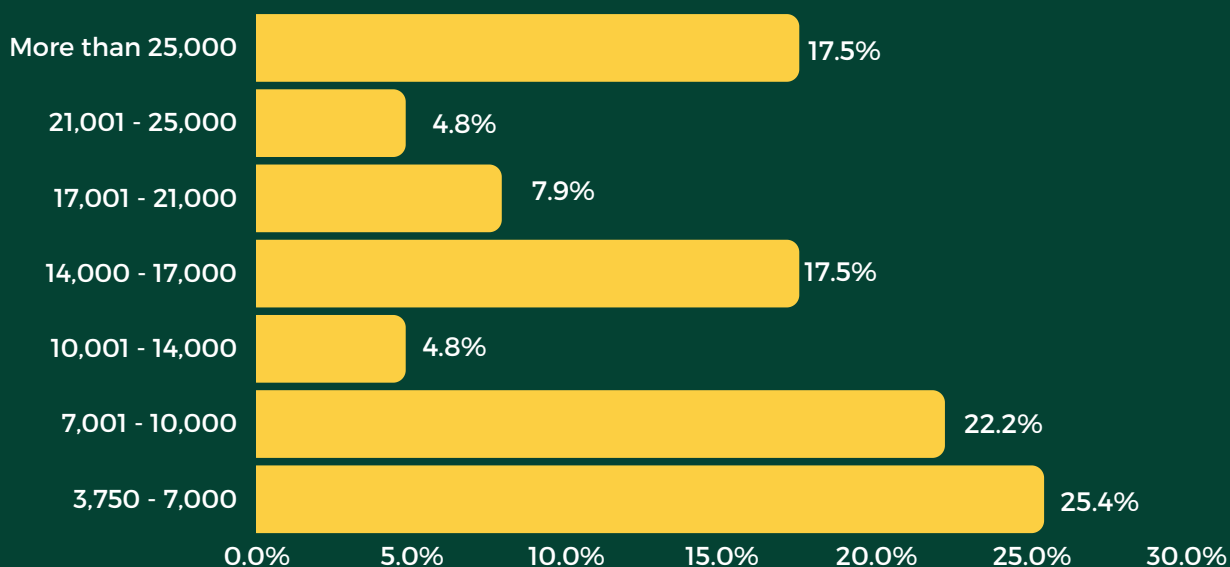
34.9%

PRODUCTION

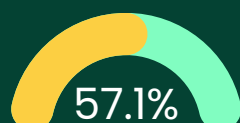
25.4%

SERVICES

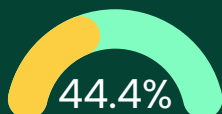
CURRENT MONTHLY INCOME



are able to use the skills gained from the course to their current area of work



found it easy to set up their own business/work after graduation



agreed there were enough business opportunities available after graduation



13.6 % earn above Nu. 17,000 per month



68.2 % earn less than Nu. 10,000 per month



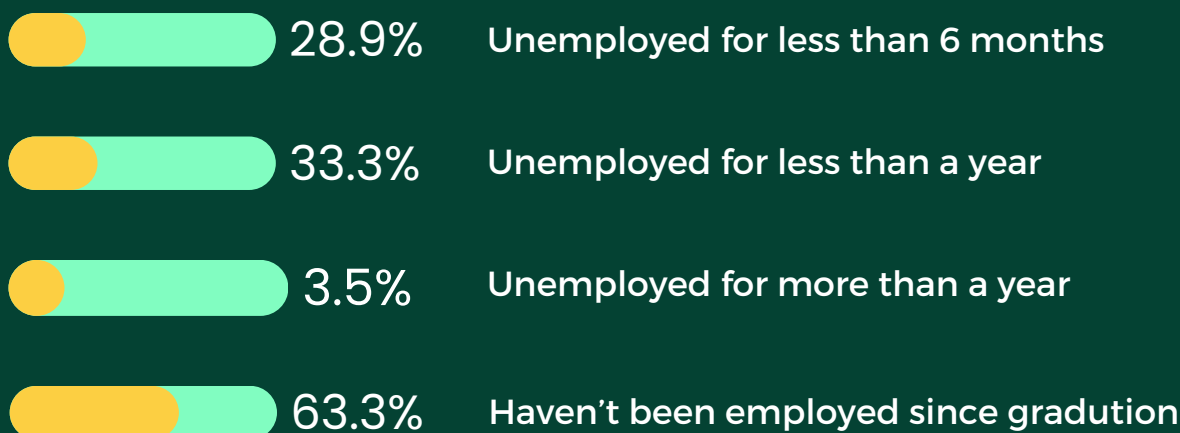
39 % earn above Nu. 17,000 per month



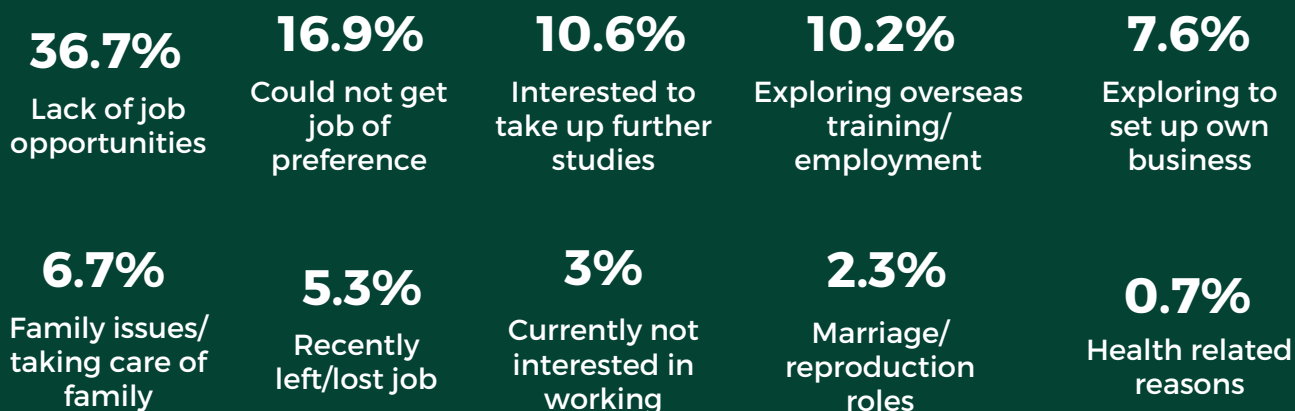
36.6 % earn less than Nu. 10,000 per month

PROFILE OF UNEMPLOYED

Duration of Unemployment



Main reason for being unemployed



SUPPORT NEEDED BY THE UNEMPLOYED TO SECURE EMPLOYMENT



45%

Additional skills training




40.6%

Employment facilitation support



11.4%

Entrepreneurship knowledge/information



**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**

Contact us



**Kawajangsa, Thimphu
Bhutan**



education.gov.bt/dwpsd



wpid@moed.gov.bt



[@dwpsdbhutan](https://www.facebook.com/dwpsdbhutan)

