



**QUARTER 3
2023-2024**

DWPSD UPDATE

**APRIL 2024
ISSUE 3**

DWPSD update for Quarter 3 of 2023-24

The Department of Workforce Planning and Skills Development (DWPSD) is pleased to share the third 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 April issue contains important highlights and milestones of DWPSD implemented in the third quarter of FY 2023-2024, i.e. between January to March 2024. This issue also contains enrollment data and information on the skills development activities carried out in the third 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

364

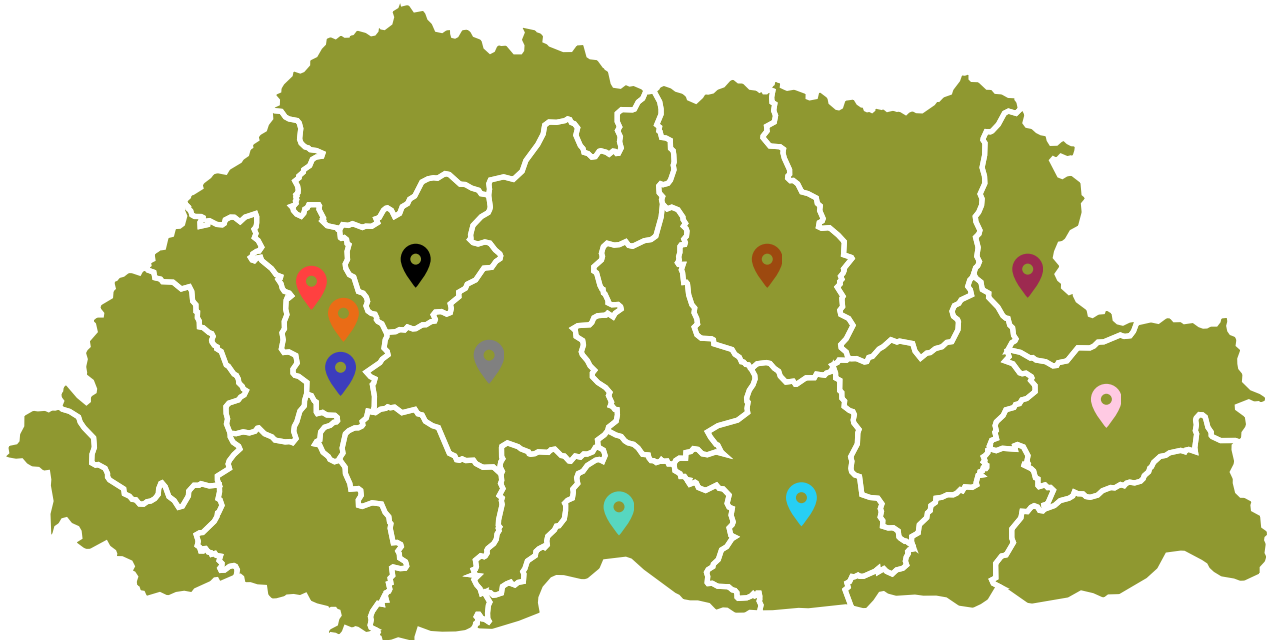
Accredited TVET courses

137

Institute Certificate TVET courses

1987

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



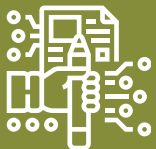
Nurture Professional Capability to Deliver Excellence in TVET training

- 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

Renovation and site development works completed at TTI-C



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.

TTI-Chumey is one of the key institutions located in central Bhutan. The institute was established in 2006 and provides training in different construction trades including plumbing, masonry, welding, and wood works. The institute has a boarding capacity for 288 trainees.

The remodelling and renovation was supported through the GOI-PTA project. The works commenced in 2022.

The remodelling works included renovation works on the hostel, classrooms, workshop, toilet and other facilities requiring critical attention, costing about Nu. 10.5 million. A floor heating system using solar technology was also completed as part of the renovation work, costing about Nu. 7.7 million .

A new ADB project for Emerging skills and Jobs gets a kick start

The ADB-funded **Pathways for Emerging Skills and Jobs Project (PESJP)** commenced this quarter with the appointment of a new project manager in January 2024. The new ADB project will build and continue on the different milestones achieved under the Skills Training and Education Pathways Upgradation (STEP-UP) Project.

The project will focus on strengthening the capacity of the Ministry of Education and Skills Development (MoESD) to implement its strategic plan for transforming the TVET system in the 13th plan period. To achieve this goal, the project will work towards expanding a range of TVET courses available to young people, with a specific emphasis on job seekers, females, and individuals with disabilities. These courses will be developed in line with industry demands, the aspirations of young people, and emerging job opportunities. In addition, the project will support the capacity development of TVET trainers and work-based training programs to enhance the quality and relevance of the training provided.

Under the project, existing boarding capacity within the four institutions (TTI-S; TTI-C, TTI-R, and RDTC) will be increased through the construction of an aesthetically appealing, engaging and technology-driven TVET learning environment.



The project will work towards the achievement of four key outputs:

- Output 1: Digital and physical access to skills development increased
- Output 2: Quality of skills training enhanced
- Output 3: Industry partnership and private sector engaged in TVET promoted
- Output 4: TVET image and institutional capacity strengthened

The ADB mission led by David Chang, Social Sector Specialist for Skills Development, ADB was in Bhutan in the 2nd week of February to kick start the project.

ITEES Singapore builds capacity of TVET Trainers



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.

With support from ITE, TTI-T once relocated to Serbithang, will offer Diploma in Automobile Technology using ITE standards. Similarly, TTI-K will offer a Diploma in Facility Technology using ITE standards. The two diplomas are scheduled to be announced in 2024. All tools and equipment support are funded through ADB STEP-UP Project.

To build capacity of trainers for these two courses, a ToT-Pedagogy was conducted in Thimphu from 8-26 January 2024. A total of 23 trainers from TTI-T and TTI-K, as well as from other four TTIs participated in the training. The training was divided into two parts, competency analysis and learning assessment. Five technical experts came from ITEES Singapore as trainers for the program.



A Tripartite MoU Signed to Enhance TVET in Wood Engineering Technology



The Ministry of Education and Skills Development (MoESD) in collaboration with the Bern University of Applied Sciences and the Centre for Sustainable Development and Cooperation (CDC), Switzerland, has signed a Memorandum of Understanding (MoU) to strengthen Technical and Vocational Education and Training (TVET) in the field of Wood Engineering Technology. Under the terms of the MoU, Bern University of Applied Sciences and CDC will provide support to MoESD in designing, developing, and delivering high-quality skills education and training in Wood Engineering Technology. This collaboration will involve systems development, technology transfer, and staff capacity-building initiatives.

The TTI-C has been identified as the focal institute for this partnership. The MoU also outlines plans to establish a learning factory at the institute, which will serve as a practical learning environment for students. This tripartite collaboration aims to significantly enhance TVET in Wood Engineering Technology in Bhutan. By leveraging the expertise and resources of Bern University of Applied Sciences and CDC, MoESD seeks to provide industry-relevant skills education and training programs that align with the evolving needs of the wood engineering sector.

The MoU was signed on 24th January 2024 by Kutshab Tenzin R Wangchuk, Ambassador of Bhutan to Switzerland on behalf of the Ministry of Education and Skills Development, RGoB, Professor Peter Staub, Director AHB - School of Architecture, Wood and Civil Engineering, Bern University of Applied Sciences and Professor Markus Schär, Director, Centre for Sustainable Development and Cooperation (CDC).

5th Bhutan Middle Management Hotel Program (BMMHP) Convocation



The 5th Bhutan Middle Management Hotel Program (BMMHP) Convocation was held on 5th March 2024, marking a significant milestone in the academic journey of 14 graduates. The program is designed to empower middle-level managers with advanced skills and knowledge essential for elevating the standards of tourism services in Bhutan. The program is supported by the Lottery Fund, Canton of Zurich, and certified by HWZ University.

The convocation ceremony was graced by the Hon'ble Minister for Education and Skills Development, along with other senior government officials. Other esteemed dignitaries from Switzerland include: Mrs. Marianne Frei, Chairperson of the Swiss Board; Mr. Claudio Zing, President of the Swiss Bhutan Friendship Association; Mr. Linard Brungger, representative of Hotel Belvedere; Ambassador Kinga Singye, President of Swiss Bhutan Friendship Society; and Vice Chancellor of the Royal University of Bhutan.

Congratulating the graduates, Hon'ble Minister emphasized the crucial role of the hospitality industry in Bhutan's evolving tourism sector. During the convocation, three outstanding participants were recognized with an opportunity to intern at Hotel Belvedere, Switzerland for two months. The 14 in-service hotel employees from the supervisory level were selected through an entrance exam and an interview.

Selection drive to recruit new TVET trainers

TVET trainers play a pivotal role in equipping individuals with the practical skills and knowledge necessary to thrive in various industries. They serve as mentors, imparting specialized expertise and fostering a hands-on learning environment crucial for developing competencies relevant to specific trades or professions. These trainers not only facilitate the acquisition of technical skills but also instill problem-solving abilities, adaptability, and critical thinking in their students. Moreover, they bridge the gap between theoretical education and real-world applications, ensuring that learners are prepared to meet the demands of the rapidly evolving job market. By nurturing talent and cultivating a skilled workforce, TVET trainers contribute significantly to economic development, social mobility, and the overall competitiveness of industries locally and globally.

Selection interviews for 17 different positions as TVET trainers in the DWPSD administered institutions were conducted with practical demonstration. A total of 165 trainers are currently working across ten institutions.

The interview was conducted at JWPTI and NIZC in March 2024 for the following categories:

1. JWPTI - 2 electrical and 1 carpentry
2. TTI-C - 2 plumbing, 2 welding, and 2 carpentry
3. TTI-K - 2 electrical and 1 mechanical
4. TTI-S - 1 auto electrician
5. NIZC - 1 lhadri and 1 jimzo
6. TTI-R - 2 computer hardware and networking



New Staff joins the Department

We are pleased to welcome three new staff to the Department. Tshering Wangmo (middle) joins as the new administrative assistant to the Department. Gaki Wangmo (right) and Karishma Gurung (left) joins as assistant program officers in the TMCD and SPLD divisions respectively.

The Department currently has a total of 19 active staff in the Thimphu Office. The Department has been working on ways and means to recruit new talents into the Department to address the current shortage of human resources. We hope that the new staff members bring about a positive impact on our service delivery and enhance the team dynamics and productivity. We wish them all the best and success in their career journey.



To learn about the staff working in the Department, visit our website education.gov.bt/dwpsd and click on the 'staff profile' tab.

Summary of enrollment in the institutes in Q3



865 enrolled in the institutes



32.9%
Female enrollment

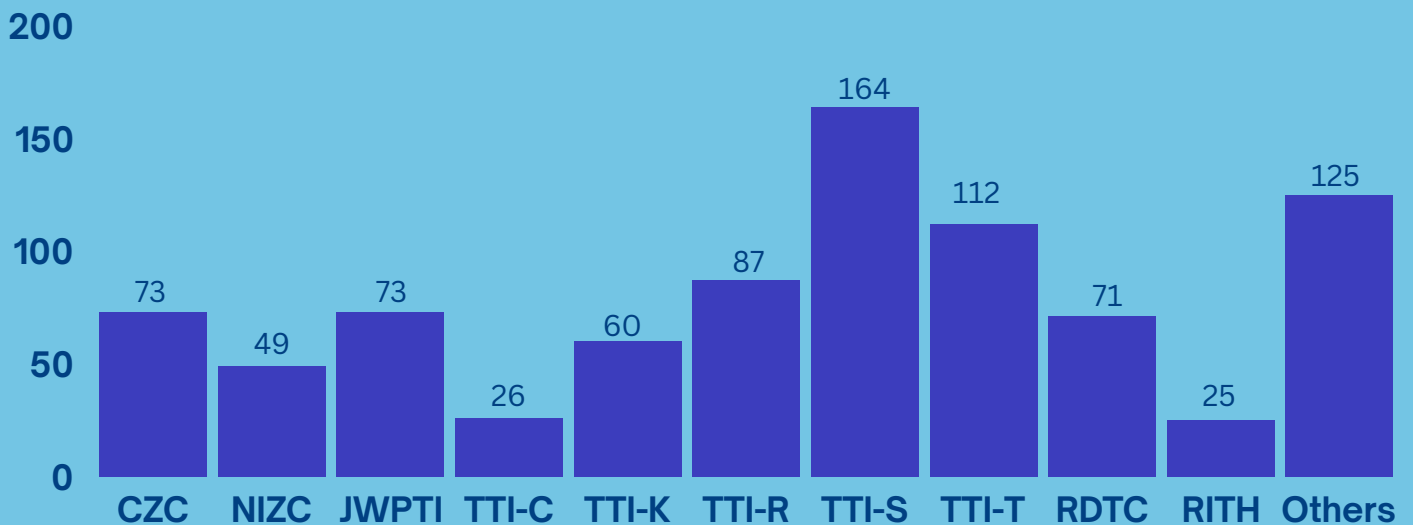


1.0%
PWD enrollment

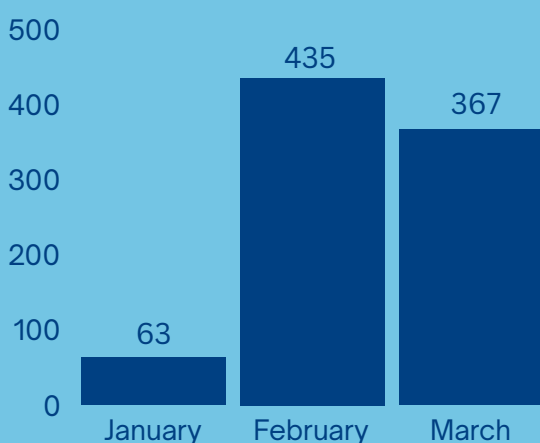


70.1%
enrollment outside Thimphu

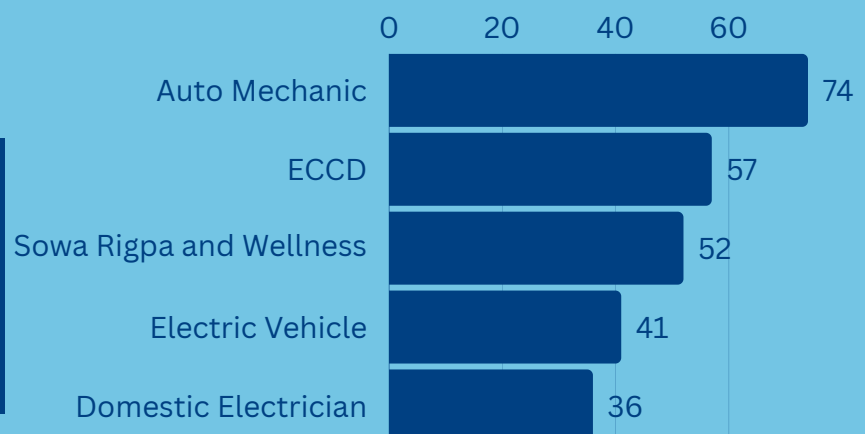
Enrollment by institute



Enrollment by month



Top 5 courses of enrollment



Summary of enrollment in SDP in Q3



764 enrolled in SDP



34.3%
Female enrollment

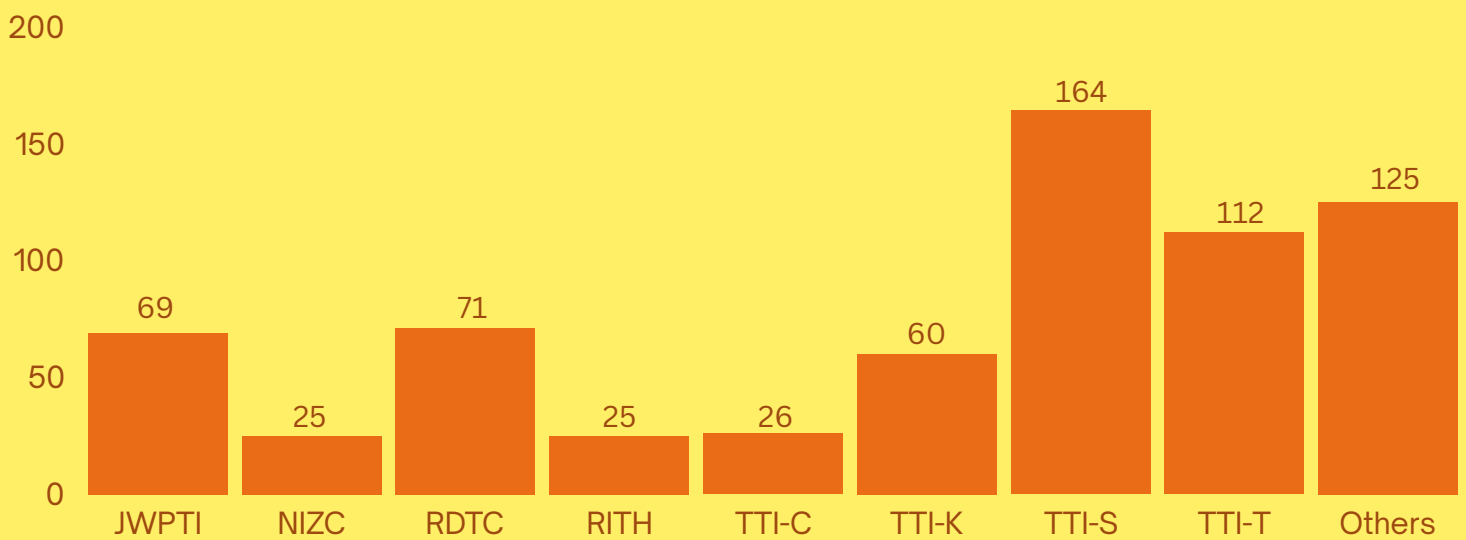


0.9%
PWD enrollment

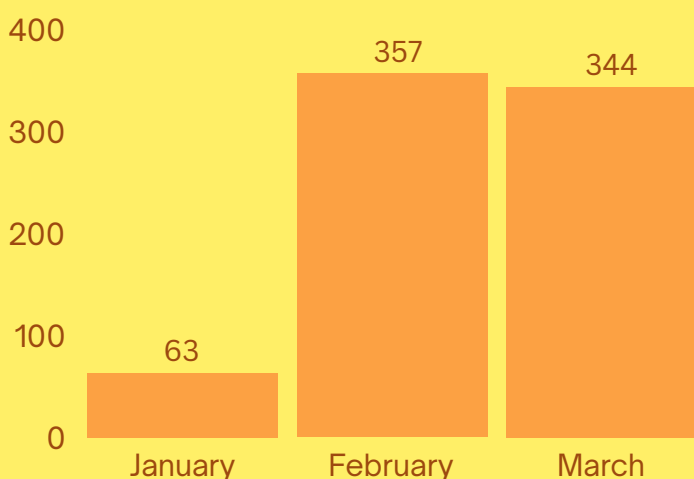


69.2%
enrollment outside Thimphu

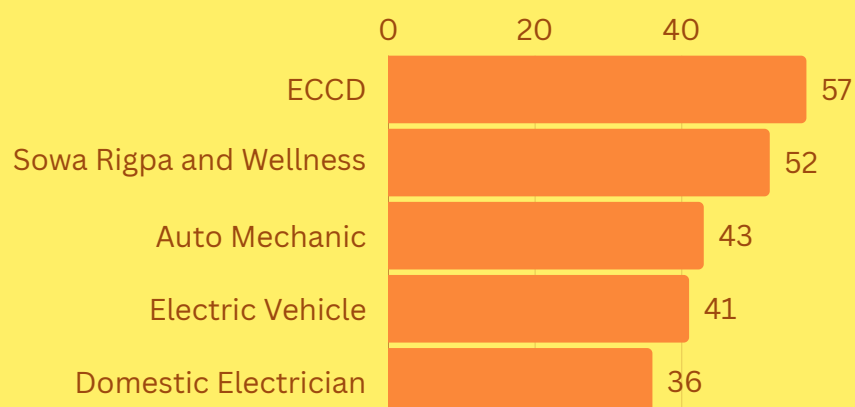
Enrollment by implementing partner



Enrollment by month



Top 5 courses of enrollment



Summary of enrollment in VSDP+SSDP in Q3



97 enrolled in VSDP +SSDP



51.5%
Female enrollment

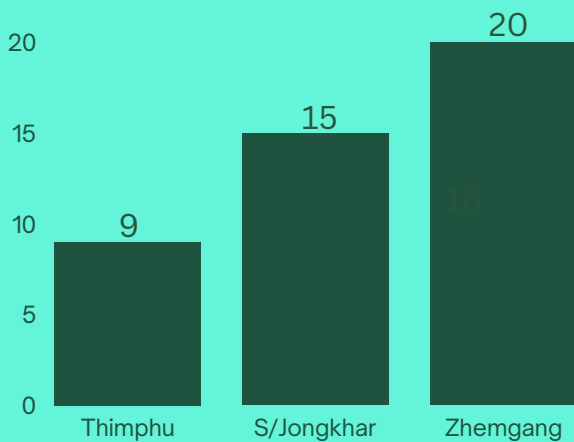


0%
PWD enrollment



90.7%
enrollment outside Thimphu

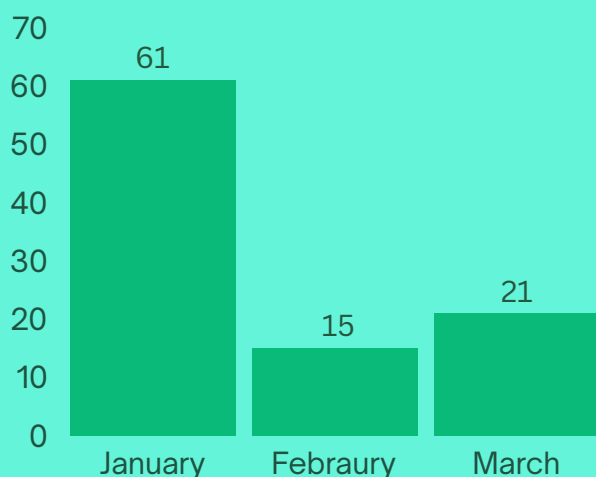
Enrollment in VSDP by dzongkhag



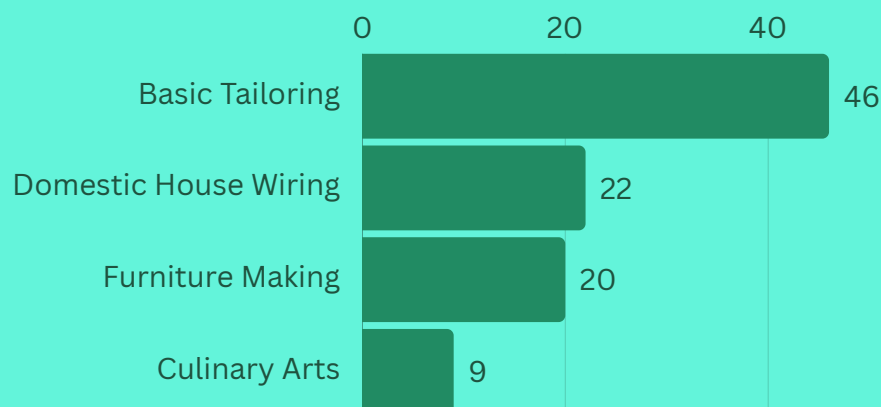
Enrollment in SSDP by dzongkhag



Enrollment by month



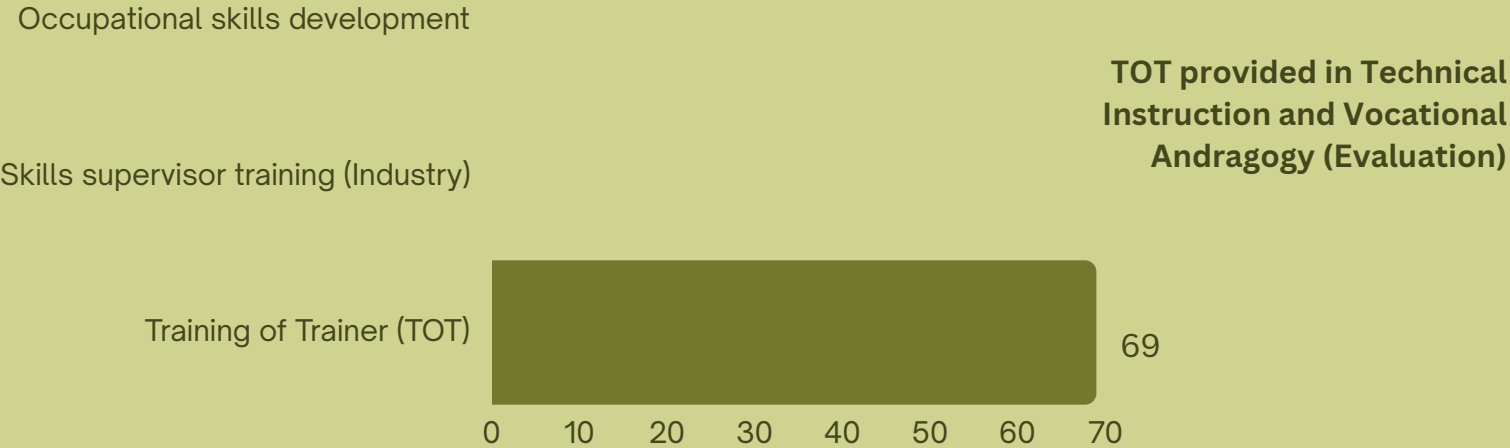
Courses of enrollment



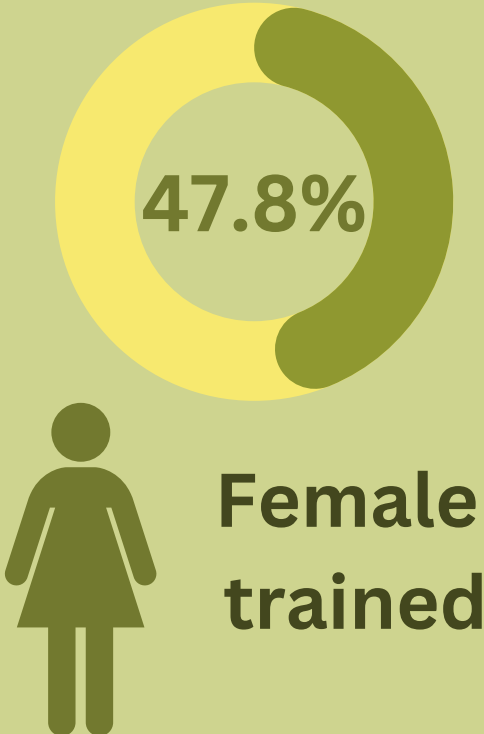
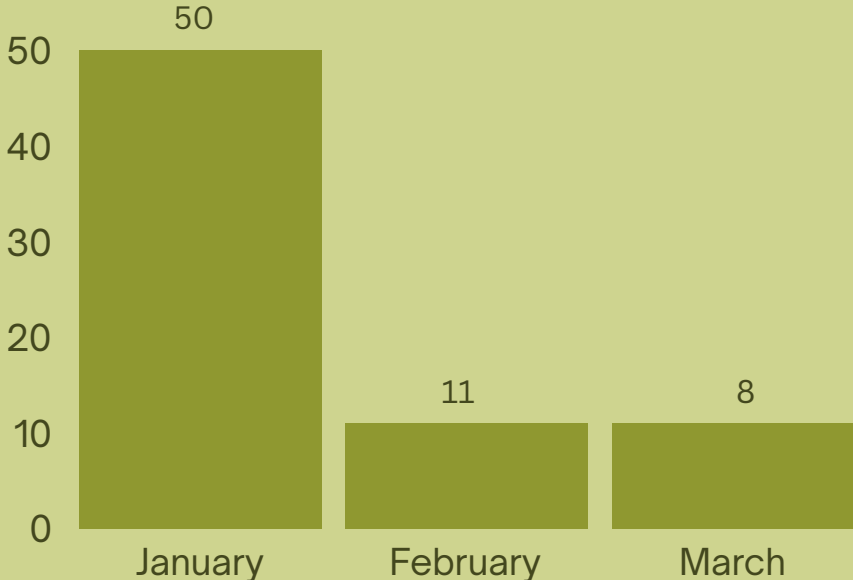
Summary of enrollment in Technical Trainers Training in Q3



TVET Trainers trained by program



Technical training by month



TVET curriculum developed in Q3 of 2023-24

9

**NEW
CURRICULUM
DEVELOPED**

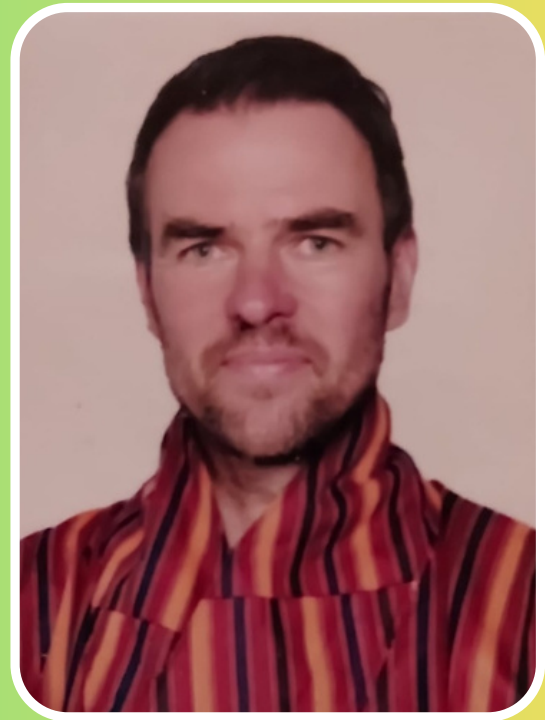
1. Construction Carpentry NC2
2. Bakery NC2
3. Tshemzo NC2
4. Career Counsellor NC2
5. Graphic Designer ND
6. Solar Power ND
7. Landscape Design Technician NC3
8. HVAC ND
9. Electrical ND

International Master Trainers who joined us in Q3



David Junghans

**GERMANY
CARPENTRY
ENGAGED WITH JWPTI**



Marcus Hammitsec

**GERMANY
CARPENTRY
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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