




with




A new approach to Skills Training Program in 11th FYP

SKILLING YOUTH FOR WORK AND LIFE




“We are witnessing a young generation frustrated by the chronic mismatch between skills and work. The best answer to the economic downturn and youth unemployment is to ensure that young people acquire the basic skills and relevant training they need to enter the world of work with confidence”

**UNESCO’s Director General Irina
Bokova**



“Vocational education programs have made a real difference in the lives of countless young people nationwide; they build self-confidence and leadership skills by allowing students to utilize their unique gifts and talents”

Conrad Burns



“Vocational education puts young men and women in a position from which they can by their own efforts work themselves to independence”

Howard Taft

Introduction

Technical and Vocational Education and Training (TVET) is seen as the means to build skilled human resources for a sustained economic growth. TVET in Bhutan is provided through Formal TVET, Nonformal TVET and informal training. Formal TVET is provided as part of the Bhutan Qualification Framework (BQF) system at the postsecondary levels. Nonformal TVET is organized training outside the formal BQF system. Informal training is provided through unorganized means, such as learning on the job or through apprenticeship with artisan/craftsman.

In the 11th FYP period, approximately 20,000 to 25,000 job seekers are expected to enter the labour market annually (1st NHRD Advisory 2013). However, less than 1000 are expected to be absorbed in the 6 Technical Training Institutes (TTIs) and the 2 Institute for Zorig Chusum (IZCs). Further, programs in the TTIs/IZCs are long-term and limited in specific vocational trades. While there are more than 60 private training providers, most of them offer only competency level training such as basic computer skills, accountancy skills and others. Further sector specific TVET institute under different line Ministries have limited intake capacity since they cater only to their sector's human resource need.

However, labour market paradox such as skills mismatch, rising unemployment, high youth unemployment, job scarcity, limited industry and skilled foreign workers are some of the challenges faced by Bhutan.

To stimulate full employment, meet the economic demand and to promote a vibrant workforce in the country, skilling youth has been given paramount importance in the 11th FYP. Skills Training Program (STP) is an effective short-term program geared towards meeting the immediate labour market requirement, thus addressing the immediate skills shortage. STP has evolved over the last 10 years from training based to employment based program. In 10th FYP period, 2424 (1532 in-country and 823 ex-country) youths were trained through the STP.

“Get Skilled for Work and Life” is the slogan for the various Skills Training Program (STP) which will be implemented by Human Resource Development Division (HRDD), Department of Human Resources (DHR), Ministry of Labour and Human Resources (MoLHR) in the 11th FYP period. The HRDD has designed programs for effective employment of youth in the economic sectors through YES, GSP and SEED. These programs will be implemented for skilling youth for work and life. The training will adopt the following approaches:

1. Employment based approach – training providers will be incentivized for employment and not for training.

2. Outcome-based financing – payment will be made only on gainful employment post-training.

The program will be designed specifically for the jobseekers registered with the MoLHR's job portal system, who are aspiring to set up their own businesses or seek employment in the existing industry. The training will be imparted in collaboration with the recognized training providers within and outside the country, sector/industry association/council, employers and agencies supporting new business development.

Youth Employment Skills (YES)



Youth unemployment is a huge concern for the Royal Government of Bhutan. In order to curb the issue, the Royal Government of Bhutan (RGoB) has committed to bring down youth unemployment to 5% in the 11th FYP period. Therefore, the Ministry will be adopting various strategies and program to address the issues of youth

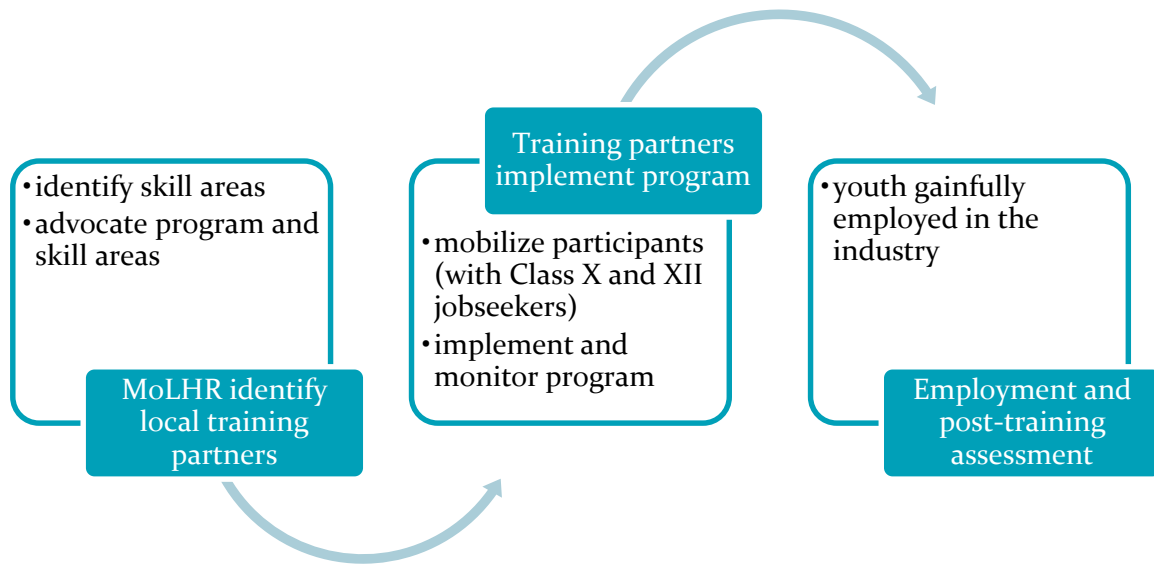
unemployment in Bhutan. To this effort, the Department of Human Resources (DHR) under the Economic Stimulus Plan (ESP) fund has designed a need based HRD intervention to address the immediate shortages in the labour market through the YES program. The overall objective of the program is to promote ***gainful employment of Bhutanese youth and achieve full employment target set by the Royal Government of Bhutan.*** However the specific objective of the program is to:

- Provide skills required to foster meaningful and gainful employment of Bhutanese youth in the economic sectors, and
- Meet the Critical HR requirement of our industry through supply of trained workforce.

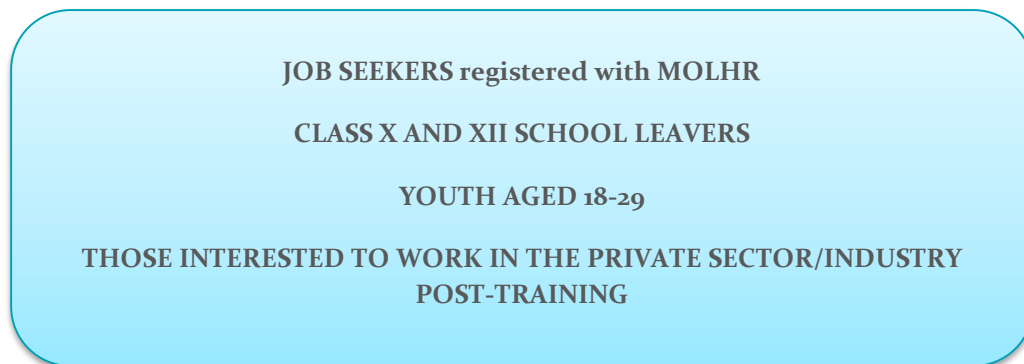
Some unique features of YES are:

- The program will target jobseeker with middle and higher secondary qualification within the age group of 18 to 29 years.
- The occupation will be identified based on Rapid Market Appraisal (RMA) study by the training partner.
- Training providers will be paid on training and employment.
- Training will be short-term ranging from 1 to 6 months.
- Post-training, candidates will be employed in the existing industry.

PROCESS FOR IMPLEMENTING YES PROGRAM



WHO CAN APPLY FOR YES?



WHAT PROGRAMS ARE AVAILABLE UNDER YES?



Graduate Skills Program (GSP)



A total of approximately 3000 to 4000 graduates are expected to enter the labour market annually during the 11th FYP period, however, on the demand side, only about 2200 to 2900 jobs will be generated by the economy (2nd NHRD Advisory 2014). Further as per the LFS 2013, more than 3200 university graduates (which constitute 32% of the unemployed) are unemployed.

Therefore, GSP is a program designed specifically for the university graduates jobseeker who are aspiring to set up their own businesses or seek employment in the private sector. The program will have two core elements:

- Core Skills: which will provide specific skill set to the graduates (Eg: software/application development, web development, food processing, furniture making, noodle making, agriculture, fishery, etc)
- Soft skills: which will provide soft skills such as communication, business management, marketing, accounting, resource management and procurement skills.

The training will be imparted in collaboration with the Registered Training providers in the country. The training will be implemented as per the Rapid Market Appraisal (RMA) or Area Potential survey (APS) study. The training will be implemented either, institution-based or industry-based. The overall objective of the program is to promote **gainful employment and achieve full employment target set by the Royal Government of Bhutan**. However the specific objectives of the program are to:

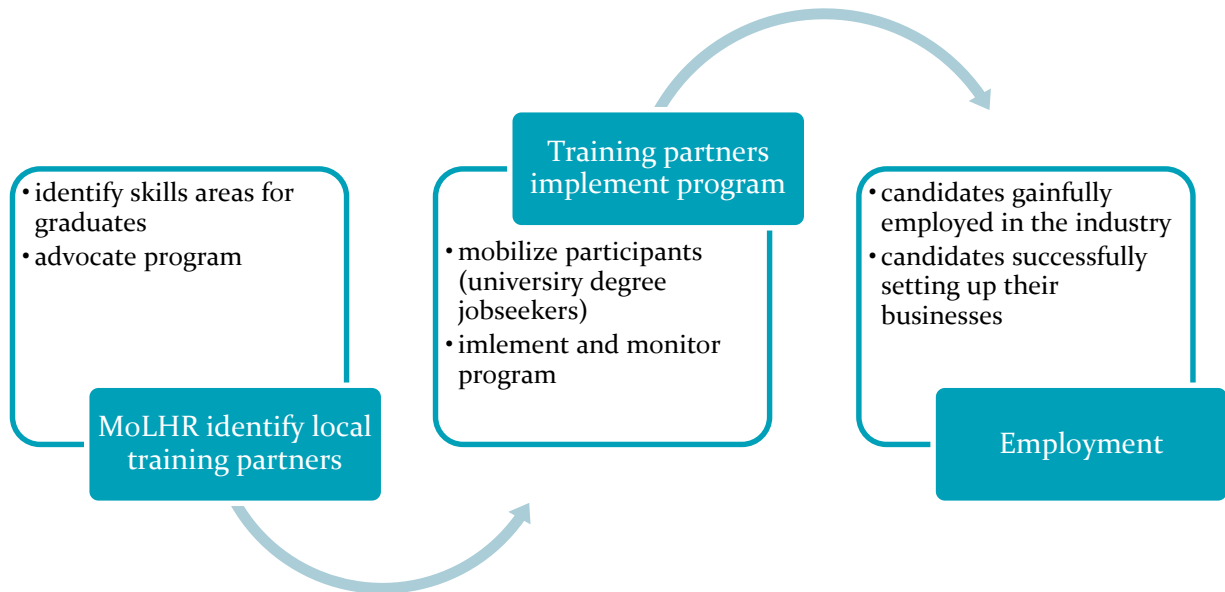
- Provide skills required to foster meaningful and gainful employment of Graduate job seekers through self-employment or employment in the existing industries,
- Foster establishment for new viable businesses in the country, and
- Meet the Critical HR Requirement of our industry through supply of skilled graduate workforce.

Some unique features of GSP are:

- The program will target jobseeker with university degree qualification.
- The occupation will be identified based on Rapid Market Appraisal (RMA) or Area Potential Survey (APS) study by the training partner.
- Training providers will be paid on gainful employment of trained candidates.

- Training will be short-term ranging from 1 to 6 months.
- Post-training, candidates can set up their own businesses or be employed in the private sector.

PROCESS FOR IMPLEMENTING GSP PROGRAM



WHO CAN APPLY FOR GSP?

JOB SEEKERS REGISTERED WITH MOLHR

UNIVERSITY GRADUATES

GRADUATES INTERESTED IN EMPLOYMENT IN THE PRIVATE SECTOR OR IN SELF-EMPLOYMENT

WHAT PROGRAMS ARE AVAILABLE UNDER GSP?

TRAINING AREAS WILL BE ANNOUNCED PERIODICALLY AS AND WHEN TRAINING PARTNERS AND TRAINING AREAS ARE IDENTIFIED

Skills for Employment & Entrepreneur Development (SEED)



The Skills for Employment & Entrepreneur Development or SEED is an intervention to provide vocational skills to any aspiring entrepreneurs. SEED has been developed with the objective to give young and aspiring individuals who are interested to set up their own businesses on acquiring specific skill set. The SEED will be designed to provide an individual with:

- Core Skills: which will provide specific skill set
- On-the-Job Skills: which will provide industry attachment and learning from relevant industry.
- Entrepreneurship skills: which will provide soft skills such as communication, marketing, and resource management.

The training will be imparted in collaboration with the Training providers located either in Bhutan or India and the local experts such as Entrepreneurship Promotion Division (EPD), DoE and Business Opportunity and Information Centre (BOIC).

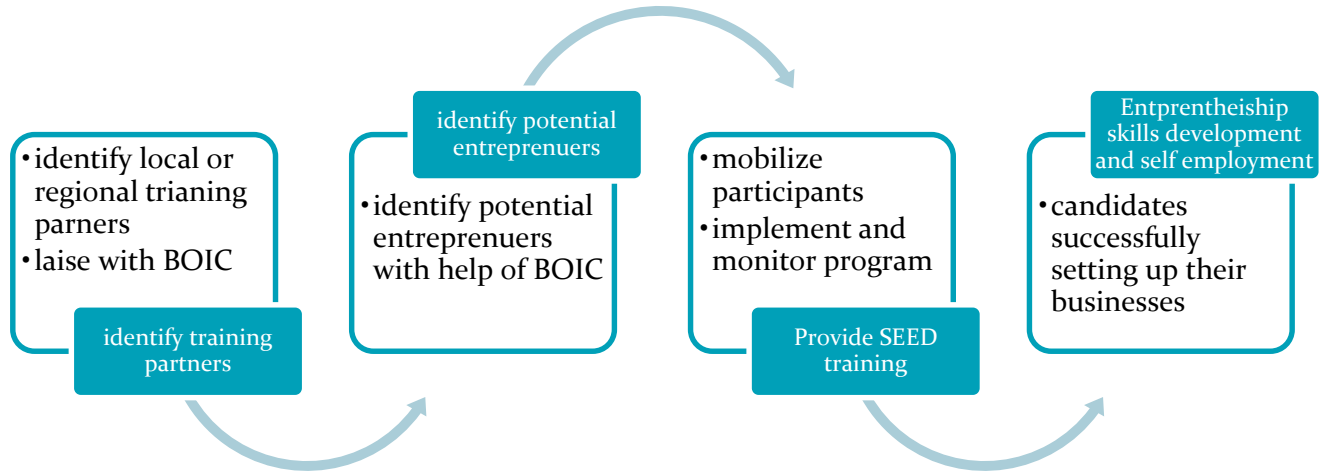
The objectives of the programs are to:

- Provide skills required to foster meaningful and gainful employment of job seekers through self-employment, and
- Foster establishment for new viable businesses that will generate revenue and employment for the country.

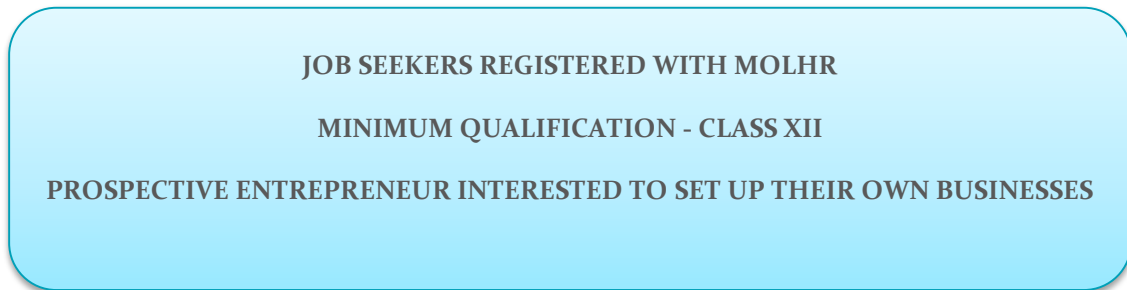
Post-training, graduates interested to set up their own businesses through sole-proprietorship or partnership will be supported through the facilities and support available through the Business Opportunity and Information Centre (BOIC) based on feasibility of business proposal.

A total of 500 individuals will be trained for self-employment whose business will then create job of one or more additional job for an individual with vocational skills.

PROCESS FOR IMPLEMENTING SEED



WHO CAN APPLY FOR SEED?



WHAT PROGRAMS ARE AVAILABLE UNDER SEED?

Button Mushroom cultivation and technology	Organic Soap Making	Packaging technology	Fruit and Vegetable Processing	Barista (Coffee maker)	Chocolatier/ice cream
Bakery and confectionary	Pastry chef	Contemporary design and tailoring	Traditional weaving	Product design using traditional textile and art	Dairy Product Development
Noodle Technology and Development	Furniture design and making (wood work)	Furniture making (sofa and tables)	Furniture making (upholstery)	Advance Animation	Script and Screen play Writing
CGI, Special effects and video graphics	Beauty and Hair	Florist	Wood Statue making	Traditional Sword Making	Comic Development