



Hon'ble Layog Lyonpo's Visit

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Hon'ble Lyonpo, Ministry of Labour and Human Resources made a maiden visit to Thimphu, Chukha, Samdrup Jongkhar, Trashigang, Trashiyangtse, Pemagatshel, Sarpang, Wangduephodrang and Punakha Dzongkhags from February 2-28, 2019. The team comprised of officials from Policy and Planning Division, Directorate Services, Department of Technical Education, Department of Occupational Standards, Department of Labour and Department of Employment and Human Resources. Hon'ble Lyonpo and the entourage kick-started their journey on February 2, 2019 from Thimphu at 9:00 AM.

The team visited the Regional Offices of the MoLHR in Phuntsholing, Samdrup Jongkhar, Trashigang and Gelephu. The Regional Offices were briefed on the Ministry's policies, plans and programs. They also visited Technical Training Institute (TTI) Rangjung, Khuruthang, Thimphu, College of Zorig Chusum, Trashiyangtse and Institute of Zorig Chusum, Thimphu. Besides, they also visited Donkhiri in Trashigang, Durungriri and Tshobali in Pemagatshel for new TTI construction. To understand and know more about the engagement programs, the team talked to the youths engaged with Kheri Land Use Certificate project site in Wamrong. Lyonpo encouraged the youths to continue to work hard and assured his support.

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The Business Acceleration for Entrepreneurs Training

Jit Bdr. Bhandari, Sr. PO, DoEHR



The opening of Business Acceleration for Entrepreneurs training, Short Course Award under Australia Awards Scholarships was graced by Hon'ble Minister, Ministry of Labour and Human Resources on 18th March, 2019. In the keynote address Hon'ble Minister outlined the need for diversification and expansion of cottage and small enterprises and the entrepreneurs' role in generating more employment opportunities for youth. Appreciating the timely implementation of the course, the participants were urged to take full advantage of the course to learn new skills, expand and diversify the business and develop relationship with entrepreneurs from Australia.

The training is divided into three components; the first component (pre-workshop) and final component (post training workshop) scheduled in August, 2019 will be implemented in the country. The second component scheduled for two weeks in May 2019 will be implemented in Australia. This training program is implemented by Queensland University of Technology, Australia and a total of 20 entrepreneurs and entrepreneurship service providers are undergoing the training.

Co-ordination Meeting of Labour Officers

Tshering Dhendup, LO, DoL

The first co-ordination meeting for Labour Officers under the Ministry of Labour and Human Resources was conducted at Jigme Wangchuck Power Training Institute, Jigmeling, Gelephu from March 11-12, 2019. The two day meeting was chaired by the Director, Department of Labour and was attended by the Regional Directors and officers from the Regional Offices, headquarters and an officer from the Ministry's Human Resource Division.

The co-ordination meeting was conducted as per the resolution of the Departmental meeting of the Department of Labour conducted on April 2nd, 2018. Over the two day meeting, the Officers discussed issues pertaining to the enforcement of the Labour and Employment Act, 2007 and developed comprehensive resolutions for the same. Efficient delivery of public services was also discussed as a significant issue.

Australian Volunteer joins TVET Promotion Division



Tshering Lhamo, CPO, TPD & Karma Dorji, Sr.PO TPSD, DTE

Mr. Downie has Masters in International Development Practice and Masters in Visual Arts from Monash University, Melbourne, Australia. He also has Certificate IV in Assessment and Workplace Training from Southern Queensland Institute, TAFE; Bachelor of Education from La Trobe University and Bachelor of Fine Arts from Bendigo College of Advanced Education. Before his assignment to Bhutan, he has served in various agencies under various capacities as under:

- Board Director of Community College Gippsland, Victoria, Australia,
- Commercial Manager, Gippsland National Centre for Dairy Education Australia (NCDEA).
- Principal/Director, Kiribati Institute of Technology (KIT), Pacific Islands, Pacific Technical Assistance Mission (PACTAM), AusAID.
- Regional Director for South West Queensland, Employment and Indigenous Initiatives.
- Director, International Projects and Institute Marketing Manager, Southern Queensland Institute of TAFE (SQIT).
- Associate Director (Studies), Southern Queensland Institute of TAFE.

Mr Kevin Downie has been appointed as a Technical and Vocational Education and Training (TVET) Mentor to TVET Promotion Division, Department of Technical Education, Ministry of Labour and Human Resources for a 12 month period.

The division is led by Tshering Lhamo, Chief Program Officer and Mr. Downie will be working with the TVET Promotion Division and across the Department. Kevin is supported through the Australian Volunteers Program (AVP), an initiative of the Australian Government.

Mr. Downie will support development of TVET advocacy programs to promote the image of TVET in Bhutan and guide the development of TVET strategic plan and policies. He will also support the development and maintenance of national and international linkages.

Kevin is very enthusiastic about his appointment with the MoLHR and is looking forward in assisting the development of TVET across Bhutan.

Pilot Study of the M&E framework for MoLHR's Training and Employment Programme for Job Seekers

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Introduction

This is an outcome of the training that I attended on Evaluating Workforce Learning and Development Initiatives through the Australian Government's Short Course Award. The training was attended by 15 of us from the Ministry of Labour and Human Resources, training providers, and the sector associations.

The training had three components:

1. Component 1: 23-27 July 2018 Online
2. Component 2: 27 August-14 September 2018 at Griffith University, Queensland, Australia
3. Component 3: 13-15 February 2019 in Bhutan

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Lyonpo and the team visited the Amochhu Land Development and Township Project area and Jattu Furniture House in Phuntsholing; Ferro Silicon Factory at Motanga in Samdrup Jongkhar; Koufuku International Ltd., a DHI company established in Chenary; Dungsam Cement Corporation Ltd., in Nganglam, Pemagatshel; Gyeltshen Wood Industry and Druk Woods in Gelephu, Sarpang and PHPA in Wangduephodrang. Categorically, the team visited Pemagatshel Dzong construction site at Denchi, inspected the progress of the construction and interacted with the project officials. Lyonpo also met with the Tsharzo Tshogpa, Tsangpo BHU staff and people of Bidung and Bartsham villages.

Yongdir Lhakhang, Lami Gonpa, Shikhar Gonpa and Threphu Lhakhang in Trashigang; Gomphu Kora Lhakhang, Choeten Kora and Dongdi Dzong in Trashiyangtse; Yongla Gonpa, Chungkhar Gonpa and Norbugang Lhakhang in Pemagatshel Dzongkhag; and Khuru Lhakhang in Punakha.

Despite the busy schedule, Hon'ble Lyonpo walked an extra mile to meet with the staff and students of Thrimshing Central School, Bayling Central School, Rangjung Central School, Nangkor Central School, Nganglam Central School, Pemagatshel Middle Secondary School, Kangpar Primary School, and Pasaphu Primary School, primarily to boost the morale of the staff and encourage students to pursue genuine learning.

Coinciding with HRH the Gyalsey's Birth Anniversary, the team celebrated Losar (New Year) of the Female Earth Pig Year with the civil servants and people of Thrimshing and Kangpara gewogs under Thrimshing Drungkhag Administration.

By and large, Hon'ble Lyonpo highlighted on the government's employment policy, plans and programs in all his meetings with Dasho Dzongdas, Drungpas, Gups and other officials. Further more, the concept of Employment Responsibility System was shared with the LG leaders. He mentioned that the Ministry would support all programs related to youth engagement, and that in particular the agriculture and construction sectors would receive more impetus.

In between, the team paid spiritual visits to



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Some of the major issues discussed during the meeting were as follows:

- => Improve co-ordination and working relations between the Department of Labour and the Regional Labour and Employment Officers.
- => Develop uniformity in implementation of the provisions of the Labour and Employment Act, 2007 of Bhutan.
- => Develop uniformity in reporting systems.
- => Understand problems faced by the Department of Labour and Regional Labour and Employment offices in interpretation and implementation of Labour laws and rules and regulations.
- => Skills development of the Labour Officers.

Safety Laws are needed to Protect
The **Ignorant** from what they don't know,
The **Idiotic** from themselves,
And the **Innocent** from the actions of the other two.

Kuenzang Lhadon, Chief, ICT Division

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The training's main focus was on the importance of training needs analysis and the monitoring and evaluation of the training. The outcome of the training was to develop and implement the Return to Work Plan by each of the trainees. Since the monitoring and evaluation of the training programmes of the Ministry is imperative considering the number of trainings provided by the Ministry to the job seekers, my return to work plan was to Design an M&E framework for MoLHR's Training and Employment Programme for Job Seekers which is implemented by the Human Resource and Skills Development Division of Department of Employment and Human Resources.

The division's current monitoring and evaluation of the training programmes are in the form of feedback from the trainees collected right after the training. The division has also carried out the tracer survey of the trainees in 2016 and have come up with a National Human Resource Development Advisory 2017. The study was focused from the view point of training's effectiveness in enabling employment and therefore lacks the component in assessing the impact it had on the behaviour of the trainees, which ultimately also contributes to the ability to be employed productively.

Therefore, the M&E designed as part of my RWP is specific to assessing the impact of the training on the behavioural change which is adapted from the Kirkpatrick's Evaluation Framework and are measured through the following 7 questions. Moreover, strengthening of M&E of skilling programmes of the Ministry is one of the recommendations of the National HRD Advisory Series 2017.

Statement	Strongly Agree	Agree	Disagree	Strongly disagree
The training helped me in feeling more confident about myself	4	3	2	1
The training helped me in expressing myself better during the job interviews	4	3	2	1
I could apply what I learned from the training right on my job	4	3	2	1
It helped me see what I really want to do and where my skills lie	4	3	2	1
It helped me see my future more positively	4	3	2	1
My motivation and self-initiative were improved significantly	4	3	2	1
My employment prospects/ ability to apply for job were significantly improved	4	3	2	1

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When this report was presented on 14th February 2019 as part of the component 3 of the training where the faculty from Griffith University, stake holders from the training providers, sector associations and the officials of the MoLHR led by Director General of the Department of Employment and Human Resources were present, it was decided that it would be used in preparing the upcoming tracer survey which will be evaluating the training programmes in more detail.

As a pilot study, a structured survey was administered to the 90 trainees who underwent training on 3D Animation and Movie Editing at the iBest Institute and Consultancy through the funding support of the Ministry in February 2018. This training is one of the skilling programmes of the Ministry that is provided to the job seekers with the sole objective of enabling gainful employment. Out of 90 trainees, 57 had completed the survey, resulting in a response rate of 63%. The survey was divided into three sections, viz. Demographic, Assessment of Behavioral Impact and Comments.

Report

1. Demographic Information

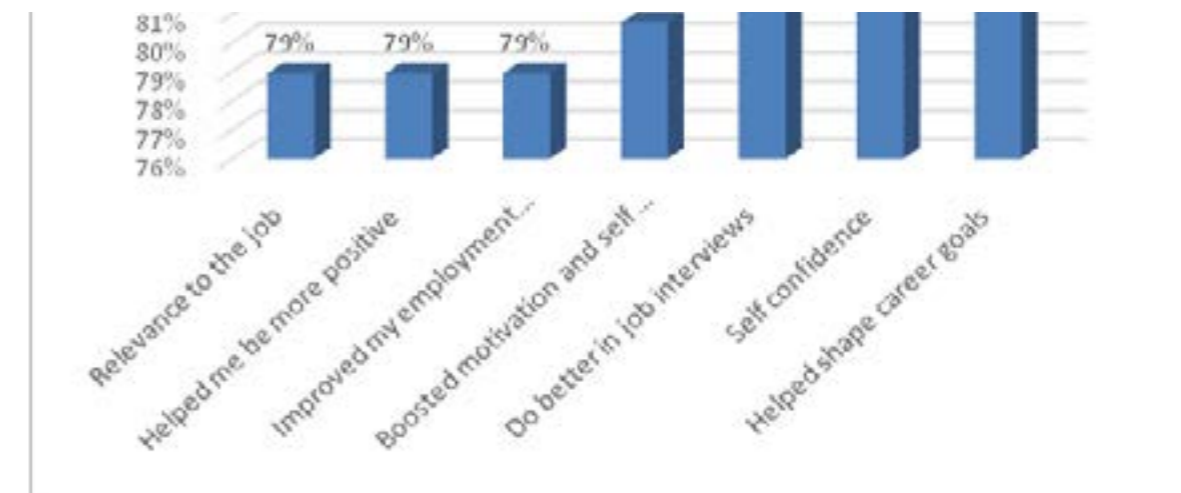
Out of the total of 57 respondents, 15 were female and 42 were male. The National HRD Advisory Series 2017 reports that out of the total of 1861 participants, 1060 were female showing that the higher percentage of female has benefitted from such skilling programme. However, this particular training on 3D and Movie Editing has seen more participants from male.

Out of the 57 respondents, 11 have bachelor's degree, 38 are class 12 passed, and 7 are class 10 passed. Since it is a skilling programme designed for the unemployed youth, the median age of the trainees is 23 years. It also shows that the trainees or recipients of such skilling programmes are youth who are right out of school or college and are on the look out for a productive work, passionate about making a contribution to the country.

Before the training, only two of them were employed but at the end of the training all of them were employed by the iBest Training and Consultancy itself. The 57 trainees who participated in the survey come from different family backgrounds in terms of their head of household's occupation, however, more than 50% of them reported that their head of household's annual income is less than Nu. 50,000 which shows that many of the job seekers who attend such trainings are from low socio-economic background.

2. Behavioural Impact of Training

The report shows that the training had the most impact on shaping their career goals, and boosting their confidence and motivation:



From Pg.7

Conclusion/Recommendation

Since this kind of training programme does help the job seekers, the Ministry should consider the following in designing the future training programmes to make it more effective in meeting the objective:

1. Longer duration
2. Professional trainer
3. Arrange proper equipment required for the training
4. Include more hands on sessions
5. The Ministry should monitor the programme every month and if it is not possible due to the shortage of human resource, then the option of outsourcing the evaluation of the programme can be considered.

While the current survey's respondents were employed by the training provider itself, the training might not always result into 100% employment. It would also be difficult to get the trainees, as well as employers to participate in the M&E programme unless there is a mechanism that dictates, or obligates them to be a part of it, therefore impeding the process of evaluation.



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