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LABOUR MARKET GUIDE FOR CLASS X AND XII SCHOOL LEAVERS

Volume 1 Issue 1



- Labour Market Information
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- Job Vacancies for Class X and XII school leavers

“Opportunities and Jobs”

Date: January—March, 2011



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Source: Department of Employment, MoLHR

Foreword:

The Department of Employment under the Ministry of Labour and Human Resources is pleased to release the first issue of the Labour Market Guide for Class X and XII school leavers.

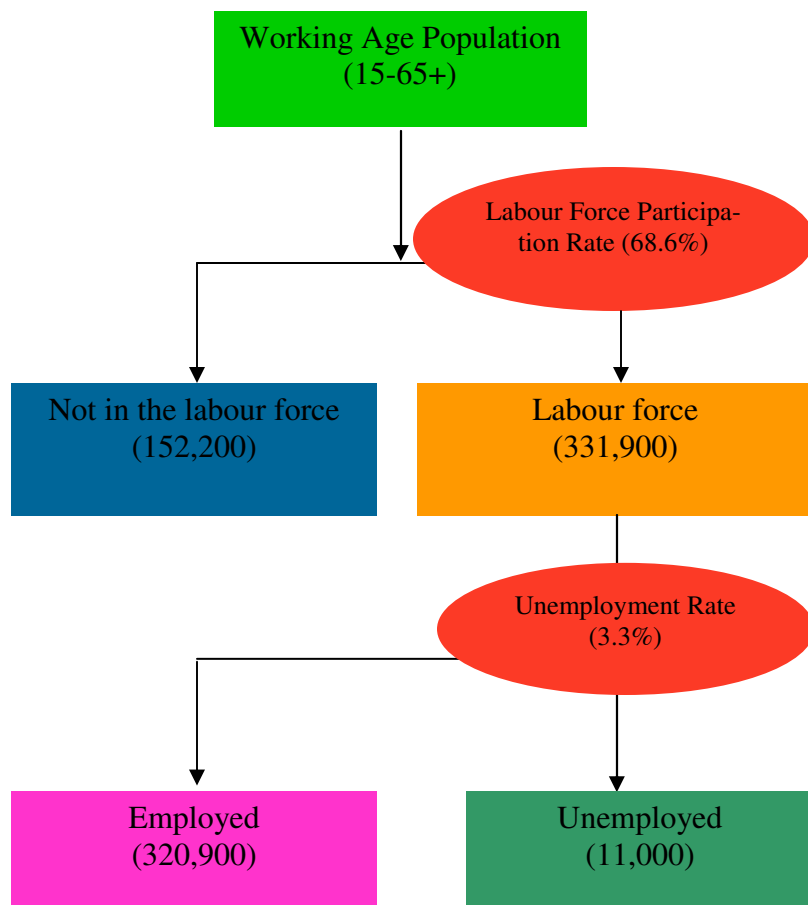
The Labour Market like other market can be described in terms of supply and demand components. The supply side primarily refers to the number of potential workers and their characteristics whereas the demand side refers to employers' staffing requirements. The labour market is an arena where those who are in need of labour and those who can supply labour come together.

The LMI Guide for Class X and XII School Leavers provides practical and timely information to help make career choices and find suitable employment. The information will also enable to explore prospects for employment, in country and ex-country training programmes and wages for Bhutanese in the private and corporate sectors.

**DIRECTOR
DEPARTMENT OF EMPLOYMENT**

Section 1 - Labour Market Information

Labour Force Status as of 2010



Labour Force: Comprises of the economically active population 15 years of age and above

Source: Department of Employment, MoLHR

Human Resources requirements in the Private and Corporate sector, 2011 and 2010 contd.:

Sl.	Occupation	2011	2012	Total Va-cancy	Aver-age Salary
69	Pharmacist	3	1	4	4000
70	Photo Designer	4	0	4	4500
71	Plant Supervisor	1	0	1	7000
72	Plumber	2	0	2	7000
73	Postman	8	0	8	6000
74	Power Operator	1	0	1	6000
75	Printing	1	5	6	4000
76	Radio Jockey	1	0	1	5000
77	Receptionist	45	9	54	5000
78	Reservation	2	0	2	5000
79	Sales Boy/Girl	265	76	341	4500
80	Sawyer	4	0	4	6000
81	Sawmill Operator	1	0	1	6000
82	Security Guard	12	1	13	4000
83	Servicing (Automobile)	7	0	7	4000
84	Site Supervisor (Construction)	8	0	8	5000
85	SPA	2	3	5	4000
86	Store Incharge	15	0	15	4000
87	Tailor	13	1	14	5000
88	Teacher (Private Schools)	9	2	11	6000
89	Teller	5	0	5	7000
90	Waiter/Waitress	93	28	121	4000
91	Weigh Bridge Operator	1	0	1	5500
92	Welder	7	12	19	4500
	Total	1580	362	1942	

Source: Department of Employment, MoLHR

Human Resources requirements in the Private and Corporate sector, 2011 and 2012 contd.:

Sl.	Occupation	2011	2012	Total Va-cancy	Aver-age Salary
45	Finance Manager	1	0	1	7000
46	Front Desk	16	8	24	5000
47	General Guide	8	7	15	6000
48	Helper in General Trades & Grocery	64	10	74	3500
49	House Keeping	50	16	66	4500
50	IT Technician	7	2	9	5000
51	Lab Assistant	1	1	2	5000
52	Laundry	6	6	12	4000
53	Legal Clerk	4	0	4	7000
54	Library Assistant	1	1	2	5000
55	License Officer	0	1	1	5000
56	Life Operator	2	0	2	3000
57	Lineman	5	0	5	7000
58	Machine Operator	27	16	43	7500
59	Manager in Trade & Service Sectors	40	10	50	6000
60	Marketing	14	5	19	5000
61	Mason	11	0	11	8000
62	Medical Transcriptionist	100	0	100	8000
63	Messenger	4	0	4	4000
64	Meter Reader	0	1	1	8000
65	Mines Foreman	1	0	1	15000
66	Musician	0	3	3	4500
67	Office Assistant	29	22	51	5000
68	Painter (Automobile)	17	2	19	4000

Source: Department of Employment, MoLHR

Youth Population (15-24 years) from 2010 - 2013

Age/Year	2010	2011	2012	2013
15-19	71,900	71,545	70,787	69,835
20-24	65,300	70,170	70,773	71,271
Total	137,200	141,715	141,560	141,106

Total employed youth as of 2010 (15 to 24 years)

Region	Male	Female	Total
Rural	18,600	20,300	38,900
Urban	4,900	6,500	11,400
Total	23,500	26,800	50,300

Total unemployed youth as of 2010 (15 to 24 years)

Region	Male	Female	Total
Rural	900	1,200	2,100
Urban	1,000	2,100	3,100
Total	1,900	3,300	5,200

Total jobs to be created by 2013

2009	2010	2011	2012	Reduce Job	2013
10,091	19,107	28,382	38,404	8,353	30,051

**Total Number of Jobs To Be Created Is Therefore:
30,051**

Source: Department of Employment, MoLHR

Total demand (McKinsey)

Areas	Total Number	Remarks
Construction Sector (Hydro & Non Hydro)	5,000	Urban
Low and mid skills jobs in construction	5,000	Rural
Low and mid skills jobs in tourism	5,000	Rural
Agriculture	8,000	Rural
Crafts industry	2,000	Rural
Others	5,000	Urban/ Rural
Total	30,000	

Total demand for HEP Projects—Peak Demand (2015)

Areas	Projection
Total demand for skilled and unskilled workers for Hydro Power Project	82,428
Number of skills currently trained in TTI's	5,088
Number of skills required to be trained (new occupations)	12,778
Operation and Maintenance	1,956
Unskilled workers (semi-skilled)	17,942
Actual Total Peak Demand (2+3+4+5)	37,764

Source: McKinsey Team Analysis From LFS, MoLHR and DoE

Human Resources requirements in the Private and Corporate sector, 2011 and 2012 contd.:

Sl.	Occupation	2011	2012	Total Vacancy	Average Salary
21	Clerical (Tally)	1	1	2	4000
22	Clearing Agent	3	0	3	7000
23	Clerk	1	0	1	3500
24	Computer Operator	12	6	18	6000
25	Construction worker	3	0	3	7000
26	Cook	64	26	90	5000
27	Culture Guide	1	0	1	7000
28	Cycling & Trekking	1	1	2	3000
29	Denter	2	0	2	5500
30	Designer	3	2	5	8000
31	Dinning	20	10	30	5000
32	Dishwasher	2	0	2	2500
33	Dispatcher	2	0	2	3500
34	Drill Gumbo Operator	4	0	4	4000
35	Driver	10	4	14	5000
36	Dzongkha Female Jockey	1	1	2	6000
37	Dzongkha Teacher	1	1	2	8000
38	Electrical Engineer	3	4	7	7000
39	Electrician	84	6	90	7000
40	Electronic Mechanic	12	1	13	4500
41	English Female Jockey	1	1	2	10000
42	Equipment Operator	125	0	125	8000
43	Food & Beverage	14	5	19	5000
44	Field Officer	1	1	2	5000

Source: Department of Employment, MoLHR

Section 10 - Human Resources requirements in the Private and Corporate sector, 2011 and 2012:

The following tables depict the number of vacancies in the private and corporate sector extracted from the Establishment Census 2011. The details for each of the vacancies presented above are with the Employment Services Centers. Please contact your nearest service centers for referrals and placements.

Sl.	Occupation	2011	2012	Total Vacancy	Average Salary
1	Accountant	66	14	80	6000
2	Air Ticketing	5	1	6	8000
3	Artist	1	5	6	5000
4	Auto Electrician	5	1	6	4000
5	Auto Mechanic	87	7	94	6000
6	Baker	3	3	6	3000
7	Banking Asst.	29	0	29	10000
8	Banquet	0	1	1	3000
9	Bar Tender	12	3	15	5000
10	Barber	6	1	7	4000
11	Beautician	9	2	11	3500
12	Bell Boy	2	3	5	3000
13	Bill Collector	8	2	10	5000
14	Binder	1	0	1	5000
15	Boiler Operator	1	0	1	6000
16	Branch Asst.	3	0	3	9000
17	Caretaker	2	0	2	3500
18	Carpenter	37	0	37	7500
19	Cashier	2	0	2	4000
20	Civil Engineer	12	0	12	8000

Source: Department of Employment, MoLHR

Section 2 - General Information

1. Labour Force Surveys (LFS):

Labour Force Survey aims to provide a quantitative framework for the preparation of plans and formulation of policies affecting the labour market.

Specifically, the survey is designed to provide statistics on levels and trends of employment, unemployment, labour force participation and various other socio-economic characteristics. Broadly the objective of the survey is to generate the following information:

- Percentage of economically active population.
- Labour force participation rate.
- Status of active population in number (employed + unemployed).
- The labour force available in the country by age group, sex, level of education, nationality, marital status, area of residence, by industrial and occupational classification, hours of work.
- The survey also provides information on main and subsidiary economic activities and women's participation in the total labour force. It also reveals the labour situation especially the young generation entering into labour market and unemployment problem.

2. Establishment Census (EC):

The EC08 was conducted aiming at furnishing the following objectives:

- Development of establishment profiles for smooth labour inspection
- Expansion plans of the establishment thereby indicating the employment generation and more needs for the implementation of the Labour and Employment Act
- Statistics of existing national and foreign workers by status of employment in all types of establishments
- Future demand of skills in the private and corporate sectors
- Formulate National HRD Policy and
- Develop sampling frame for the future establishment surveys

3. Labour Market Information System (LMIS)

The Department of Employment has developed a system for sharing and disseminating information, and work in close cooperation with other ministries, departments and agencies involved in the collection and compilation of labour and employment information.. The Department is expected to become the nation's recognized and respected focal point for labour and employment information, and serve as the institutional memory of the country's labour administration system.

Source: Department of Employment, MoLHR

Section 3 - Employment Service Facilities

1. Job Fair

The Department of Employment conducts Job Fairs and Regional Job Fairs every year. Job fairs provide excellent opportunities for enterprises, job seekers, and training providers to come together to share information and thus bring a measure of transparency to the nation's labor markets. They also provide opportunities for on-the-spot interviews, leading to job offers. The Department of Employment, through its Employment Service Centers conduct job fairs and make every effort to enlist the cooperation of private and corporate sector enterprises in such activities.

2. Career and Employment Counseling:

All the Service Centers under the Department of Employment provide career counseling. The employment officers help job seekers in writing their curricula vitae, resumes and also help them prepare for job interviews.

The centers also conduct counseling workshops as and when necessary to enable job seekers to update themselves with new labour market informations and to build up self esteem.

3. Job Seekers Registration System:

The "Job Seekers Registration System" is a system to register the job seekers through a web based system. It was developed in 2009 by the Department of Employment, MoLHR to capture all the job seekers and to have a uniform method of registration.

After registering in the system, each job seeker is given a job seekers card and the Employment Service Centers

The job seekers are then referred to private and corporate sectors wherever vacancies are.

Source: Department of Employment, MoLHR

Sl.	Discipline	Slots
14	BIT/BCA	4
15	B. Architecture	15
16	B. Urban Planning	15
	Statistics	
17	B. Statistics	1
	Biomedical Sciences	
18	B. Sc. Geology	4
19	B. Sc. Forestry	3
20	B. Sc. Agriculture	3
21	B. Sc. Horticulture	3
22	B. Sc. Food Technology	2
23	B. Sc. Laboratory Technology	4
	Education and Academics	
24	B. Sc. Mathematics	2
25	B. Sc. Chemistry	2
26	B. Sc. Physics	2
27	B. Sc. Biology	2
28	B.A Psychology	1
	Arts and Humanities	
29	Bachelors in Chef	3
30	B.A Journalism	2
31	B.A Tourism and Hospitality	4
32	B. Sc. Actuarial Science	1
	Law	
33	LLB	6
	Sub - Total	154
	Overall Total	184

Source: DAHE, MoE

Section 9 - Tertiary Education Opportunities for Class XII Graduates from Ministry of Education

In- Country Scholarships

Sl.	Programme	Slots
Royal Thimphu College		
1	B. Computer Application	5
2	B. Business Administration	3
3	B. Commerce	3
4	B.A English & Dzongkha	5
5	B.A English & Environmental Studies	4
6	B.A Economics & Environmental Studies	5
7	B.A Sociology & Political Science	5
Sub - Total		30

Ex- Country Scholarships

Sl.	Discipline	Slots
Medicine		
1	MBBS	15
2	B. Dental Surgery	5
3	B. Sc. Nursing	8
4	Bachelors of Pharmacy	2
5	Bachelors of Physiotherapy	2
6	B. Medical Lab Technology	4
7	B. Biomedical Engineering	2
8	B. Biomedical Technology	2
9	B. Medical Radio Imaging	1
	Engineering	
10	B. Tech/B.E Civil Engineering	10
11	B. Tech/B.E. Electrical Engineering	10
12	B. Tech/B.E. Mechanical Engineering	10
13	B. Tech Electronic Engineering	4

Source: DAHE, MoE

Section 4 - Regular Training Programmes

1. Apprenticeship Training Programme (ATP)

The Apprenticeship Training Programme (ATP) is a program, wherein fresh job seekers are attached to the enterprises/industries to gain skills and experience. ATP includes both job related instruction and on-the-job training in vocational skills development.

Modes of Delivery:

The ATP is delivered through following two modes:

1. Attachment Programme: Focuses on those trades/occupations where there is possibility of developing vocational skills through attachment with relevant enterprises/industries. It is aimed at equipping youth with skills and experiences through hands-on learning. Apprentices are given practical training as well as related instruction throughout the period of attachment.

Attachment is based on the employment opportunities at the end of the programme. The recruiting company should guarantee 100% employability upon completion of the training. *(It is mandatory to sign the Contract Agreement between DoE, concerned agency and job seeker)*

2. Structured Training Programme: Under this mode, job related instruction are delivered by the training institutes within the framework of the apprenticeship training, which will be jointly developed between concerned training institute and the DoE. The job related instruction will have to cover at least 20-30% of the entire training period, mainly concentrating on trade technology and trade related science and the remaining 70 – 80% of the training period should be allocated for practical learning through attachment with relevant companies/enterprises/ agencies.

For attachment, the DoE and the concerned institute/ agency will explore the possibility and place the trainees accordingly.

ELIGIBILITY CRITERIA

1. The candidate must fulfil the following criteria for enrolment into ATP:

- He/she should be a Bhutanese citizen.
- He/she should be a genuine jobseeker, bearing the Job Seeker Card issued by the
- Employment Service Centers/Department of Employment.
- He/she should not have worked at any time or anywhere prior to his/her enrollment into the program. *(Verification of this will be done through the job seeker registration system of the MoLHR by the ATP Programme Officer).*
- He/she should have a minimum qualification of Class VIII.
- He/she should be at least 17 years of age.
- He/she should be able to perform the essential functions of the trade.

Source: Department of Employment, MoLHR

I. Entrepreneurship Promotion Program

The Entrepreneurship Promotion Division under the Department of Employment initiates two kinds of Entrepreneurship Programs. The main focus on both of these programs are to offer courses in:

- Unblocking entrepreneurial competency
- Marketing plan
- Production/Service plan
- Organization and management plan
- Financial planning and
- Legal issues in business

1. Basic Entrepreneurship Course (BEC)

The BEC is conducted with the aim of assisting youth with vocational/technical skills to start business in line with the skills they possess. The duration of BEC is 30 days. The participants are taught the basics of business management. The trainees are assisted in preparing project report during the course which is submitted to the financial institutes for possible financing of project.

The BEC will be conducted quarterly through the private institute (Institute of Management Studies, Olakha) and expected to train around 200 skilled youths for the financial year 2010-2011.

A. Course Duration:

The duration of the course is 30 working days (including Saturdays)

B. Eligibility:

The candidate must fulfill the following criteria:

- Should have vocational/technical skill.
- Should have Business Idea based on skills
- Should be within age bracket of 18-35 years
- Should not have loan with any financial intuitions.
- Should not have defaulted on an earlier loan

C. BEC Course Schedule (2010-2011)

First Course (October 12, 2010 - November 18, 2010)

Second Course (December 10, 2010 - January 4, 2011)

Third Course (February 12, 2011 - March 18, 2011)

Fourth Course (April 8, 2011 - May 12, 2011)

Source: Department of Employment, MoLHR

Sl.	Programme	Slots
Samtse College of Education (SCE), Samtse		
1	B. Ed. Primary	40
2	B. Ed. Secondary (Math with Physics)	60
3	B Ed. Secondary (Chemistry with Biology)	20
4	B. Ed. Secondary (English with History)	35
5	B. Ed. Secondary (English with Geography)	15
Royal Institute of Management (RIM), Semtokha		
1	Diploma in Information Management Systems	25
2	Diploma in Financial Management	30
3	Diploma in National Law	30
Sherubtse College, Kanglung		
1	B. Sc. Computer Sience	60
2	B. Sc. Chemistry and Math	20
3	B. Sc. Chemistry and Physics	20
4	B. Sc. Physics and Math	20
5	B. Sc. Life Science	40
6	B.A in Dzongkha and English	15
7	B.A in Dzongkha and Geography	10
8	B.A in English and Geography	15
9	B.A in English and Environmental Studies	20
10	B.A in Geography and Economics	30
11	B.A in Economics and Environmental Studies	30
12	B.A in Political Science and Sociology	15
13	B.A in Political Science and History	15
14	B.A in Economics and Sociology	15
15	B.A in History and Dzongkha	15
16	B.A in Population Studies and Economics	20
Overall Total		1,674

Source: RUB

Section 8 - Tertiary Education Opportunities for Class XII Graduates from Royal University of Bhutan

In-Country Programmes

Sl.	Programme	Slots
College of Science and Technology (CST), Rinchhending		
1	B.E (Civil, Engineering, Electronic & Communication Engineering and Information Technology)	163
2	First position diploma holders from JNP	2
National Institute of Traditional Medicine (NITM), Thimphu		
1	B. Sc. Traditional Medicine	6
Gaeddu College of Business Studies, Gedu		
1	Bachelor in Business Administration and Bachelor in Commerce	250
College of Natural Resources (CNR), Lobesa		
1	Diploma in Agriculture	25
2	Diploma in Animal Husbandry	25
3	Diploma in Forestry	27
Royal Institute of Health Sciences (RIHS), Thimphu		
1	Diploma in General Nursing and Midwifery	50
Jigme Namgyal Polytechnic (JNP), Dewathang		
1	Diploma in Civil Engineering	90
2	Diploma in Electrical Engineering	45
3	Diploma in Mechanical Engineering	30
Institute of Language and Cultural Studies (ILCS), Taktse		
1	B.A in Language and Literature	60
2	Diploma in Language and Communication skills	30
Paro College of Education		
1	B. Ed. Primary	150
2	B. Ed. Dzongkha	60
3	B. Ed. Secondary	30

Source: RUB

The successful graduates of BEC are eligible to apply for loan with financial institutes.

D. Salient Features of Loan:

- Loan Ceiling: A maximum overall loan facility of Nu. 1 million can be availed based on the project cost and the strength of proposed business idea.
- Rate of interest:
 - Term Loan @ 10%
 - Overdraft @ 12%
- Repayment Period: 5 years

2. Comprehensive Entrepreneurship Course (CEC):

The CEC is conducted for aspiring youths who would like to venture into the business world. The duration of the course is 40 days. The participants are taught the basics of business management. The trainees are assisted in preparing project report during the course which is being submitted to the financial institutes for possible financing of project.

The CEC will be conducted quarterly through the private institute (Institute of Management Studies, Olakha) and expected to train around 200 youths for the financial year 2010-2011.

A. Course Duration:

The duration of the course is 40 working days (including Saturdays)

B. Eligibility:

The candidates must fulfil the following criteria:

- Should have Business Idea
- Should be within age bracket of 18-35 years
- Should have minimum qualification of Class XII
- Should not have loan with any financial intuitions
- Should not have defaulted on an earlier loan

Source: Department of Employment, MoLHR

C. CEC Course Schedule (2010-2011):

First Course (October 12, 2010 - November 30, 2010)

Second Course (November 29, 2010 - January 14, 2011)

Third Course (February 01, 2011 - March 18, 2011)

Fourth Course (March 18, 2011 - May 12, 2011)

The successful graduates of CEC are eligible to apply for loan with the financial institutes.

D. Salient Features of Loan:

- Loan Ceiling: Nu. 1 Million (Maximum)
- Rate of Interest:
 - Term Loan @ 10%
 - Overdraft @ 12%
- Repayment Period: 10 years
- 15% equity contribution on fixed investments

Stipend:

Subsistence allowances will be paid in both the BEC and CEC programmes

For registration log on to www.molhr.gov.bt and submit the following documents:

- Dully filled up registration form
- 1 no. of Citizenship Identity Card copy
- 1 no. of Security Clearance Certificate copy
- 1 no. of passport size photo
- Academic marksheet and certificate
- Skills certificate/recommendations (if any)

Source: Department of Employment, MoLHR

Sl.	Training Institute	Place	Contact	Course	Slots per year
14	Bhutan Centre of Excellence	Thimphu	336633	Call Centre/BPO	120
15	Bhutan Institute of Media	Thimphu	326888	Photography	10
16	Gangjung Driving Centre of Excellence	Thimphu	339807	Driving	1550
17	Dechen IT and Management Institute	Thimphu	323136	Computer	80
18	Kezang Driving School	Thimphu	332277	Driving	240
19	ST IT Institute	Tsirang, Dampu	471578	Computer	960
20	Digital Shangrila	Thimphu	326106	Computer	670
21	Infotech Learning Center	Thimphu	326474	Computer	650
22	Nyshar Computer Learning Centre	Phuntsholing	52054	Computer	600
23	Habibs and Beauty Salon	Thimphu	324910	Salon	60
24	Nysel Institute of Technology	Paro	271773	Computer	240
25	ZAS Multimedia	Thimphu	336023	Computer	80
26	Kuenphen Institute of Technology	Thimphu	321440	Computer	720

Source: Department of Occupational Standards, MoLHR

Section 7 - Training Opportunities in the Private Sector

The table below depicts the private training institutes registered with the Department of Occupational Standards, MoLHR. Along with the directory of the institutes, their intake capacity per year has been also presented.

Sl.	Training Institute	Place	Contact	Course	Slots per year
1	Computer Management Institute	Phuntsholing	251265	Computer	400
2	Rigsum Institute of Technology and Management	Thimphu	321466	Computer	800
3	Institute of Management Studies	Thimphu	351276	Office Management	942
4	Choki Traditional Art of School	Thimphu	380219	Handicrafts	25
5	Bright Life Institute of Management	Thimphu	321397	Computer	238
6	Athang Training Academy	Thimphu	333849	Computer	700
7	Bhutan International School of Hospitality and Tourism	Thimphu	17697884	Hospitality	124
8	Ayang Music School	Thimphu	17110979	Music	100
9	G4S Security Services Pvt. Ltd.	Thimphu	333444	Security Services	926
10	Wood Craft Centre	Thimphu	323186	Carpentry	30
11	Dzongkha Language Institute	Thimphu	333869	Dzongkha Language	1230
12	Dzongkha Development Training Institute	Thimphu	337602	Dzongkha Language	546
13	Kuenzang Institute of Technology	Gelephu	251638	Computer	78

Source: Department of Occupational Standards, MoLHR

Section 5 - Training Opportunities in the Public Sector

The following tables depict the details of enrollment capacity in various In-country Training Institutes under the Department of Human Resources, Ministry of Labour and Human Resources. The Department delivers Skills Development Training for class X and above school leavers through its formal training institutes and also through other alternate mode of training programmes.

Sl.	Institute	Course	Intake Requirement	Capacity
1	Khuruthang Institute of Electrical Engineering (KIEE)	Electrical	Class X and above	70
		Mechanical		20
Total				90
2	Rangjung Institute of Electrical Engineering (RIEE)	Electrical	Class X and above	60
		Computer Hardware & Networking		30
		Furniture Making		24
		Automobile		10
Total				124
3	Chumey Institute of Civil Engineering (CICE)	Electrical	Class X and above	25
		Carpentry		36
		Masonry		48
		Plumbing		24
		Tailoring		15
		Welding		20
Total				168

Source: Department of Human Resources, MoLHR

Training Opportunities in the Public Sector Contd.

Sl.	Institute	Course	Intake Requirement	Capacity
4	Samthang Institute of Automobile Engineering (SIAE)	Light Vehicle Driver	Class X and above	30
		Heavy Vehicle Driver		18
		Automobile		40
Total				88
5	Sershong Institute of Civil Engineering (SICE)	Electrical	Class X and above	23
		Masonry		36
		Mechanical		25
		Plumbing		20
		Carpentry		24
		Upholstery		20
Total				148
6	Thimphu Institute of Automobile Engineering (TIAE)	Automobile	Class X and above	50
Total				50

Source: Department of Human Resources, MoLHR

E. Construction Service Center (CSC) Program

- Employment Programs under CSC is basically focused on carrying out construction works with major projects within Bhutan.
 - Training will be given by CSC on site
 - Provided with stipend (up to one year)
 - Monthly payment will be made from the construction work.
- Construction Skills Training abroad (at the moment in collaboration with L&T, Gammon India and Hindustan Construction Company)

Eligibility:

Bhutanese youth with at least Class V education background.

Collaborative training program with L&T:

Area of Training: Masonry, Electrical, Welding, Construction form works and Re-bar-plumbing.

Training Duration: 3 months

Slots: A total of 270 candidates will be trained annually.

Location: Kolkata, Mumbai.

Collaborative training program with Gammon:

Area of Training: Masonry, Fitter, Electrician and Welder.

Training Duration: 3 months to 1 year

Location: Mysore, Karnataka

Slots: 1st batch to begin with 20 trainees

(Collaborative training program with Hindustan Construction Company is still under process)

F. New Initiative on Special Training Program in India

- Lambency Chrysalis Academy, Noida: Beauty Care and SPA Therapy Program
- Kingfisher: Hospitality and Aviation
- Hotel Taj: Hospitality
- Leona: Hospitality
- Infosys: BPO Training

Source: Department of Human Resources, MoLHR

C. IDF World Bank Project

This project aims at training in order to enhance employment opportunity for Bhutanese youth.

Under this project, 230 candidates will be trained from 2011–2013 in Construction, Arts and Crafts and Hospitality sector. The skills acquired from this training will enhance student’s employability in the private sector.

SN	Sector/ Training	Target group	Slots	Duration
1	Construction			
1.1	Construction Management	in-service	20	3 weeks
1.2	Auto CAD	pre-service	40	3 months
1.3	Pipe fitting/ Plumbing	pre-service	20	2 months
2	Tourism and hospitality			
2.1	Spa and Therapy	pre-service	20	6 months
2.2	Advance Cosmetology Course	pre-service	20	2 months
2.3	Advance Hair and Beauty	pre-service	20	6 months
2.4	Culinary Arts	pre-service and in-service	20	4 months
3	Agriculture and arts and crafts			
3.1	Food processing Training			
a	Fruits	pre-service and in-service	20	2 months
b	Meat	pre-service and in-service	10	2 months
3.2	Souvenir making	pre-service	40	4 months

D. Seoul City Scholarship

A total of 10 scholarship is received for Class XII under the Seoul City Program for 10 months

Areas of training (for 2011) are:

- Interior architecture
- Architectural environmental system
- Interior ad furniture design
- Electronic measurement
- Cooking
- Car maintenance
- Welding

As of now, the slots under the Seoul City Scholarship is over for 2011.

Candidates once selected for this trainings will be provided with basic Korean Language Training.

Source: Department of Human Resources, MoLHR

7	National Institute of Zorig Chusum (NIZC)	Lhadri (Painting)	20
		Jimzo (sculptor)	15
		Patra (Wood Carving)	15
		Troezo/Chazo (Silver-Gold Smithy)	10
		Tsemzo (Embroidery)	20
		Shazo (Wood turning and lacquering)	5
		Thazo (Weaving)	5
		Casting (Lugzo)	5
		Total	100
8	Trashiyangtse Institute of Zorig Chusum (TIZC)	Lhadri (Painting)	12
		Jimzo (sculptor)	12
		Patra (Wood Carving)	12
		Troezo/Chazo (Silver-Gold Smithy)	12
		Tsemzo (Embroidery)	12
		Shazo (Wood turning and lacquering)	12
		Total	72

Source: Department of Human Resources, MoLHR

Section 6 - Tailor-made Courses

The Department of Human Resources also offers other Skills Development Training through the following programs to various target groups which includes school leavers, monks, nuns, villagers and all other target groups not covered under the formal training to enhance employment opportunities for the school leavers and to enhance income generation for the rural populace and for poverty alleviation:

1. Special Skills Development Program (SSPD)
2. Special Skills Training Program (STP)
3. Village Skills Development Program (VSDP)

A. Generic Skills Program:

Under the World Bank Project emphasizes to enhance youth's employable skills in IT/ITES sector.

A total of 600 class XII's will be trained and employed in the Bhutanese BPOs/ITES industries by December 2011.

Following five firms have been identified for providing training in animation, graphic and design, medical transcription training and call center training.

Sl.	Training Institute	Training to be undertaken , Duration	Slots
1	Bhutan Business Solution (BBS)	Medical Transcription, 12 months	100 candidates (no slots left)
2	Bhutan Centre of Excellence (BCE)	Call Centre Training, 6 months	120 candidates (78 slots left)
3	Athang Training Academy	Graphic and Design, 6 months	50 candidate (no slots left)
4	Green Dragon Media	Animation Training, 12 months	51 candidates (no slots left)
5	Link 2 Support 168	Call Centre Training, 6 months	100 candidates (57 slots left)

Source: Department of Human Resources, MoLHR

B. Under the Sustainable Development Project (SDS)

The Department of Human will emphasize in training the Class X and XII candidates in hospitality, IT, Construction and other sectors.

Sl.	Sector/ Industry	Training Program	In-country/ Ex-country	Duration	Slots	Qualification (Minimum)
1	Construction	Heavy duty machine operation/Operation of earth-moving equipment/ machines	In-country	3 months	30	Class X
2	Construction	Cable Crane Logging (operation and maintenance)	In-country	2 months	15	Class X
3	Education	Day Care Centre Management Training	In-country	1 month	25	Class X
4	General	Events Management	In-country	1 month	20	Class XII
5	General	Laundry	Ex-country	1 month	10	Class X
6	Hospitality	Food & Beverage	In-country	3 months	25	Class X
7	Hospitality	Food Production/ Cooking	Ex-country	6 months	20	Class X
8	Hospitality	House Keeping	In-country	3 months	25	Class X
9	Hospitality	Waiter/Waitress	In-country	2 months	25	Class X
10	IT	Electronics Repair	Ex-country	3 months	10	Class X
11	Media	Publicity Designing	In-country	1 month	20	Class XII
12	Production	Product Design & Development	In-country	3 months	20	Class XII
13	Production	Fruit Juice Processing	In-country	1 month	15	Class X

Source: Department of Human Resources, MoLHR