



National Institute for Zorig Chusum,
Thimphu

2024 Tracer Report



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Message from the Officiating Principal



DORJI KHANDU

In a world where the job market is constantly evolving, the true value of education lies in its ability to prepare graduates for meaningful careers. This Tracer Study is a vital step in understanding how well our programs equip students for the challenges and opportunities they encounter after graduation. It is not just a reflection of our institution's efforts but also a testament to the journeys of our alumni as they navigate their professional lives.

We extend our heartfelt gratitude to all the alumni who shared their experiences and insights. Your stories are the foundation of this study and inspire us to strive for excellence. We also acknowledge the hard work of our faculty who made this study possible.

As we move forward, let this study serve as a roadmap for innovation and growth. May it inspire us to build an education system that is inclusive, forward-thinking, and deeply connected to the needs of the world beyond the classroom. Together, we can empower graduates with the skills and confidence to thrive in an ever-changing world.

This study provides us with valuable insights into the career paths of our graduates, the skills they utilize, and the challenges they face. By analyzing these findings, we can refine our curricula, strengthen industry partnerships, and ensure our programs remain relevant and responsive to the needs of the modern workforce.

More than a collection of data, this study represents our commitment to continuous improvement and our dedication to supporting lifelong learning. The feedback from our graduates will guide us in making informed decisions that bridge the gap between education and employment, benefiting future students and the broader community.

About Us

The National Institute for Zorig Chusum, established in 1971 in Thimphu, Bhutan, serves as a cornerstone for preserving and promoting traditional arts and crafts. Initially a painting school with indefinite course durations, it later transitioned to structured programs.

Over time, it underwent administrative changes, transitioning between ministries and eventually falling under the Ministry of Education and Skills Development.



What we do

Vision

To become a premier training institute that nurtures exemplary craftsmanship in Zorig Chusum (13 Arts and Crafts)

Mission

The Institute shall strive to preserve and promote traditional arts and crafts through quality training, and research and by reviving the dying traditional arts and crafts of Bhutan.

TVET courses offered by our institute

NATIONAL CERTIFICATION COURSES

National Certificate Level 2

1. Lhadri
2. Jimzo
3. Patra
4. Tshemdrup
5. Tshemzo
6. Trezo

National Certificate Level 3

1. Lhadri
2. Jimzo
3. Patra
4. Tshemdrup
5. Tshemzo
6. Trezo

National Diploma

1. Lhadri

INSTITUTE CERTIFICATION COURSES

1. Bag design and production
2. Contemporary Sculpture
3. Lhadri basic course
4. Patra Basic Course
5. Tshemdrup basic course
6. Tshemzo Basic course
7. Tshemzo intermediate course
8. Thazo basic course
9. Thazo advance course: Kishuthara
10. Contemporary Arts
11. Lhemdrup
12. Parzo-Shingzo

RAPID ASSESSMENT RESULTS

The Rapid Assessment Survey was carried out through the TVET-MIS platform to systematically gather insights from the 2023 graduating cohort.

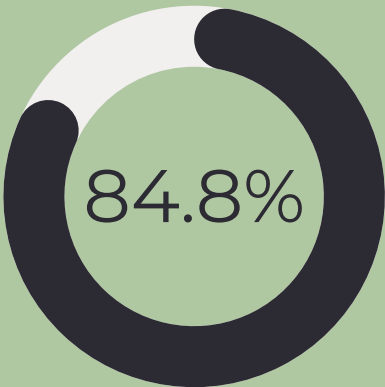
The survey aims to evaluate graduates' experiences with their training, focusing on key aspects such as course content, instructor effectiveness, and the quality of institutional facilities. Additionally, it explores graduates' perceptions, preferences, and expectations as they prepare to enter the workforce, offering valuable insights into their career ambitions and industry preparedness.

The survey findings are structured into the following categories:

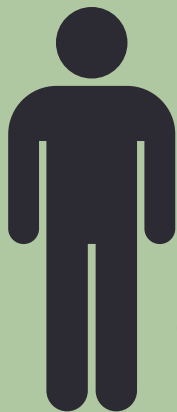
1. Respondent Profiles
2. Training Experience
3. training duration
4. Post-Training Evaluation
5. Career Aspirations

The findings from this survey will contribute to refining training programs, enhancing institutional services, and aligning educational offerings with labor market needs.

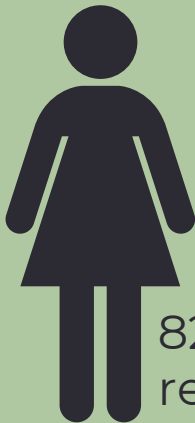
SURVEY RESPONSE



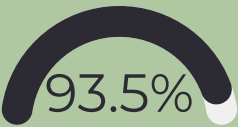
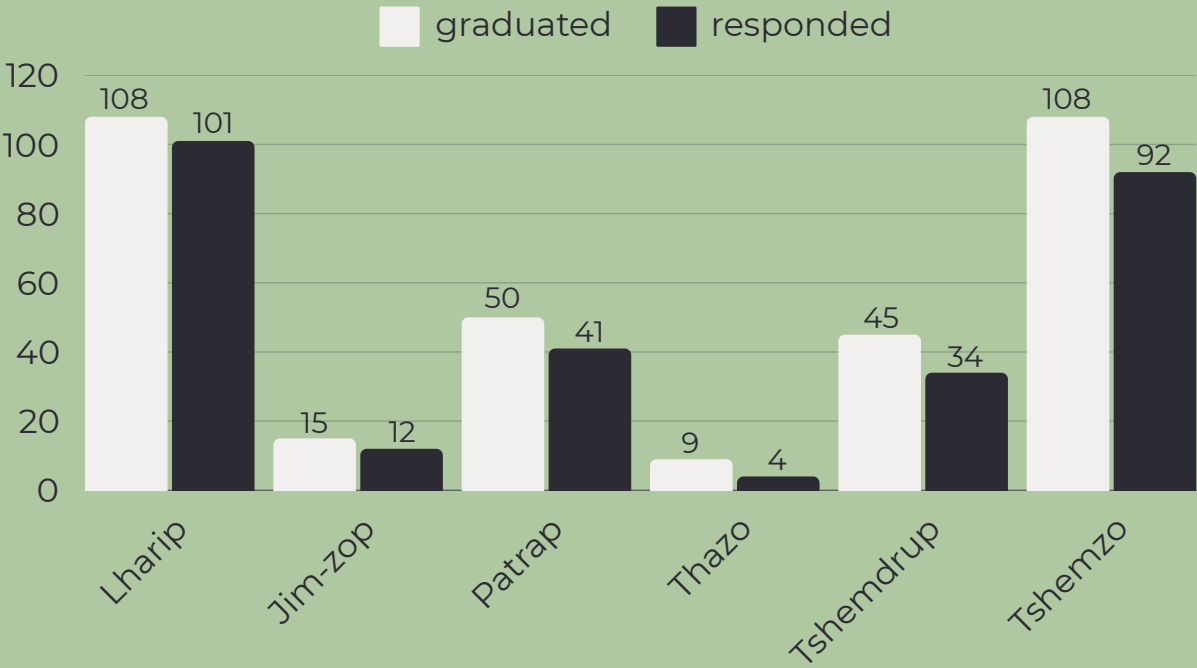
Response
rate



87.3% Male
response rate



82.1% Female
response rate



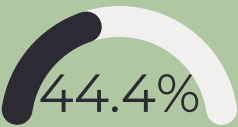
Lhadri
Response rate



Jimzo
Response rate



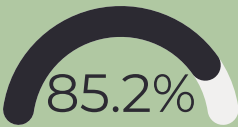
Patra
Response rate



Thazo
Response rate



Tshemdrup
Response rate



Tshemzo
Response rate

PROFILE OF RESPONDENTS



53% Male

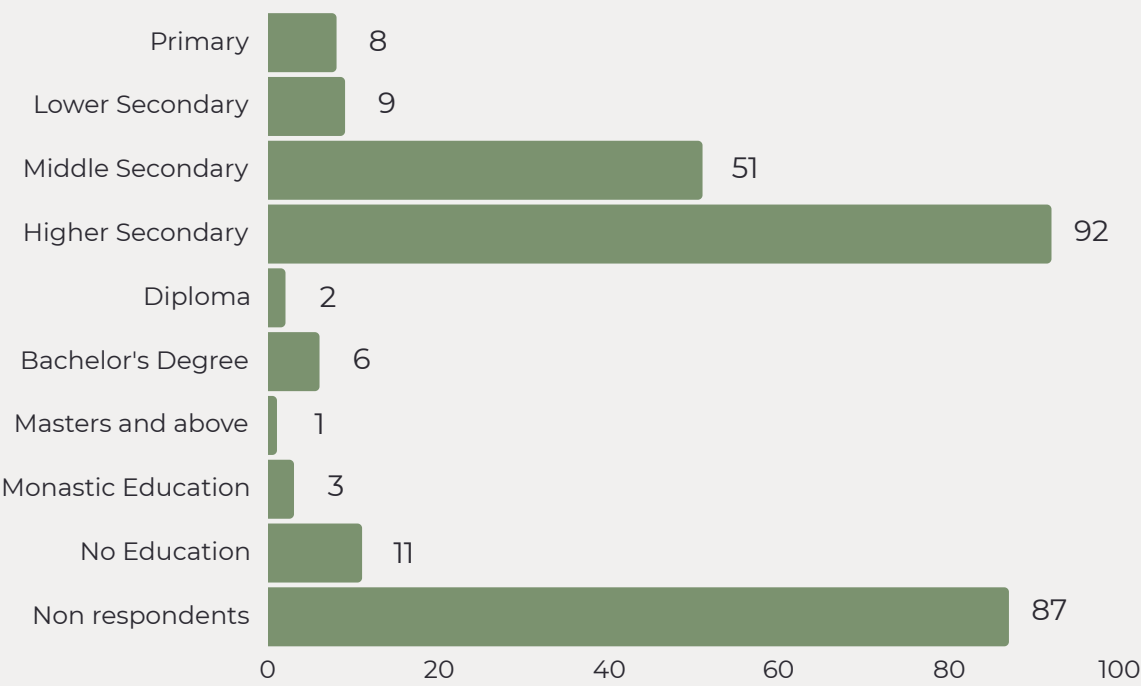


47% Female



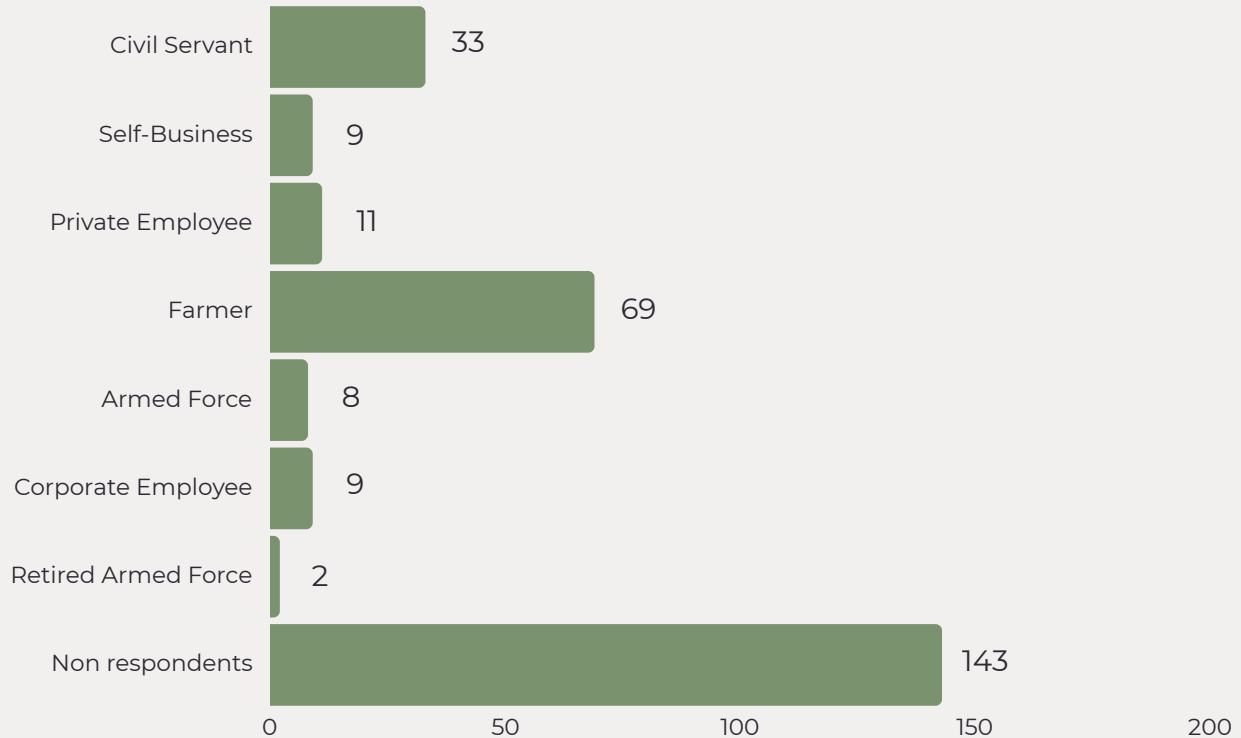
8.8%
PWDs

HIGHEST LEVEL OF EDUCATION

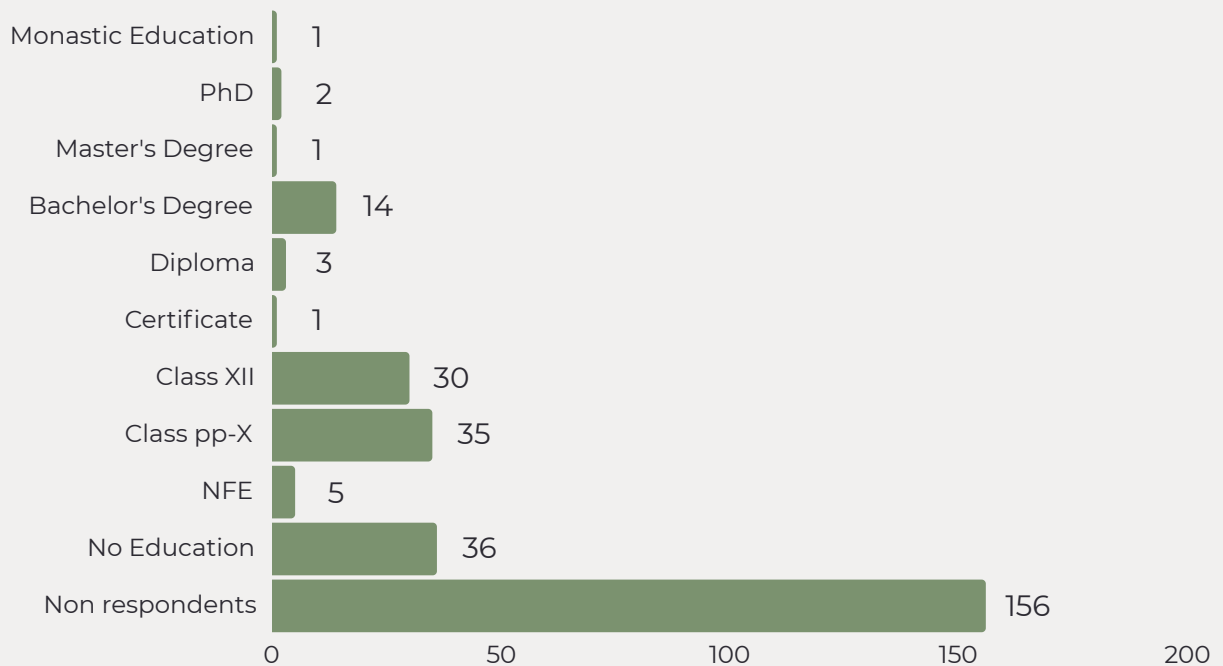


PROFILE OF RESPONDENTS

HEAD OF HOUSEHOLD'S OCCUPATION



HEAD OF HOUSEHOLD'S LEVEL OF EDUCATION



TRAINING INFORMATION

HOW DID THE GRADUATES FIRST HEAR ABOUT THE COURSE THEY ATTENDED



In the school

12%



Social Media

23.9%



Government advocacy programs

2.8%



From Industry/
Employers

0.7%



Websites
(Government/institute)

12.7%



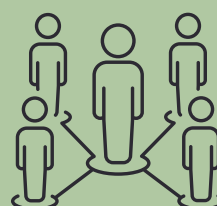
Family/friends/
relatives

46.5%



Directly contacting TVET
institutes

1.1%



Local Government
leaders

0.4%

POST-TRAINING FEEDBACK ON COURSE

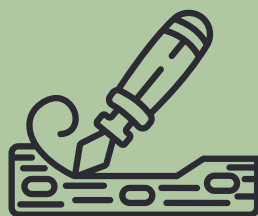
Theoretical component



84.8% Satisfied

10.6% indifferent
4.6% dissatisfied

Practical component



92.9% Satisfied

6% indifferent
1.1% dissatisfied

On-the-job training



86.7% Satisfied

10.4% indifferent
2.9% dissatisfied

Career counseling services pertaining to my trade



81.4% Satisfied

15.1% indifferent
3.6% dissatisfied

Entrepreneurship and self- employment training



82.7% Satisfied

14.4% indifferent
2.9% dissatisfied

TRAINING DURATION

IC course duration



36.9% Course duration was just right



59.2% Course duration was too short



3.9% Course duration was too long

NC course duration



79.5% Course duration was just right

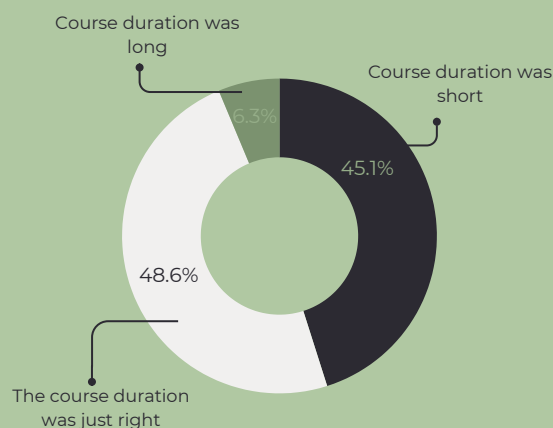


7.7% Course duration was too short



12.8% Course duration was too long

Course duration for IC&NC



On The Job Training duration



60% OJT duration was just right

34% OJT duration was too short

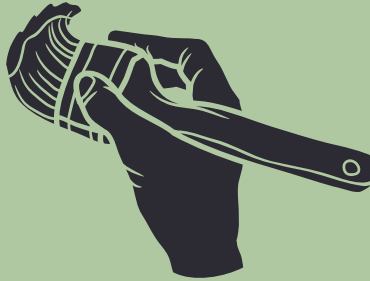
6% OJT duration was too long

POST-TRAINING FEEDBACK ON TRAINER

Practical knowledge

86.3% Satisfied

8.8% indifferent
4.9% dissatisfied



Theoretical knowledge



90.8% Satisfied

7% indifferent
2.1% dissatisfied

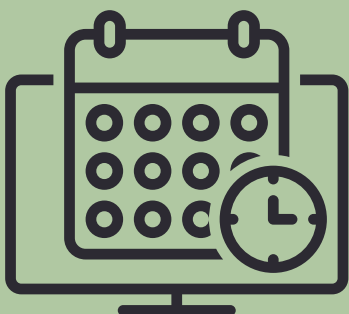
Use of instructional materials and aid

88.3% Satisfied

9.2% indifferent
2.5% dissatisfied



Availability for consultation and help



84.8% Satisfied

12% indifferent
3.2% dissatisfied

POST-TRAINING FEEDBACK ON INSTITUTE

Quality of classrooms



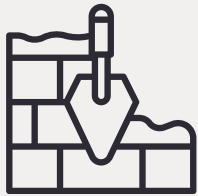
89.4% Satisfied
18.8% indifferent
1.8% dissatisfied

Dining/Mess



71% Satisfied
20% indifferent
9% dissatisfied

Quality of practical training areas



88.3% Satisfied
8.1% indifferent
3.5% dissatisfied

Internet connectivity



69.7% Satisfied
16.9% indifferent
13.4% dissatisfied

Training tools and equipment



87.7% Satisfied
9.2% indifferent
3.2% dissatisfied

Transportation facilities



59.1% Satisfied
22.9% indifferent
17.9% dissatisfied

Computer laboratories



70.4% Satisfied
19% indifferent
10.6% dissatisfied

Sports and recreational facilities



52.5% Satisfied
23.2% indifferent
24.3% dissatisfied

Library and/or resource centre



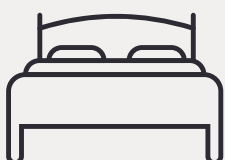
79.2% Satisfied
12.3% indifferent
8.4% dissatisfied

Occupational health and safety (OHS)



77.4% Satisfied
15.5% indifferent
7% dissatisfied

Accommodation/Hostels



78.2% Satisfied
14.1% indifferent
7.7% dissatisfied

FUTURE ASPIRATIONS



74.7%

are confident in securing gainful employment after graduation



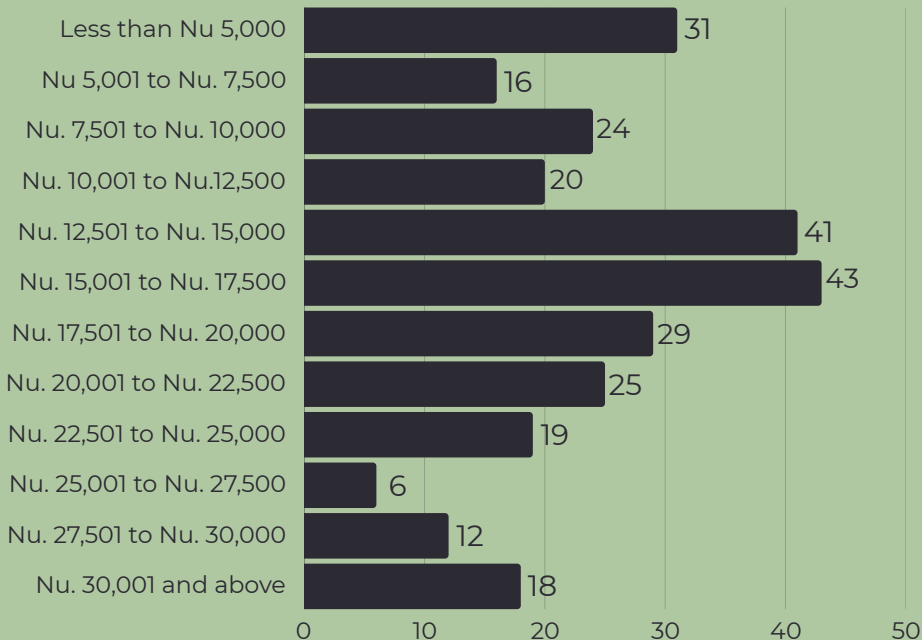
Top 3 Enterprises



- 1 Government
- 2 Own business
- 3 Overseas Jobs

- 1 Government
- 2 Own Business
- 3 Private Business (Others)

Expected monthly income from the first job



TRACER SURVEY RESULTS

The Tracer Survey was conducted through the TVET-MIS. It is automatically dispatched one year after graduation to systematically collect data on graduates' employment status and career progression. To enhance response rates and ensure comprehensive data collection, follow-up calls were made.

This report presents findings from the 2023 graduate cohort, primarily focusing on post-graduation employment outcomes, career trajectories, and industry engagement. It assesses employment status within one year of graduation, identifying key trends, challenges, and opportunities in the labor market. Additionally, the survey examines factors influencing employment, including sector preferences, job retention, and the impact of training on career advancement.

The survey findings are categorized into the following sections:

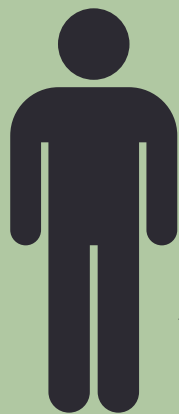
1. Respondent Profile
2. Post-Training Employment Outcomes
3. Current Employment Status
4. Employed Profile
5. Self-Employed Profile
6. Unemployed Profile

The insights derived from this survey are expected to inform policy decisions, enhance training programs, and improve employment support services for future graduates.

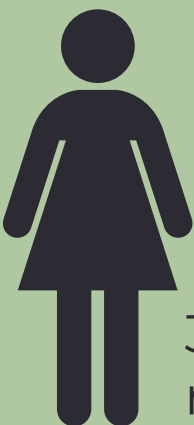
SURVEY RESPONSE



Response
rate



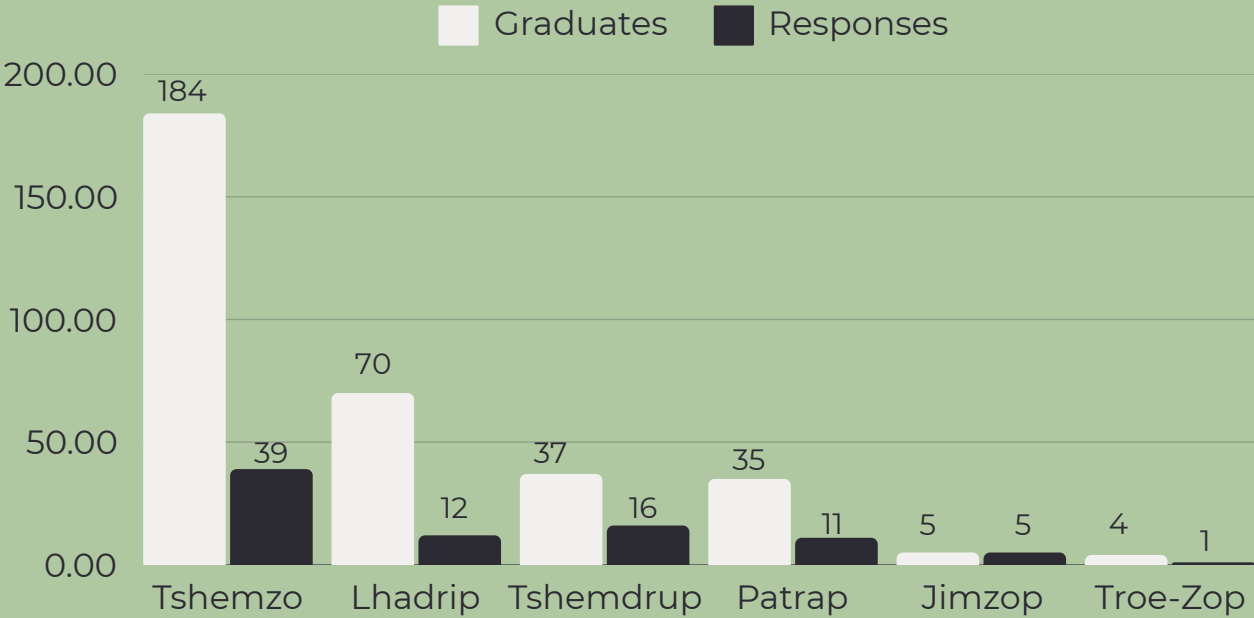
26.2% Male
response rate



30% Female
response rate



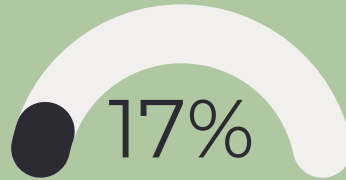
6.5% PWD
response rate



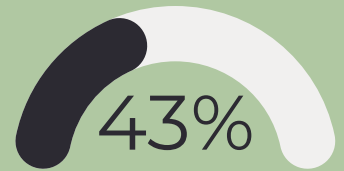
SURVEY RESPONSE



Tshemzo
Response rate



Lhadrip
Response rate



Tshemdrup
Response rate



Troezop
Response rate



Patrap
Response rate



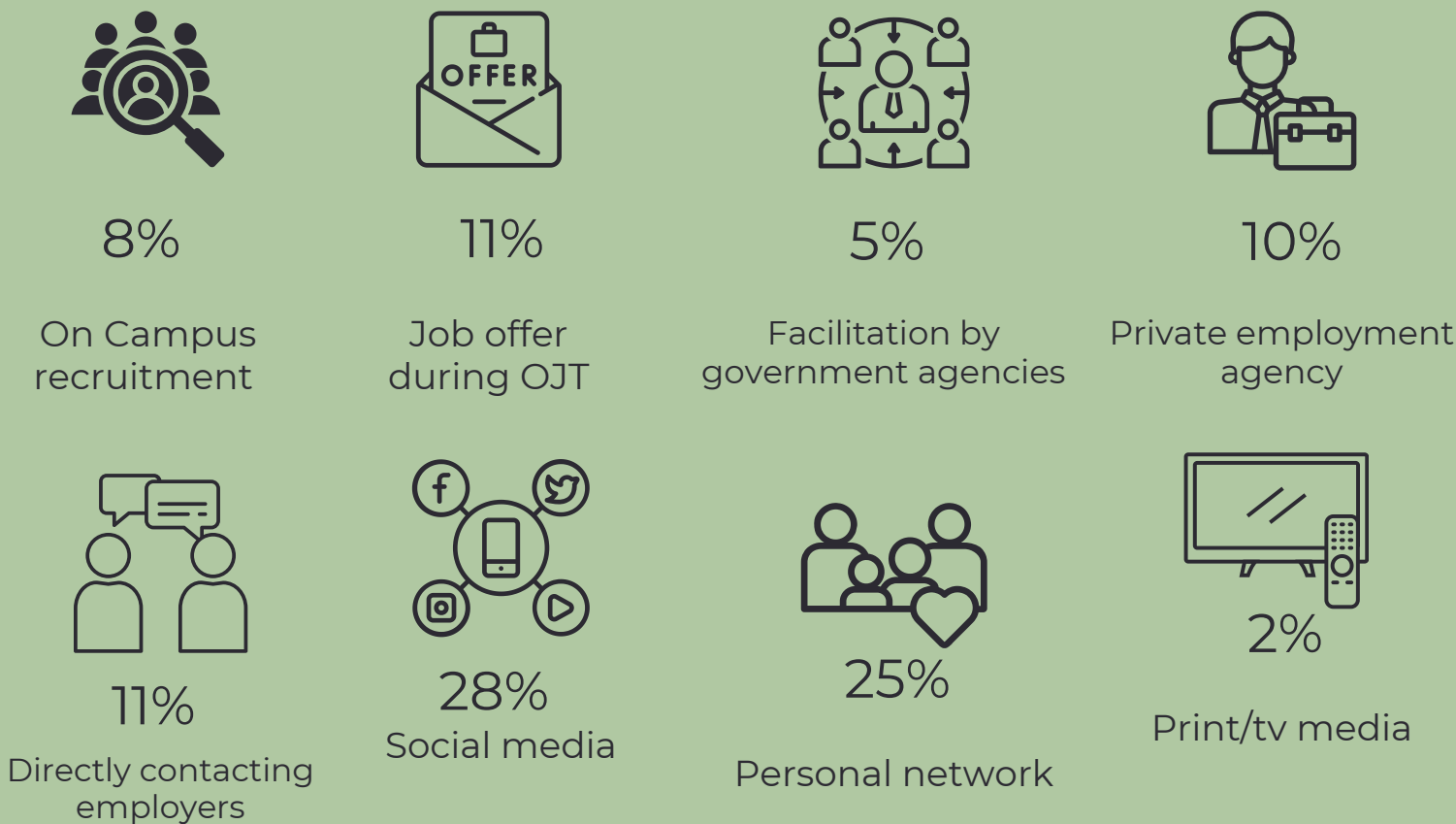
Jimzop
Response rate

POST TRAINING EMPLOYMENT

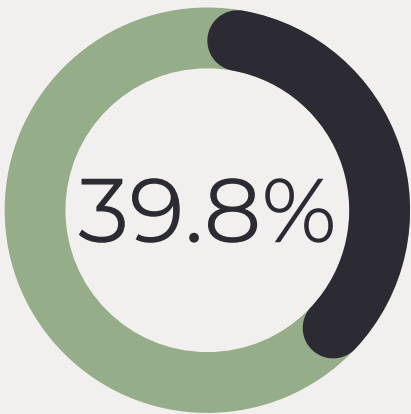
TIME TAKEN TO GET FIRST JOB AFTER THE TRAINING



METHODS USED TO SECURE THE FIRST JOB



CURRENT EMPLOYMENT



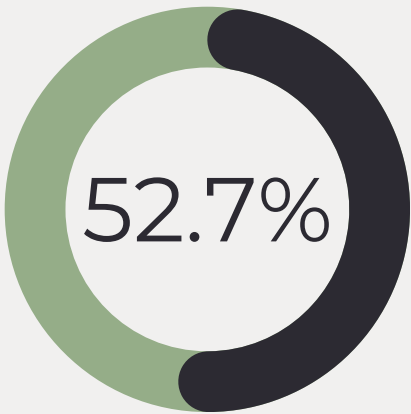
CURRENTLY EMPLOYED



43%



33%



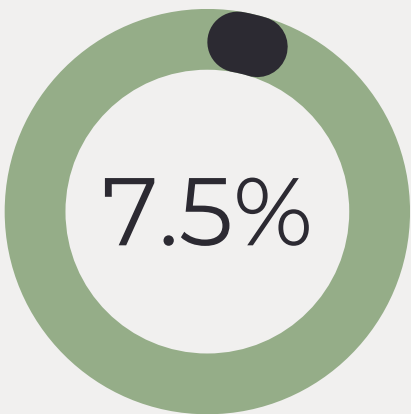
CURRENTLY UNEMPLOYED



52%



55%



CURRENTLY SELF-EMPLOYED/ Freelance

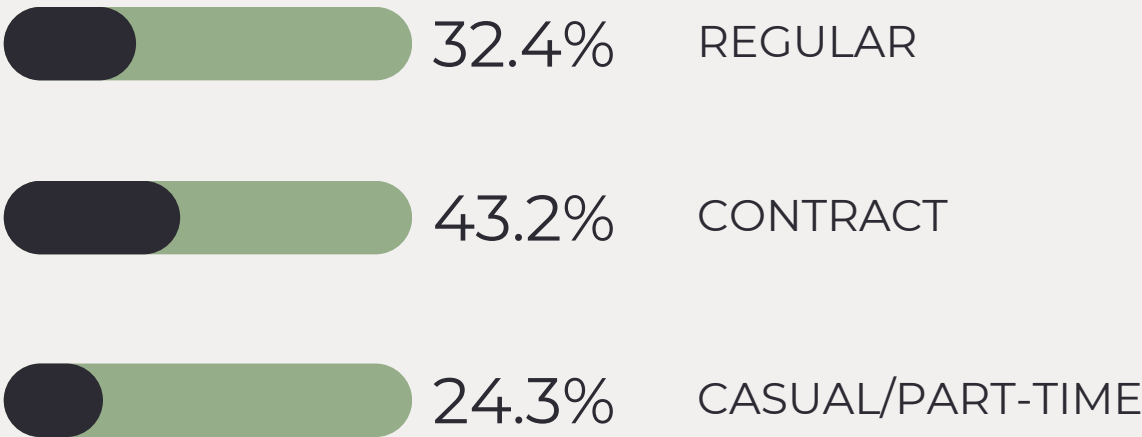


5%

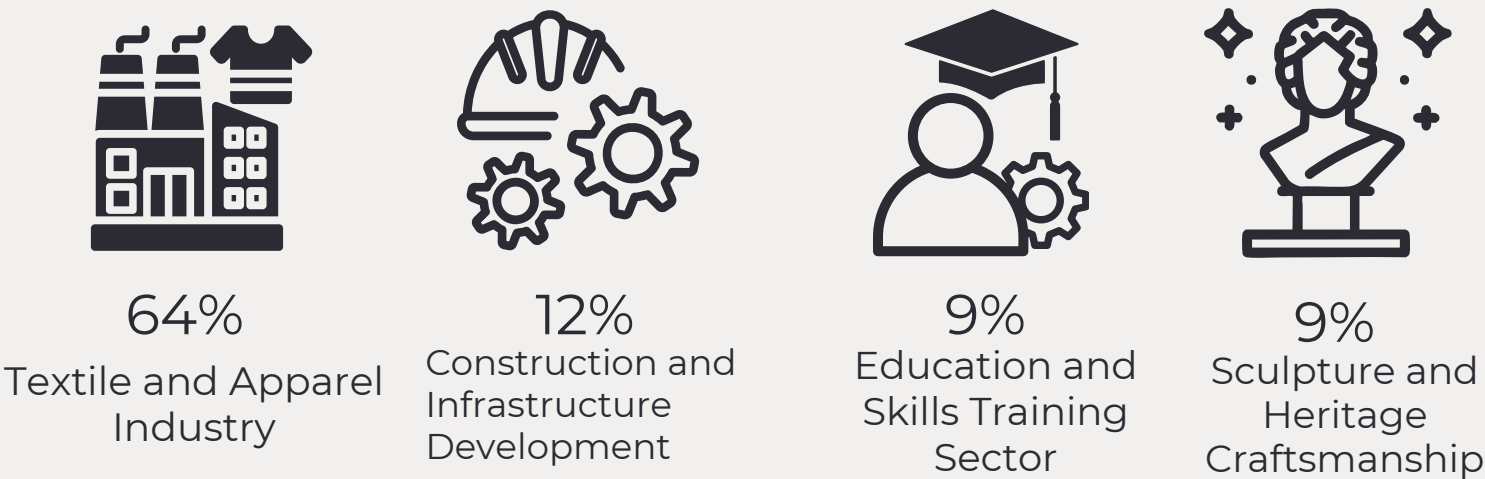


12%

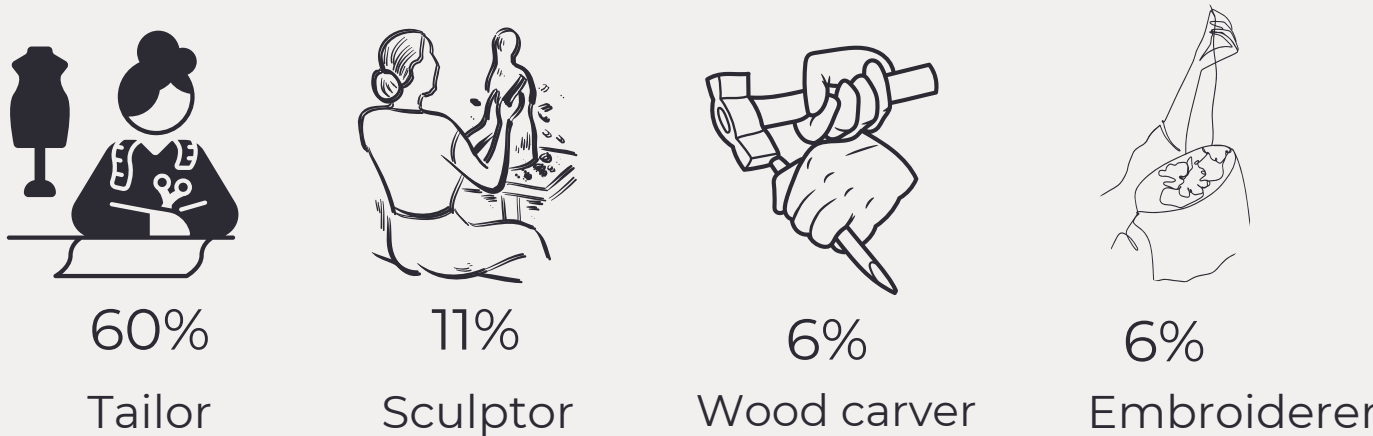
EMPLOYED



TOP SECTORS Of employment

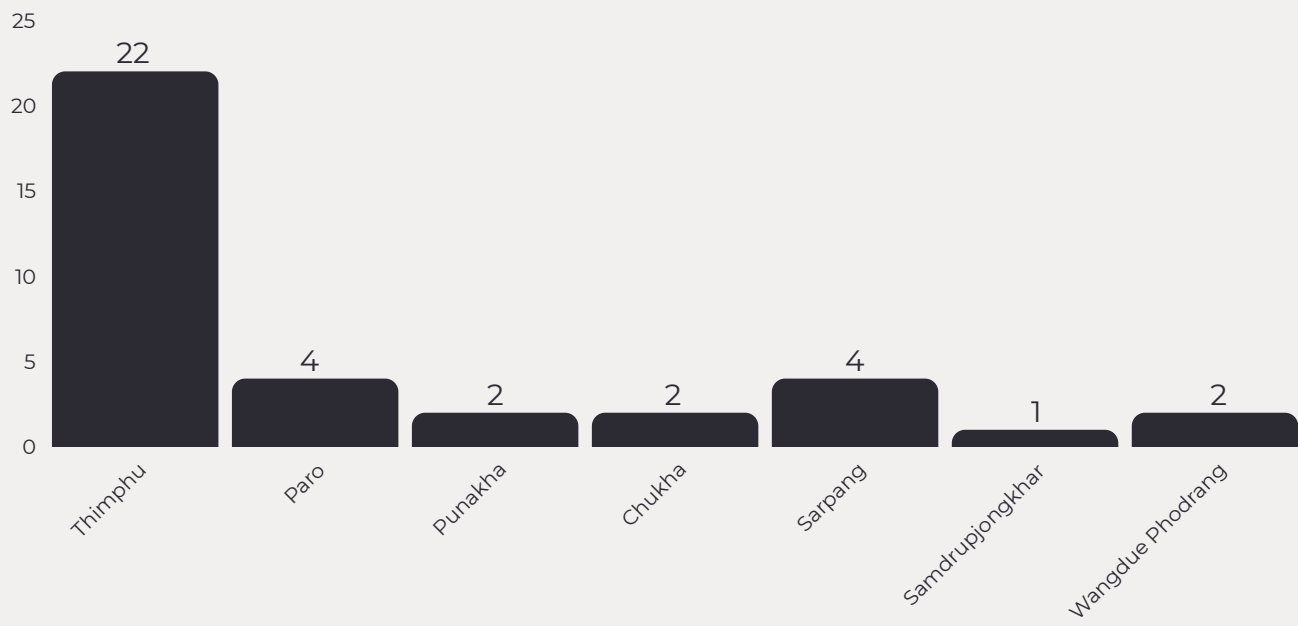


TOP JOB OCCUPATIONS

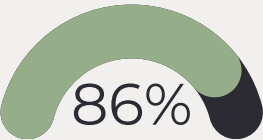


EMPLOYED

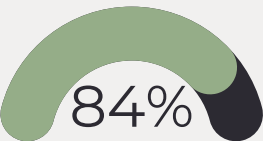
LOCATION OF JOB



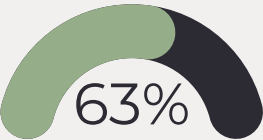
CURRENT MONTHLY INCOME



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



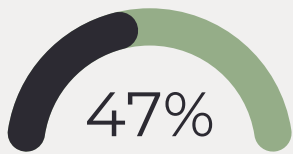
found it easy to get a job with the skills acquired from the course



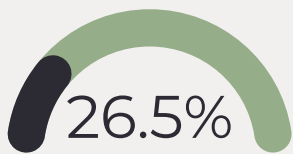
agreed there were enough work opportunities available after graduation

UNEMPLOYED

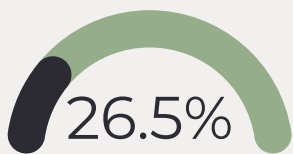
Since when were the graduates unemployed and seeking a job



Unemployed for less than 6 months



Unemployed for more than 6 months and less than a year



Unemployed for more than a year

Main reason for being unemployed

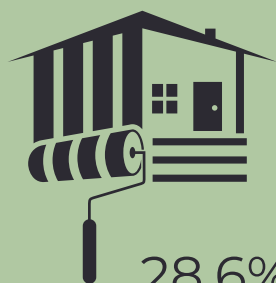


Support needed to find employment



SELF-EMPLOYED

SECTORS Of employment



28.6%

Construction
Sector



14.3%

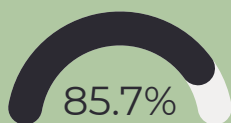
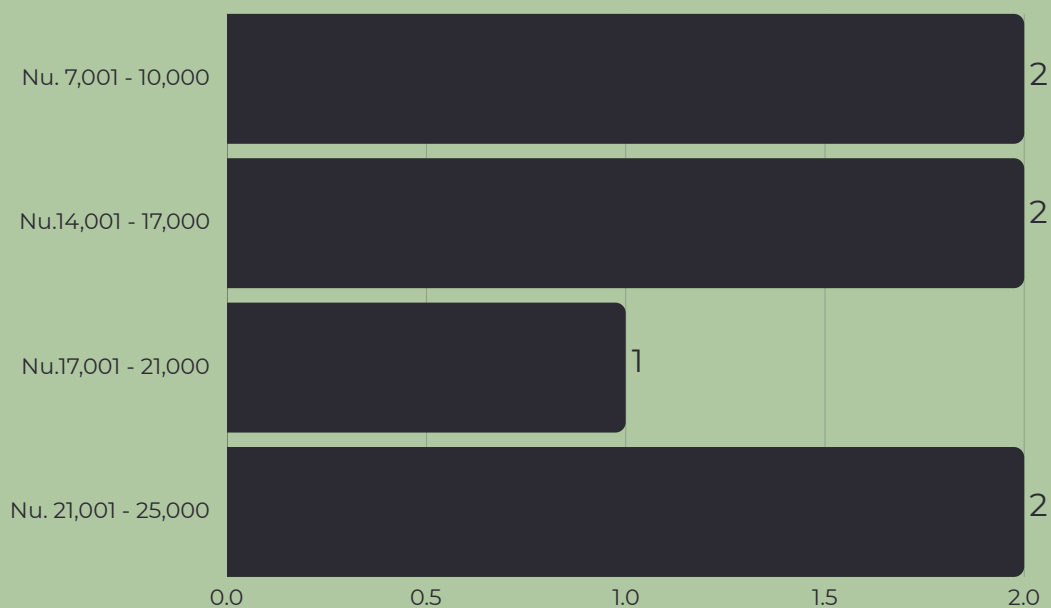
Jewelry and
Metal Industry



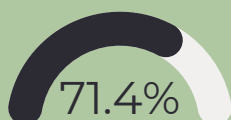
57.1%

Textile and Apparel
Industry

Current monthly income



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



found it easy to set up their own business after graduation



agreed there were enough business opportunities after graduation

Contact us



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