

OCCUPATIONAL DEMAND SURVEY PILOT SUMMARY: CONSTRUCTION, TOURISM AND AGRICULTURE

This briefing is based on the Occupational Demand Tool (ODT) reports for construction, tourism and agriculture, prepared for the Council for Technical Education and Vocational Training (CTEVT) as part of pilot testing which took place in June 2019. The findings are indicative of sector requirements, based on qualitative data, but require further investigation and subsequent engagement with employers to scale up the use of the ODT.

The ODT enables employers to identify skills gaps and labour requirements which, in turn, enables CTEVT and training providers to plan provisions for the right curricula and courses to meet those demands.

Construction

Findings from surveys and workshops undertaken with a sample of employers and employer associations in the construction sector between June and August 2019 identified five sub-sectors, 27 occupations and 115 skills that are currently in demand.¹

Consultation with the National Skill Testing Board (NSTB) and the curriculum division of CTEVT led to the prioritisation of the following occupations:

1. Building supervisor

2. Drafting technician

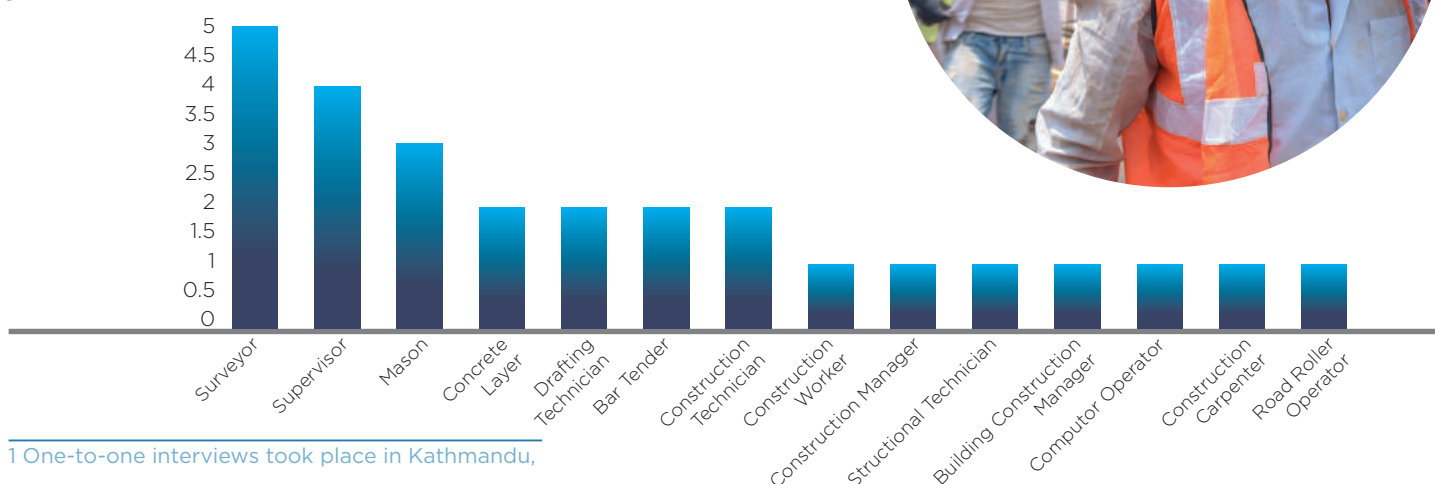
3. Road surveyor

4. Structural technician

5. Building surveyor

While local road supervisors and stone masons were recognised as occupations in high demand, the corresponding curricula were developed within the previous decade and therefore training for these professions are not currently considered a priority.

Figure 1: List of occupations (Construction) as per demand in sub-sector



¹ One-to-one interviews took place in Kathmandu, Butwal and Bhairahawa

Tourism

Findings from the surveys undertaken with employers and employer associations in the tourism sector between June and August 2019 identified five sub-sectors, 20 occupations and 83 skills.²

The five most in-demand occupations within the tourism sector:

1. Home stay operator

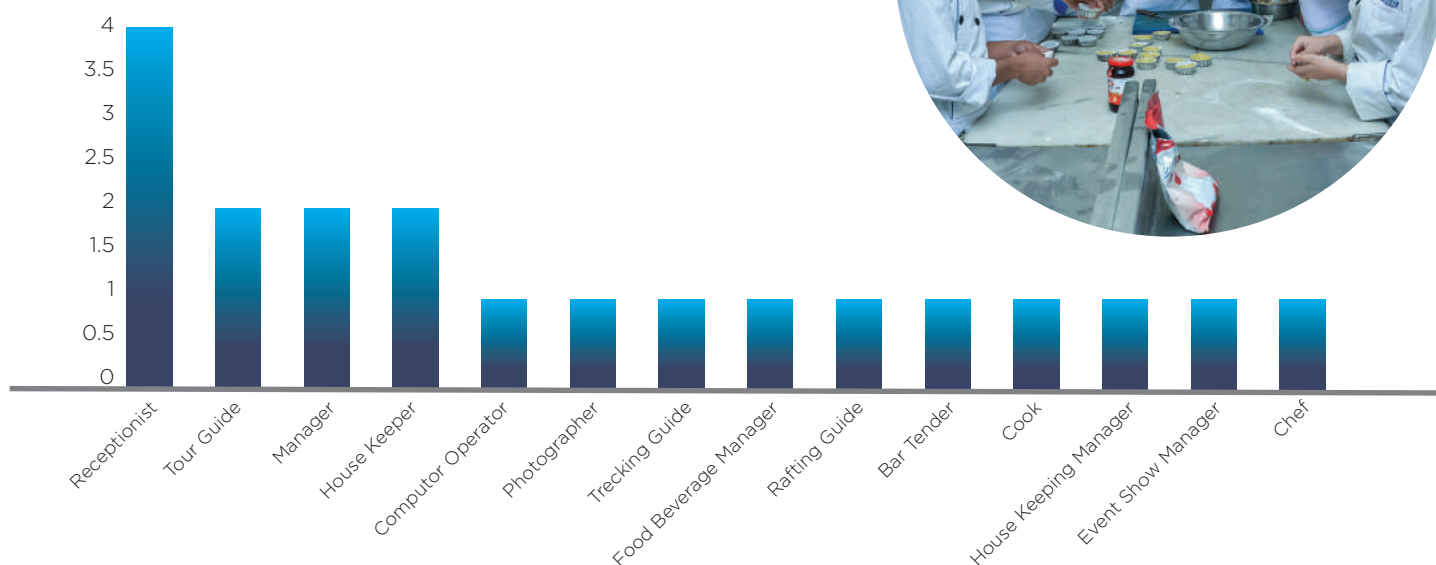
2. Hotel manager

3. Tour guide

4. Housekeeping manager

5. Event show manager

Figure 2: List of occupations (Tourism) as per demand in sub-sector



While cook, receptionist and housekeepers are amongst the most in-demand occupations, their curricula were developed in the previous decade and therefore are not considered a priority. Homestay operator did not come out in the survey but was raised as an in-demand occupation during a workshop in Pokhara.

² One-to-one interviews took place in Kathmandu, Sauraha and Chitwan, followed by another workshop in Sauraha.

Agriculture

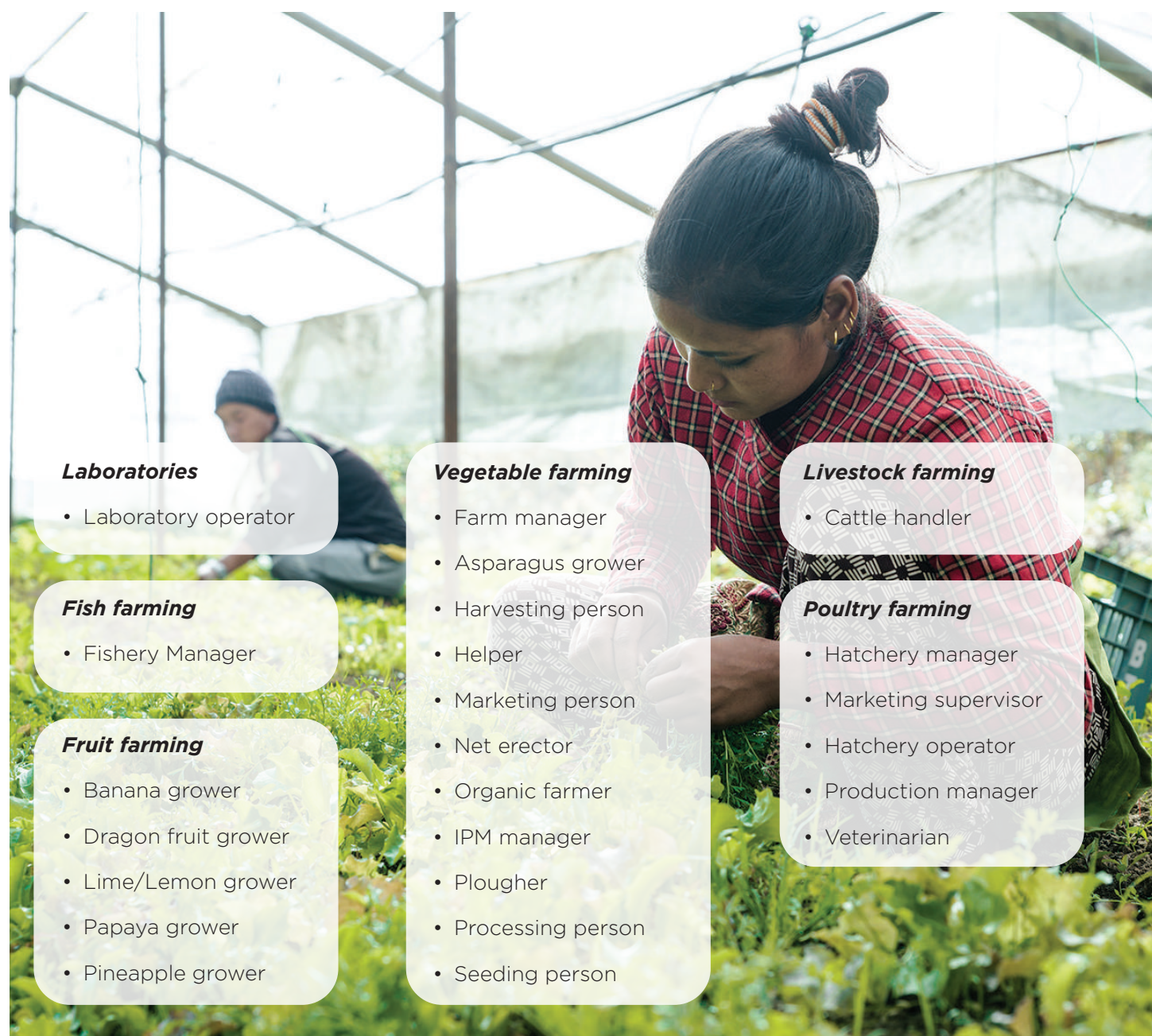
The pilot for ODT in the agriculture sector took place over two days in May 2019 around Bharatpur in Chitwan Province -3. It involved a workshop and one-to-one interviews with employers. Findings identified six sub-sectors, 23 occupations and 135 skills.

The agriculture sector is less structured than other sectors, such as construction and tourism. Job functions came up more often than occupations or specific skills – some of which are applicable across occupations (See box 1 as an example from the fruit farming sub-sector).

BOX 1. Skills in high-demand in the fruit farming sub-sector, regardless of crop:

- **Marking/laying out**
- **Planting fruit**
- **Using insecticides**
- **Harvesting fruit**
- **Marketing techniques.**

However, after consultation the following 23 occupations were identified as in high-demand:



Laboratories

- Laboratory operator

Fish farming

- Fishery Manager

Fruit farming

- Banana grower
- Dragon fruit grower
- Lime/Lemon grower
- Papaya grower
- Pineapple grower

Vegetable farming

- Farm manager
- Asparagus grower
- Harvesting person
- Helper
- Marketing person
- Net erector
- Organic farmer
- IPM manager
- Plougher
- Processing person
- Seeding person

Livestock farming

- Cattle handler

Poultry farming

- Hatchery manager
- Marketing supervisor
- Hatchery operator
- Production manager
- Veterinarian

Recommendations

The survey tool provides qualitative data that can inform priority-setting and indicate further areas of investigation and research.

- Market-based demand information should be regularly updated and collected using the ODT to ensure curricula are effective. This engagement should be built upon and a strategy developed to ensure employers are involved in identifying and developing job titles and descriptions - especially in the agriculture sector.
- Explore the Operational Support System (OSS) and update it to its desired level with the inclusion of private sector involvement
- Fill awareness gaps around training and the OSS amongst employers and trade associations
- Revise curricula every four to five years and incorporate placement-based training.
- Capitalise on their good relation with the private employers like Hotel Association of Nepal (HAN), Nepal Association of Tour and Travel Agency (NATTA) and the Travel Associate of Nepal (TAN), amongst others
- Prioritise the use of the ODT one-to-one with individual employers, in all technical schools where an individual employer has direct relation with the OJT participants
- Incorporate information and technology gathered from the field survey and, if necessary, recommend revising the existing curriculum
- Use insights to develop an action plan across the different sectors.



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