

OCCUPATIONAL DEMAND TOOL: A SIMPLE, EASY AND FLEXIBLE TOOL FOR ASSESSING THE NEEDS OF EMPLOYERS

Skill mismatches and shortages are common in all economies, and the costs can be substantial. Interventions to address this require relevant and accurate information on current and future skills needs. The Occupational Demand Tool (ODT) – developed through close collaboration between CTEVT and Dakchyata – aims to establish a clearer understanding of the training provision that is required within Nepal’s technical and vocational education and training sector. It does so by providing a simple format to identify the skills employers require now and in the future. Through the ODT, valuable information on skills needs, gaps and shortages can be gathered from those who are at the frontline of key employment sectors.

Initial results from testing the ODT over the previous twelve months indicate that it is an effective tool and can be used by TVET implementers and training institutions. It is now ready to roll-out across all economic sectors. There are initial insights for the tourism, construction and agriculture sectors readily available, and CTEVT personnel have been trained to use the ODT and can access detailed user manuals as its use expands.

Data and insights from the ODT will inform the development of TVET policies, learning programmes and qualifications that are responsive to specific sectoral needs, leading to better job opportunities, better livelihoods and greater synergy between employers, training institutions and trade associations.

Meaningful data and insights

With the ODT, the future of Nepal’s TVET sector envisages much greater responsiveness to labour market needs. It can work across all sectors of Nepal’s economy to produce more relevant and practical insights and data than has previously been available. By bringing together the knowledge and insights of employers regarding the skills required for their industries and businesses to thrive, there is a real opportunity to foster greater collaboration for the benefit of employers and young people entering training with the aim of securing a sustainable livelihood for themselves and their family.

The ODT is simple and easy to use and has been designed with sustainability in mind. It is based on research and consultation with government ministries and TVET institutions and employers during pilot testing for the agriculture, construction and tourism sectors. It comprises of three elements:

1. A survey

2. A database summarising all the data collected in the survey

3. A summary report synthesising trends in the data and implications for forecasting, strategy and implementation of TVET.

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

A look at the type of data

The survey aims at gathering collective insights from, for example, employer associations, and another at gathering individual perspectives from employers.

Both explore organisational profiles; occupation gaps and the skills that prospective employees should have to fulfil these roles effectively; and occupations which are difficult to fill. They also gather information on employers' associations' perceptions of Nepal's TVET system and employers' information on workforce training and development, respectively.

Survey data is then collated and analysed to inform analysis which is shared in a short report that includes statistics and recommendations for needs, skills and occupations, as well as analysis of trends including technological enhancement, vanishing jobs and systems management.

The survey includes questions that request consent for future contact and follow-up, enabling users to continue building a comprehensive picture of Nepal's employment skills needs and plan for the longer-term.

Construction

1. Building supervisor
2. Drafting technician
3. Road surveyor
4. Structural technician
5. Building surveyor

Tourism

1. Homestay operator
2. Hotel manager
3. Tour guide
4. Housekeeping manager
5. Event manager

A cohesive plan for the future of TVET requires a unified TVET sector

Through ODT, all those involved in Nepal's TVET system can collaborate effectively through a shared understanding of demand and, over time, this will foster an improved focus on the opportunities and barriers for the future of technical vocational education and training across different economic sectors. All stakeholders will play a part in contributing to local, provincial and national planning and, for CTEVT, to human resource planning.

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