



Title: Department of Occupational Standards releases Occupational Profiles
- the way forward for skill Testing and Certification

His Excellency Lyonpo Ugyen Tshering has formally released the Occupational Profile (OP) prepared by the Department of Occupational Standards, MoLHR, on the 16th of February, 2006. The Department invited representatives from the most relevant stakeholders (Public, Private, and Corporate sectors) to the important function. The four occupational Profiles in the construction sector released are: Mason, Construction Carpenter, Plumber, and Electrician (House wiring). The OP has been released with respect to nation's tremendous socio-economic development activities especially in the construction sector. This puts a large demand on the requirement of skilled workers. Since Bhutan lack workforce, supply of our workforce does not match with the demands of the industry. There is always a big mismatch between the demand and the supply of available workforce.

OP is a non documenting standard Knowledge, skills, attitudes and behavior required for an occupation to be performed in acceptable standards. The OP shall inform all the interested parties and stakeholders along with the job seekers about the general occupational requirements a candidate has to fulfill during assessment in order to obtain a national Competency Certificate.

1. *What is Department of Occupational Standards?*

The Department of Occupational Standards (DOS) was established on 24 July 2003 in the Ministry of Labour and Human Resources (MoLHR). Initially, the Department was known as “*Bhutan Vocational Qualifications Authority*” (BVQA).

2. *What is the mandate of DOS?*

The mandate of the DOS is to improve and monitor the quality of Vocational Education and Training (VET) in the country through:

- 2.1 Developing & approving qualifications in various occupations,
- 2.2 Developing nationally agreed Occupational Profiles (OP),
- 2.3 Conducting national Assessment & Certification to certify skilled workers,
- 2.4 Awarding certificates and qualifications to competent workers, and
- 2.5 Accrediting Public and Private VET Providers /Institutions/programs.

3.0 *What is a National Qualification?*

DOS has developed the initial Three Levels of qualifications in the skills training in consultation with stakeholders.

National Certificate Level –3 (NC3): HIGHLY SKILLED... highest level
National Certificate Level –2 (NC2): SKILLED
National Certificate Level –1 (NC1): SEMI- SKILLED... lowest level

4.0 *What are the purposes of Occupational Profile (OP)?*

OP is a norm documenting the minimum knowledge, skills, attitudes and behavior required for an occupation to be performed in acceptable standards.

- 4.1 To provide employers, employees, and job-seekers with a common understanding of what is required for a particular employment in the labour market,

- 4.2 To improve the skill of workers in order to promote Bhutanese skilled workers in other neighboring regions,
- 4.3 To assist curriculum developers in their job to make training demand-driven,
- 4.4 To support the establishment of a testing and certifications system that is comparable and compatible with international standards,
- 4.5 To reduce dependency on foreign workers by increasing the proportion of skilled Bhutanese labour force, and
- 4.6 To improve the country's economy through enhanced productivity and prepare for global competition.

5.0 *How many OPs have been developed?*

Since March 2004, DOS has developed 27 OPs in priority sectors plus numerous occupations in close consultation with stakeholders in the country. Most of these draft OPs are at various stages of verification processes and quality control.

6.0 *How are OPs developed?*

Expert workers from different parts of the country, who are actively engaged in their occupations in the workplace, are involved in developing OPs. Once the OPs are developed, they are again sent for verification to similar expert workers and immediate supervisors around the country. After receiving verification feedbacks and comments, these OPs are compared with other regional and international standards for purposes of benchmarking. Finally, the OPs are submitted to sector specific Technical Advisory Committee (TAC) for endorsement. Upon endorsement and approval, OPs are published and circulated to interested stakeholders and individuals.

7.0 *How many OPs are currently available for interested stakeholders?*

Construction industry being the priority sector, the DOS has finalized 4 OPs in the construction sector namely; **Mason, Construction Carpenter, Plumber and Electrician (House wiring)**. These four OPs have been endorsed by the Technical Advisory Committee for the Construction Sector (TAC-CS) and are being formally released on 16th February 2006.

8.0 *Who could avail OPs and from where?*

All Training institutions (public and private), individuals, corporate bodies, private sectors and government organizations can avail OPs.

OPs are available at the **“One-Stop Centre Counter”** in the Ministry of Labour and Human Resources.

9.0 *What to do after availing OPs?*

Interested stakeholders could start delivering training based on these OPs. Individuals may learn skills and knowledge based on OPs at their own convenient place, at their own suitable means and time and at their own cost.

10.0 *What is the next step after achieving all knowledge and skills mentioned in OPs?*

Interested individuals and employers may request or approach DOS for assessment and certification at the appropriate qualification level.

11.0 *What is the outcome of assessment?*

Competent candidates would be awarded national certificate with appropriate specific qualification level and enter labour market to seek employment or skill up-gradation.

NOTE: OPs are meant for interested stakeholders and individuals. Please come and take this opportunity to build up your skills and **GET CERTIFIED**. For further enquiries, please contact:

Director
Department of Occupational Standards
Ministry of Labour and Human Resources
Thimphu
Ph.No. 333867,331611 Fax: 326873 E-Mail: bvqa@druknet.bt