



दक्षता
dakchyata

TVET PRACTICAL PARTNERSHIP

DAKCHYATA: TVET PRACTICAL PARTNERSHIP

Summary of Results

Final Report



Enabling Government

Dakchyata has played an essential role in developing the resources, knowledge, and skills needed by the Government of Nepal, specifically MoEST, to reform the TVET sector effectively, develop the long-term TVET Sector Reform Plan (TSRP), embed best practice in public-private partnership (PPP) approaches into the TRSP, and ensure private sector views are reflected at all levels of reform.

With Dakchyata's support, the Government now has recommendations for a coordination mechanism for optimising TVET provisions through the three-tiered federalised government structure, an integrated Capacity Development Framework to clarify the responsibilities and expectations of TVET roles within the sector, and has committed to applying annual monitoring mechanisms developed in consultation with Dakchyata to track progress in TVET sector development.



Reform



A pathway for TVET reform is in place: TVET sector will be driven by the TSRP's goal of garikhane sikshya (education ensuring employment).

“ The support from Dakchyata has contributed to internal system strengthening of MoEST, thereby contributing to the effectiveness of the TVET sector. **”**

DAKCHYATA FINAL EVALUATION

Annual sector monitoring has supported a culture of TVET sector improvement and reform: 22 MoEST and CTEVT staff capacitated and ready to take the monitoring process forward.



“ We believe in the TSRP and have owned it. We wouldn't have committed had we not believed it. Now that we are committed, it is apparent that we will push forward the same vision and reform actions of TSRP to draft the TVET Act in the future. **”**

JOINT SECRETARY, MoEST

“ It started as a movement with the vision to clarify each stakeholder's competency to ensure the delivery of their work, thereby contributing to strengthening the competency of the system itself. We will make use of the Competency Framework. **”**

UNDER SECRETARY, MoEST



Valuing systematic monitoring of TVET sector: Government embedding monitoring processes in future sector planning based on learning from Dakchyata Annual Reviews.

Building CTEVT Confidence and Capacity

Dakchyata has collaborated closely with the Council for Technical and Vocational Education and Training (CTEVT) to modernise approaches and skillsets to ensure they are producing market-relevant, high-quality training provision.

With Dakchyata's support, CTEVT has built and integrated new structures and tools that improve quality assurance standards, curriculum design, and ensure that provision adequately meets the skills and occupations most demanded by the private sector.

CTEVT has greater confidence and is better equipped to improve public awareness and TVET perception and engage far more effectively through online outreach activities. Dakchyata has also played an important part in helping CTEVT build closer links with the private sector.



Market demand



Improved perceptions of TVET: 87% of young people reached through the public information campaign (PIC) report improved perception of TVET.

TVET is a pathway to jobs

21%

Before the PIC: 21% of young people agreed.

78%

After the PIC: 78% of young people reached through the pilot now agree.

" Our posts on social media are liked by 30,000 to 40,000 viewers, even now, two years after the Public Information Campaign. Our visibility has increased."**"**

COORDINATOR, TIKAPUR POLYTECHNIC INSTITUTE



Public sector officials are more engaged and understand private sector needs: 270 CTEVT staff improved their knowledge of the Occupational Demand Tool (ODT) process.

" The Occupational Demand Tool is simple to use and allows local training providers to develop insights into the current and future skill requirements of employers and to feed that information into the wider LMIS."**"**

DAKCHYATA FINAL EVALUATION

The Quality Assurance (QA) Model implemented supporting improvements in sector standards.



Engaging and Empowering the Private Sector

As well as increasing the receptiveness of the Government of Nepal towards private sector inputs, Dakchyata has increased both the capacities of, and the space for, the private sector to engage with TVET policy and provision, ensuring that the sector is more responsive to labour market needs.

The private sector has reported significant changes in perceptions of its role in TVET. Through sustained knowledge development, awareness raising, and capacity-building, Dakchyata has galvanised employers to work together, building confidence and capabilities to articulate labour market needs.



Engag

Leadership



Private sector serving as TVET leader.

The TVET Sector Reform Plan embeds many public-private partnership characteristics and relationships as promoted by Dakchyata.



“ One of the core public-private platforms formed by Dakchyata is the PPP Working Group to bring public and private actors to work together to develop well-functioning, market-relevant, high-quality skills development programmes in the country.”

UNDER SECRETARY, MoEST



Building trust: Close links developed between high-level Government and private sector representatives in the PPP Working Group.

Over 4,400 private sector stakeholders engaged in TVET activities.



“ Dakchyata has supported the private sector to become a leader in the TVET sector. It has supported the five employer federations (FNCCI, CNI, FNCSI, FCAN and HAN) to unify and speak with a common voice with TVET stakeholders, especially the Government.”

SUMIT KEDIA, FNCCI EXECUTIVE COMMITTEE MEMBER AND PPP WG MEMBER



Employers have a space to define their needs and lead the articulation of the most in-demand skills at a national level.

Building public-private partnerships

within training design and provision

Dakchyata promoted collaboration across public-private stakeholder groups, helping develop and pilot innovative semi-apprenticeship and employment, and field-based apprenticeship training provision across the construction, agriculture, and tourism sectors.

Private sector stakeholders were placed at the heart of training design and provision by providing space for greater dialogue and influence for employers to shape the identification of in-demand skills, the content of curriculum, and how training was implemented, and quality assured. These collaborative approaches to training supported 6,750 trainees (29% female, 47% aged 15-24 years old or from disadvantaged groups) to access Level-1 CTEVT-certified courses, with 86% passing NSTB testing.

TVET provision must be accessible, attractive, and inclusive for all. Dakchyata has supported grantees to develop their skills, understanding and approaches to assessing and addressing inequalities and barriers to TVET and tested several approaches to build inclusivity.

Dakchyata further promoted green concepts, supporting stakeholders to access knowledge and tools to develop sustainability plans and actions.



TVET



6,750 graduates (29% female) completed training.

80% of private sector actors improved engagement with training, apprenticeship, and job linkages.



“The engagement of people from industry plays a vital role in the TVET sector and within our school. Their advice on marketable skills is readily adopted into our worked-based training and instructors are keen to hear their work experience.”

TEKENDRA BAHADUR THAPA, PRINCIPAL, KARNALI TECHNICAL SCHOOL

100% of the private sector report improved linkages with TVET actors.



“Since their training constitutes major practical work, they are ready to take the assignment. We are satisfied with the overall performance of the students.”

CONSTRUCTION SECTOR EMPLOYER, BARDIYA

“I felt that it was not a typical skills training programme where people received skills training. It went beyond that and looked at employment or self-employment. I liked this idea of entrepreneurship. I will start my own small business by opening a ‘Khaja-Pasal’ in my community and will not go abroad now.”

UNDP TRAINEE

78% of TVET providers believe the private sector is vital in developing technical skills.



GESI (gender equality, social inclusion)

Climate change

Model

Sustainable

Dakchyata Achievements

To strengthen and implement more effective TVET policy responsive to labour market needs and to pilot an integrated Public Private Partnership approach in three economic sectors that offer opportunities for promoting the transition to a greener, climate resilient, low-emission economy.

Government



Driving reform:

TSRP will drive reform across seven pillars: expansion, access, quality, integration, relevance, governance, and finance.

Reform plans prioritise PPP approaches and market relevance of the sector.



Improved coordination:

TVET Coordination Mechanism defines how TVET coordination can work across a federalised governance structure.



Leading sector capacity development:

560 TVET personnel

improved knowledge of eight critical TVET competency areas defined through the first TVET Capacity Building Framework.



Valuing systematic monitoring:

182 recommendations identified across 19 TVET areas.

CTVET

Closer links to private sector in assessing market need.

ODT narrows supply and demand gap:

170 in demand occupations and **350** skills identified.



Quality Assurance (QA) Model implemented supporting improvements in sector standards.

Improved public awareness and perception of TVET sector:

Increased social media following by 60% from early 2020.



9.3 million people

reached with TVET messaging.

TVET is a pathway to jobs:

Before the PIC: 21% of young people agreed.

21%

After the PIC: 78% of young people reached through the pilot now agree.

78%



Increased demand for training places among participating CTEVT schools.

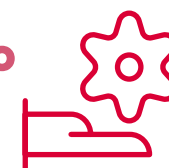
Private Sector

PPP WG established high-level public-private policy collaboration.



TVET PPP Policy Guiding Document (PGD) created 4 building blocks for TVET improvement.

PGD integrated into the design of TSRP.



Private sector serves as a TVET leader.



ELMS strengthened and formalised relationship with CTEVT.

Private sector define sector needs: 30 occupational standards developed.



Private sector conduct first national Labour Market Information (LMI) survey in three target sectors.

Collaborative



6,750 graduates completed Level-1 CTEVT-certified training: 86% passed NSTB testing.

Satisfaction rates: 41% increase in employers' satisfaction with TVET graduates.

14% increase in employment levels: 83% report an increase in income.



Decision-making platforms and structures have formalised private sector's influence on TVET provision.

GESI adaptations created more inclusive learning spaces and cultures: 260 underserved people accessed GESI training.



13 Gender Equality and Social Inclusion units established within CTEVT schools.



140 private sector, training providers and GoN representatives trained on green concepts.



Promising organisational changes to improve sustainability through better resource management (waste, water, and electricity).

