



Strengthening private sector engagement in TVET



ANNUAL REPORT

January 2024 to December 2024

Submitted to



I. Background:

Enhance Skill for Sustainable and Rewarding Employment phase II is impactful initiation of Swiss government to support and facilitate three levels of government to perform TVET function in Nepal. After the federalization in Nepal all level of government are formulating new law, regulation and implementation modality. ENSURE is enabling and promoting the functions as per intergovernmental experience sharing.

This project is supporting the industries and associations to solve the issue of skill mismatch. It is more broadly addressing the issue of unemployment, underemployment and payment issue facing Nepali labor market by supporting workers through different training modalities

such as apprenticeship and OJT for the new jobseeker and existing workers with updated models and courses.

Confederation of Bagmati Province industries (CBPI) and ENSSURE-II have signed the MOU to promote dual VET training model. The MOU is intended to minimize skill gap by active participation of industry and association in the TVET. The major functions of the CBPI is to coordination and collaboration with government, CTEVT, Training Institute and Industries, particularly engage industries in discussion program, participation in apprenticeship program, update HR policy to participate in dual vet program, enhance OSH facility in industry, participate in short term training to enhance skill needed for new technologies. Based on the MOU, CBPI has established Skill Development Unit (SDU) to support all that activities.

The initial contract between CBPI and ENSSURE-II project was signed for the one year period of November 2022 to October 2023 but there was extension of the agreement for another 2 months to the December 2023.

Now we have agreement Now Here, in this report covers activities and progress of SDU/CBPI for the period of January 2024 to December 2024. The activities were done by closely collaboration and discussion with PSU Bhaktapur and Hetauda.

II. Goal and Objectives:

1.1 **Goal:** The partnership with the ENSSURE project aims to build the capacity of the industries through skill enhancement of existing manpower and development of new manpower with technical skills required by the industries.

1.2 Objectives:

- II. Establish Skill Development unit in CBPI.
- III. Capacity building of private sector and member industries.
- IV. Facilitate linkage between foster collaboration between the training institute and industries in the work based training delivery.
- V. Participation of the industry association and its members in the training cycle.
- VI. Collaboration with local government to deliver TVET functions.

III. Output and activities:

The major activities completed during the agreement period are as follows:

1.1.1 Conduct Pre-hire/Hire an apprentice and Tri-party MoU signing event

I. Apprenticeship Hiring Day:

During the period we have conducted apprenticeship hiring day for 11 different subject under apprenticeship program. Total 274 Students were participated where 181 male and 93 were female.

Apprentice Hiring Program in FY 2024

SN	Schools Name	Program	Date	Men	Women	Total
1	Nepal Bharat Maitri Polytechnic Institute	Mechanical Engineering	18.12.2080	8	0	8
2	Bhutandevi Secondary School	Building Construction	16.12.2080	8	7	15
3	Narayani Polytechnic Institute	Building Construction	16.12.2080	8	8	16
4	Basu Secondary School	Information Technology	13.12.2080	26	11	37
5	Narayani Polytechnic Institute	Early Childhood Development Facilitation	06.01.2081	9	15	24

6	Nirmal Secondary School (TECS)	Electrical Engineering	03.01.2081	23	2	25
7	Narayani Model Secondary School Chitwan	Information Technology	03.01.2081	21	10	31
8	Bharatpur Polytechnic Institute	Early Childhood Development Facilitation	09.01.2081	22	16	38
9	Bageshwori Secondary School	Building Construction	06.01.2081	20	7	27
10	Bhutandevi Secondary School	Building Construction	20.01.2081	12	8	20
11	Budanilkantha Secondary School	Information Technology	20.01.2081	24	9	33
Total				181	93	274

II. Pre-hire an apprenticeship program:

CBPI successfully supported in conducting Pre-hire an apprentice day event at technical schools. The major objective of the program was to develop common understanding of apprenticeship program among technical schools, applicants, industries, and different associations. Most importantly, the event focused on facilitating applicants to get recommendation letter from the industries which carries 20% weightage in the apprentice's selection process. In this regard, "Pre-Hire an apprentice day" has been organized by the technical schools of Bagmati Province during 22-25 October 2024 with the representation of relevant government agencies.

Occupation	Male	Female	Total
Pre-Diploma in Automobile Engineering	90	29	119
Pre-diploma in Building Construction	54	19	73
Pre-Diploma in Civil Engineering (Building Construction)	41	17	58
Pre-Diploma in ECDF	3	182	185
Pre-Diploma in Electrical Engineering	71	29	100
Pre-Diploma in Hotel Management	131	73	204
Pre-Diploma in Information Technology	94	70	164
Pre-Diploma in Mechanical Engineering	43	6	49
Grand Total	527	425	952

1.1.2 Conduct interaction meeting with member industries and develop strategy to increase number of female participation in APT/OJT :

We have organized two program to increase female participation in APT/OJT program

I. Organized in Chitwan :

There was total 102 participants including ENSSURE, CAI and CBPI staffs. Program started at 11:15 at the afternoon and president of CBPI women forum welcomed all the participants and briefly introduced the programs aims. ENSSURE program officer Tekendra Wod facilitated the program with detail information of the ENSSURE projects and activities. Program focused on OJT, Apprenticeship, WFT and HR and OHS activities on how projects works and women participation in program.

All the participants acknowledged that the program is beneficial for the women while there is huge lack of female participation in the technical trainings. All the participants are ready to give feedback on WFT program to conduct as soon as possible.

II. Organized In Hetauda:

The Objectives of the program was

- To have good coordination with industries to increase female participate.
- To support in creation of strategy that increase female participate in SUD program.
- To motivate female participate in APT, OJT and SUT.
- To flow of information that SUT program is also suitable for female participate.

In total 39 participants (male: 11 and female: 28) were presented in the program. Mrs. Chandana Koirala president of Bagmati pradesh Mahila Udhami Manch has said that, "Develop the training that is favorable to female which is result orientation and short duration i.e. related to agriculture, garment." Ranjita Silwal the female Participate of ward no 5 Hetauda has also highlighted that Montessori is favourable for female participate." Khubiram Adhikari has said that- "IT, Montessori, Hotel management is target skill for female participate we are ready to develop or change in curriculum." All participants have well understood about the SUT, APT and OJT program.

All the participants have gained common understanding about the program give there thought in Meta card.

1.1.2 Initiate Outreach Activities: Outreach Activities for Apprenticeship Program

I. Chitwan Expo center Bharatpur-10:

During the expo held during 23rd to 27th August 2024, CBPI showcased SDU activities through stalling one stall. One staff (Program Officer) of SDU/CBPI in technical support from ENSSURE, PSU, Bagmati deputed in the stall and provided information of SDU activities and Dual VET trainings conducted through CBPI. Altogether 155 (104 Female) visitors visited in the stall of SDU/CBPI and gathered information regarding Apprenticeship, Skill Upgrading Trainings (SUT) and short-term training with On-the-Job training. The visitors who were from the economic poor household found interested in the apprenticeship program and keenly desired detailed information regarding the dual VET apprenticeship Model.

II. outreach program in CBPI Annual General Meeting:

At the 3rd Annual General Meeting of CBPI held on 18th September 2024, CBPI/SDU has utilized the opportunity for outreach of apprenticeship program. There were 104 participants including CBPI board members, Industrialists and main officers of different departments. SDU staff briefly explained about the program and benefits. In the mean broacher and flyers of apprenticeship program and developed by CBPI have distributed. All the participants were enthusiastic and appreciated that apprenticeship model is the better opportunity for developing skilled manpower and ready to support CBPI in this regard.

III. Follow up and counselling the SEE appeared students for APT Outreach activities.

SDU/CBPI reached among the 214 SEE appeared students through telephone. Most of them were invited to SDU and provided in hand information and counselling services regarding enrollment process for apprenticeship and its benefits. Though it has been expected there will be the high demand and interest of non-graded students in apprenticeship program, the result was not what it was expected in the beginning. Very few numbers of non-graded SEE appeared students found interested in joining in the apprenticeship program. Together with phone calls SDU organized a meeting with the students in the presence of technical officer of ENSSURE and School coordinator. However, SDU facilitated to fill and collect just 10 applications at the time.

IV. Other Programs:

Total 620 quotas were allotted by Ministry of Social Development, Bagmati Province for implementing apprenticeship program at 20 technical schools/ institutes inside Bagmati Province, in Makawanpur, Chitwan, Kathmandu, Lalitpur, Bhaktapur, Kavrepalanchok, Sindhuli, Sindhupalchok and Nuwakot districts. For successful implementation of apprenticeship program, local people, local representatives, target group or beneficiaries should be made aware about the concept and modality of the 24-months apprenticeship program, which is equivalent to T.SLC or pre-diploma level.

For this purpose, multiple outreach activities were conducted in collaboration of technical schools, community organizations, and provincial and local government bodies. During October, outreach at Bagmati Rural Municipality and Bakaiya Rural Municipality was conducted on October 2, 2024 for raising awareness about the apprenticeship program. Additionally, SDU/ CBPI prepared a list of students appearing in S. E. E., contacted them and called them for counselling at office. On October 7, 2024, an interaction meeting was conducted at CBPI among ward chairperson or representative, principal of government schools, industry associations, FNCCI and ENSSURE. A visit to Hetauda Sub-metropolitan City-15, cooperatives and locality around Ward no. 15 was conducted targeting apprentice for Pre-diploma in Automobile Engineering. On October 17, outreach programs were conducted in wards (8, 12, 13 and 16) of Hetauda Sub-metropolitan City and Manahari Rural Municipality. On October 21, an outreach activity was conducted at Hetauda Cement Factory for raising awareness about apprenticeship program. During every outreach session, flyers and brochures associated with apprenticeship were distributed among participants.

1.2.1 Conduct need identification for new occupations under SUT

I. Organized in AIM Makawanpur:

We have conducted need identification for SUT in Association of Industries Makawanpur. There were about 60 participants including CBPI staff, ENSSURE Representative and Industries. Lekharaj Pokharel, President of CBPI welcomed the participants and said that SUT will be organized as per industries request and we can conduct training for more than 150 technician in Hetauda only. And he also said that we are doing HR assessment and support to prepare labor policies and OHS audit training. Kush Bahadur Gurung presented about the ENSSURE Project and emphasized the need of HR policies and OHS audit training in industries.

There was the discussion different topics and participants requested the SUT training. The discussion had following decision/understanding.

- SUT need in Electromechanical and mechatronics, motor Rewinding, A/C Mechanics, PLC SCADA, Lab Technician for water.
- Industries are ready to support HR assessment and agreed to take support to prepare HR Policies.
- Industries are ready to train staff for OHS audit

II. Organized in CBPI, Hetauda:

Confederation of Bagmati Province Industries and ENSSURE has hold the discussion program with Industries of Makawanpur District. The discussion is for occupation selection for SUT. There was 24 participants including CBPI staff, ENSSURE Representative and Industries. Lekharaj Pokharel, President of CBPI welcomed the participants and said that SUT will be organized as per industries request and we can conduct training for more than 400 technician in all over the province for next 6 months. And wished to collaborate with different associations. There was the discussion different

topics and participants requested the SUT training. The discussion had following subjects choose to organize skill upgrading training.

- Construction Management and standard bidding.
- Bio engineering
- Business Management training for Steel and grill industry, Equipment management
- App development, Video editing
- Motor rewinding

1.2.2 Initiate to develop private sector led curriculum as per identified occupations for SUT:

CBPI has developed the two curriculum this year. One is of **"Pneumatic System"** which was developed to support mechanical system in the industries. The training is for 54 hrs. Another was **Bar-bending and scaffolding** supports the construction industries. The curriculum was developed for 96 hrs in coordination with contractors association Makawanpur.

1.2.3 Conduct skill upgrading training for existing workers:

CBPI was targeted to organize skill upgrading training for 400 existing worker and completed training for 456 existing workers. SDU coordinated with different associations to organize the training:

3.1.1 Support associations to develop human resource strategy template that include the strategy for apprentice:

CBPI conducted the assessment to develop the strategy templates for implementing apprenticeship program in the industries. We had hired consultant and did the study of industries of Makawanpur and Chitwan district including the industry association of both district and received the assessment report and also have the HR plan and strategy sample to facilitate CBPI and industries.

SN	Implementing/Coordinating Association	Completed Training	Male	Female	Remarks
1	Chitwan Association of Industry(CAI)	96	92	4	Electrical/ Mechanical
2	Association of Industry Makawanpur(AIM)	62	57	5	Electrical/ Mechanical
3	CG Polytechnic Pvt. Ltd.	58	58	0	Electrical /Mechanical
4	Purbi Chitwan Nirman Sewa	60	60	0	Constructions
5	Press Association Chitwan	20	19	1	Graphic Design
6	NETA	60	60	0	Automobile
7	Makawanpur Grill and Steel Association	21	20	1	Mechanical
8	CBPI	79	78	1	Electrical /Mechanical
Total		456	444	12	

3.1.2 Organize interaction and sharing meeting on developed HR strategy:

There were total 27 participants including ENSSURE team, president and staffs of CBPI, Industries of Hetauda . Program organized in Association of industries Makwanpur and program focal person welcomed all the participants and briefly introduced the programs aims .Raju Shrama the HR Consultant Present the presentation of HR strategy .

Lekhraj pokhrel the President of CBPI has said that “HR strategy was preparing for management of human resources in industries where our apprentices is. This policy will be register under labor act.” Badrinath Sharma the President of Association of Makwanpur Industries has said that “HR Strategy help to improve in weakness of industries for management of human resources.”

This program improve in the management of human resources. The participants acknowledged that the program is beneficial to improve the activities to make APT pre-diploma course effectively.

3.1.3 Organize training on how to conduct OSH audit for its member industries:

To support the member industries in improving occupational Health and Safety, 3 days of occupational safety and health training were organized by SDU/CBPI. 19 participants were present from 11 member industries. The program was run from 2081/03/11 to 2080/07/13. The main purpose of the training was to enhance the knowledge and understanding of the employees of the industries and support compliance with the legal requirements entailed in the Labor law. The follow up for the OSH plan will be carried out by all trainees and further we have planned to make 40 OSH plan of different industries in next quarter.

SN	Industries Name
1	Asian Paints Nepal Pvt. Ltd.
2	Riddi Siddi Cements Pvt. Ltd.
3	Shivam Cements Limited
4	Berger Johnson and Nicolson Pvt. Ltd.
5	Softy Hygine Pvt. Ltd.
6	Hetauda Dairy Industries
7	CE Hydro Mechanical Works Pvt. Ltd
8	Hetauda Cements Limited
9	Pact Group Closure System Pvt Ltd
10	Fashion Paints Pvt. Ltd.
11	Noble Packaging Pvt. Ltd.

3.1.4 Support its member industries to conduct OSH audits and provides support services to revise existing OSH manual/improvement plan or develop new OSH manual/improvement plan

CBPI has organized the refresher program to develop OSH manual for the industries and have developed OSH manual of 20 industries. Consultant Padam Raj Acharya Conducted refresher training and all 20 manual.

3.1.5 Identify new industrial corridor and conduct labor market assessment

SDU/CBPI has completed procurement for the skill need assessment in the Balaju Patan and Bhaktapur Industrial Corridor. It was conducted with the physical meeting with CBPI and all three industrial district association and Industrial district management office, private technical skill service providers, federations, government agencies/entities, industrialist's officials including prime officials of the ENSSURE project in May and June 2024. There was focus group discussion, key informants interviews and consultation meeting as a part of assessment.

3.2.1 Organize skill competition among apprentice/ojt trainees

I. Skill Competition in Nepal Bharat Polytechnic Institute:

There were total 19 participants including Mosd, ENSSURE , president and staffs of CBPI, Industries of Hetauda and Aprentice . Program started at 7 am in the morning at Nepal Bharat polytechnic Institute. Khubiram Adhikari from MOSD has said that” There is maximum tools and machine which is enough for skill competition.” Lekhraj pokhrel the President of CBPI arise question with the student who is participate in this skill competition.

In this skill Competition Nepal Bharat competing between 5 students of 2081/82 batch and machine is use for practical. All the participate are actively participate in competition but in this program there was defect of machine which make competition less effective.

III. Skill Competition in Bhutandevi Secondary School.

CBPI has organized Skill competition for the apprentices of Building Constructions subjects. NPI Bharatpur, Bagiswari Secondary School Bhaktapur and Butandevi Secondary school participated in the competition. There was total 6 participants in the competition and two subjects were selected to complete. ENSSURE team leader Rabindra Sing, CBPI president Lekharaj Pokharel and AIM presedent Badrinath sharma and ENSSURE technical Coordinator Chakrapani Timalcina was presented in the event.

3.2.2 Conduct interaction among in company trainers and technical schools (instructors, coordinators)

There was 2 events completed in the subject one was in Hetauda where instructors and Incompany trainers were presented and another event was conducted in NPI chitwan for Schools and Industries of Chitwan District.

i. Events in Hetauda:

Confederation of Bagmati Province Industries has hold the meeting program with ENSSURE team, MoSD , Board member ,Enssure team , CBPI Staff ,Tech school and Industries. Program's main aim to present the situation of APT program and discuss on how to decrease gap between schools and industries.

There were total 33 participants including ENSSURE team, president and staffs of CBPI, Technical school of Hetauda and different Industries. Program organized at Hotel sima, Hetauda Makwanpur and program focal person welcomed all the participants and briefly introduced the programs aims. CBPI Program coordinator Jaganath Lamichhane, did the presentation of all the activities accomplished by the CBPI to support the apprenticeship program. ENSSURE technical

coordinator Chakarpani Timilsina facilitated the program with detail information about reason and situation behind drop out problem.

Lekhraj pokhrel the President of CBPI has said that “Industries aren’t getting skilled manpower according to the demand of industries. If there is need to be change in curriculum, then we initiate to improve.” Debu Prasad Chaulagain the President of Hetauda Electrician association has said that “There is lack of consoling from school that students are not give proper time to the industries according to HR policy of industries.” Niru thing the proprietor of Pemba Dorze Construction has said that “On one day back to school coordinator take information from students about site work or practice.”

This program decrease the communication gap between in company trainer, Instructor and Coordinator. This Interaction meeting make comfortable to share about the activities of student in industries and how to solve the problem. There was a discussion on how to manage overall apprenticeship program. Discussion of Fund management, Data management and communication with ENSSURE and MoSD.

The participants acknowledged that the program is beneficial to improve the activities to make APT pre-diploma course effectively.

ii. Event in Chitwan:

Confederation of Bagmati Province Industries has hold the meeting program with the support of ENSSURE team with MoSD , Board member ,Enssure team , CBPI Staff ,Tech school and Industries. The program intended to introduce the entire ENSSURE project and skill development unit established in CBPI. Program's main aim to present the situation of APT program and discuss on how to decrease gap between schools and industries.

There were total 32 participants including ENSSURE team, board member and staffs of CBPI, Technical school of Chitwan , Industries. Program started at 11 pm in the morning at Narayani polytechnic Institute, Chitwan and program focal person welcomed all the participants and briefly introduced the programs aims .CBPI Program coordinator Jaganath Lamichhane Present the presentation of organize interaction meeting with In company trainer, instructor and coordinator .ENSSURE technical coordinator Chakarpani Timilsina facilitated the program with detail information about reason and situation behind drop out problem .

Trilochan Kadel the board member of CBPI has said that “Industries aren’t get skilled manpower according to the demand of industries. If there is need to be change in curriculum, then we initiate to improve.”

Sarita Regmi the Principal of Narayani Polytechnic Institute has said that “This program is organize for bridging between school and industries that how can we facilitate apprenticeship program.”

The owner of The Champion hub has said that “On one day back to school coordinator take information from students about industries work or practice. There was no proper curriculum for student and also for industries.”

This program decrease the communication gap between in company trainer, Instructor and Coordinator. This Interaction meeting make comfortable to share about the activities of student in industries and how to solve the problem. The participants acknowledged that the program is beneficial to improve the activities to make APT pre-diploma course effectively.

3.2.4 Organize industry exposure for instructors and incompany trainers:

CBPI has organized industry exposure for instructors and Incompany trainers of technical schools and industries of makawanpur. There were total 17 participants including ENSSURE team, staffs of CBPI, Coordinator and students of Nirmal Ma. Vi. Program started at 2 pm in the evening at Allied Power engineering and Softy Hygiene Pvt. Ltd. ENSSURE field monitor Rupa Gurung facilitated the program with detail information about this program.

Krishna Bahadur Thapa the Owner of Allied Power Engineering has said that “All student are good for our industries and they are very interested in doing their on Jobs.”

Ranjana Dhakal in company trainer of Softy Hygiene was facilitated the working practice of Industries. This program correct the mistake which is happen at the time of learning. This industries exposure exposes the working style of students with in company trainer the participants acknowledged that the program is beneficial to improve the activities to make APT pre-diploma course effectively.

3.2.8 Organize joint monitoring

I. Monitoring in Nepal Bharat Polytechnic Institute:

Confederation of Bagmati Province Industries has hold the joint monitoring program with the ENSSURE team with MoSD, Board member, CBPI Staff and Industries. Program's main aim to joint monitoring of school where is our apprentices get theory knowledge.

There were total 11 participants including MoSD, ENSSURE , president and staffs of CBPI, Industries of Hetauda . Program started at 8 am in the morning at Nepal Bharat polytechnic Institute. Khubiram Adhikari from MOSD has said that” There is maximum tools and machine which is enough for practical.

Lekharaj pokharel the President of CBPI Interact with the student and give motivational speech to the students. Badrinath Sharma the President of Association of Makwanpur Industries has said that “If you complete this 24 months pre diploma course you will get job placement easily. Maan Kumar Rai technical coordinator give speech on career guidance.

In this joint monitoring Nepal Bharat show the running class of 2081/82 batch student and machine which is use for practical of mechanical students This program show the present situation of technical school and also help for improvement of learning module of apprenticeship program.

CBPI has organized two joint monitoring during the period. One monitoring was in Nepal Bharat Polytechnic Institute and Another Monitoring was in Bhutandevi Secondary School. There was participation of Mahashakha Pramukh of MoSD and Team Leader of ENSSURE.

3.2.11 Conduct alumni meet up in a coordination and collaboration of technical school

I. Alumni Meetup in Chitwan:

Confederation of Bagmati Province Industries has organized the Alumni meetup program. The participants were Board members of CBPI, Ensurre team, CBPI Staff, Tech school and Industries. The Program's main aim to share experience during 24 month pre diploma course of students.

There were total 50 participants including ENSSURE team, board member and staffs of CBPI, Technical school of Chitwan and students. Program started at 3 pm in the evening at Narayani Polytechnic institute, Chitwan and CBPI Program coordinator Jaganath Lamichhane welcomed all the participants and briefly introduced the programs aims. ENSSURE technical coordinator Chakarpani Timilsina facilitated the program with detail information about this program.

Trilochan Kandel, Senior Vice president of CBPI has said that "There is always respect of skill. Skill always generate employment opportunities." Santosh Gurung the student of IT 79/80 batch student at Narayani Namuna has said that "After 24 months pre diploma course I got opportunities of employment and also increase in my salary." Sarita Regmi the principal of Narayani Polytechnic Institute has said that "We instruct to instructor to teach the students that the subject which is not in curriculum but in the market. Bibek Regmi the student of IT 79/80 batch student of Narayani Namuna has said that "I got many things from this 24 months pre diploma course. I learn about website, Hardware and software graphic design and many more things."

This program correct the mistake which is happen at the time of learning. This Interaction meeting make comfortable to share about the activities of student in industries and how to solve the problem. The participants acknowledged that the program is beneficial to improve the activities to make APT pre-diploma course effectively.

II. Alumni Meetup in Makawanpur:

Confederation of Bagmati Province Industries has organized the Alumni meetup program. The participants were Board members of CBPI, Ensurre team, CBPI Staff, Tech school and Industries. The Program's main aim to share experience during 24 month pre diploma course of students.

There were total 26 participants including ENSSURE team, staffs of CBPI, Coordinator and students of Nirmal Ma. Vi. and students Nepal Bharat Multiple institute. Program started at 11 am in the morning at CBPI office. ENSSURE technical coordinator Chakarpani Timilsina facilitated the program with detail information about this program.

Manish Dahal the coordinator of Nirmal Ma. Vi. has said that "Skill manpower get priority than degree in any sector so you all take right decision to take 24 months pre diploma course." Chabilal Bandari the student of Mechanical 79/80 batch student at Nepal Bharat Multiple Institute has said that "Selection of Industries is more important for Practical learning because we can't learn according to syllabus. Suyash Baiju the student of Mechanical 79/80 batch student at Nepal Bharat Multiple Institute has said that "At the time of 3.5 months if we learn honestly then in Industries we got easy in Practical learning because we have also know the name of material." Kesab Chapagain the student of Electrical 79/80 batch student at Nirmal Ma. Vi. Has said that "At first got practice in NEEK but because of my leave. After that I went in Softy Hygiene now I get employed in this industries with good salary."

This program correct the mistake which is happen at the time of learning. This Interaction meeting make comfortable to share about the activities of student in industries and how to solve the problem. The participants acknowledged that the program is beneficial to improve the activities to make APT pre-diploma course effectively.

3.2.12 Review/reflection and planning meeting

CBPI has organized review/reflection and planning meeting in Simlang Makawanpur on July 31 2024. The objectives of the meeting are as follows:

- Review of completed program from January 2024 to June 2024.
- Plan for further program for timely completion in July to December 2024.
- Discussion and learning for further program from the participants.

The program was stated at 8 am in the morning run by program coordinator. President Lekharaj Pokharel chaired as chairperson and the chief guest was secretary of MoSD, Bagmati Province, Badrinath Gaire. MoSD Mahashakha head, Khubiram Adhikari, Quality Assurance Specialist Keshav Bhandari, Private Sector Engagement Specialist Lokraj Joshi from ENSSURE PSU Bhaktapur, Province Manager Pankaj Kumar Sah, Technical Coordinator Chakrapani Timalsina from ENSSURE PSU Hetauda and Director of CNI Himal Paudel were chaired as guest in the program. Office Bearers of CBPI, Province Council Members, Executive Directors of Association of Industries Makawanpur and Chitwan were also present at the program.

President of CBPI welcomed all the participants and briefly introduced the programs aims. He appealed that” ENSSURE and MoSD help to decrease the number of drop-out of APT by clearly explain the school about pre-Diploma course of ATP Program is good for student future and also give idea to make easy for addmition of APT.”

CBPI/SDU Program coordinator Jaganath Lamichhane presented the PowerPoint presentation on Review and Reflection planning meeting. He included brief introduction of CBPI, recalled CBPI roles in the project and completed program of November 2022 to December 2023. The presentation included all the activities under the eight outcomes area and highlighted the Major Achievement.

The presentation included 274 students were given orientation about apprenticeship program, 149 industries participated in the industry placement of current batch, 215 technician participated in skill upgrading training till the June 2024 and further 160 are running and showed that 375 will complete training by 11 August where total 400 were planned for the whole year. Presentation showed the data of last year and current year apprenticeship program, where 281 enrollment were done last year and it was increase to 451 this year but it was bit scaring to see the dropout rate.

There was 27% expenditure achieved until June but stated that some training cost which couldn't be able to paid by June where program were run till the end of the month and It will be added later by the next month. Presentation included assessment of skill need and human resource were running and concluded by 15th August and showed that CBPI/SDU is planning better this time for next enrollment of Apprenticeship program and have widely targeting for apprenticeship hiring program and outreach activities.

Regular monitoring supports to reduce dropout of students and interaction with the management of industries would support industry placement was learning from the program. The lack of recognition of private sector in TVET policies and procedure, economic crisis and unavailability of local consultants are the challenges for the overall program.

The presentation showed following expectation from ENSSURE and MoSD:

- Impactful orientation and monitoring of technical school from MoSD.
- Apprenticeship students' selection criteria need to be revised.
- Rewards to the industry in regards to apprenticeship placement.

- Budget management and support to community school.

During the program consultant Mahendra Prasai presented the skill need assessment draft report. ENSSURE Province manager Pankaj Kumar Sah and Keshab Bhandari facilitated the program with detail information of the ENSSURE projects and further SDU strategies and activities.

Keshab Bhandari the Enssure QAS told that” If school Monitoring visit is help to decrease the number of drop –out of APT in school then increase the monitoring of school visit.” Pankaj Kumar Sah said that contribution of private sector is increasing. Vice president of CBPI, Swagat Raj Pyakurel said that permeability need to implement immediately to attract students in dual VET program. Vice president Surya Prasad Neupane said rapidly changing scenario of the skill manpower need to address practically and senior vice president Trilochan Kandel said that we need to focus in the industries where students goes to work after completion of studies otherwise the investment in the education only be used in overseas.

All the participants are unknowns about the present situation of SDU program and what is going in the program. This Review and Reflection Planning Meeting make clear about the present situation and future planning about program in MoSD, Board members, Enssure team and CBPI staffs. All the participants acknowledged that the program is beneficial to improve the activities to make program smoothly.

3.3.1 Organize periodic progress update meeting with MoSD, technical schools and industries

3 Events Completed for the periodic progress update meeting.

I. In Hetauda and Chitwan in 3rd Quarter :

On 11th August 2024, CBPI organized a periodic meeting with MoSD, technical schools and industries in Makawanpur. There was a total of 22 participants including Board members, MoSD, ENSSURE team, staffs of CBPI, Technical school of Hetauda and Industries. Program organized in hotel sima, Hetauda. In Another program conducted in Chitwan, total 26 participants including staff of CBPI, Technical school and Industries of Chitwan attended. Program was organized in Narayani Polytechnic Institute. The program’s main aim to present the situation of APT program and discuss on how to solve APT drop out problem, outreach plan for new APT admission.

II. Program in Hetauda:

There was 28 participants including MoSD, CBPI staff, ENSSURE Representative and Industries. Lekharaj Pokharel, President of CBPI welcomed the participants and said that CBPI is working to minimize shortages of skill manpower in industries and coordinating with project, ministry and technical schools. Jaganath Lamichhane, Program coordinator did the presentation about all the program and progress of the year 2024. And From the technical schools all the 5 schools of Makawanpur districts have given the progress of apprenticeship program since the beginning and their plan for the industry placement for FY 2081-82

The followings are the suggestions received during the program

- There was the discussion on how to improve learning and expectation from the ENSSURE, CBPI and MoSD:
- Regular monitoring is essential for improve learning in the apprentices program.
- Required the structure to solve the problems if arises

The outcomes of the program were follows:

- The program gave the clear picture for the current apprenticeship program
- Schools are aware of quality learning and reduce dropout

- Schools are doing their best to make back to school effective
- School are planning well for enrollment and industry placement

IV. Financial Progress and Cost Contribution

Financial Progress and Cost Contribution			
Description	Total	ENSSURE	CBPI Contribution
Approved budget	10,641,020.00	8,524,099.25	2,117,320.75
Financial Progress	10,220,662.00	7,859,040.00	2,361,622.00
Progress %	96.04%	92.20%	100%

V. Major Progress and Challenges

- Industry engagement in the apprenticeship training cycle has increased significantly, with involvement in hiring apprentices, participating in the selection process, implementing training over 19.5 months, conducting internal evaluations of apprentices, monitoring of training, and providing employment opportunities for graduates.
- CBPI and the project intervention played an important role in making it more accessible to reach out to big industries. Consequently, the number of apprentices placed in industries increased compared to previous years.
- Initiated the practice of collecting applications and directly hiring apprentices from the big industries.
- Industry investment significantly increased during this period. Industries under CBPI coverage have paid NPR 23,61,622/- in-kind and cash contribution for the period.
- Most of the industries have started to pay apprentices incentives on a monthly basis. CBPI has been actively monitoring and following up on these payments.
- Relations between industries and technical schools have improved, with CBPI organizing interactions and review meetings between industries and technical schools.

VI. Challenges

- Lack of proper policies that recognize the formal role of private sector in TVET. Private sector struggling for the recognition of their contributions.
- Most industries are reducing their human resources to mitigate the current economic crisis, resulting in fewer participants for skill upgrading, and industries are hesitant to pay fees for the participants.
- Unavailability of Local/Regional consultants due to which some of the activities could not be implemented on time and some activities took more time to complete than anticipated. Later, it was operationalized in some extent by the CBPI's network, ENSSURE PSU support.

VII. Lesson Learnt

- The importance of regular monitoring of apprentices at industries and schools by SDU has been underscored as a crucial lesson.
- A valuable lesson is the recognition of the necessity for increased interaction with the management level of industries to ensure the smooth and effective implementation of planned activities.
- Regular apprenticeship placement in the same industry is crucial for the industry's benefit. The apprenticeship program should be continued every year.
- The apprenticeship program, skill upgrading program, OHS, etc., within the same industry are key to providing more benefits to the industry.

I. Annexes

S. No	LIMB S Code	Completed Activities	Target (Quantity)	Achieved (Quantity)	Remarks
1		Conduct Pre-hire/Hire an apprentice and Tri-party MoU signing event	1	1	
2		Conduct interaction meeting with member industries and develop strategy to increase number of female participation in APT/OJT	2	2	
3		Initiate outreach activities (Fm/radio, poster/pamphlet, campaign, newspaper, coordination with concern stakeholders etc.	1	1	
4		Conduct need identification for new occupations under SUT	2	2	
5		Initiate to develop private sector led curriculum as per identified occupations for SUT	2	2	
		Conduct skill upgrading training for existing workers	400	456	
6		Support career guidance service (CGS) to provide career prospects and opportunities for employment.	As per need	Continue	
7		Support CGSC and other concern stakeholder to organize career fair	As per need	Continue	
8		Provide labour market related information to CGSC.	Regular	Continue	
9		Collaboration with, CGSC, provincial and local government to organize the career fair in the province and the municipality	As per need	Continue	
10		Support province and local government to develop/update different policies/procedures on TVET as required	As per need	Continue	
11		Support industries and technical schools to sign bilateral MoU for work based learning opportunities	As per need	Continue	
12		Support associations to develop human resource strategy template that include the strategy for apprentice	1	1	
13		Organize interaction and sharing meeting on developed HR strategy	2	1	
14		Organize training on how to conduct OSH audit for its member industries to develop human resource strategy that include the strategy for apprentice	1	1	
15		Support its member industries to conduct OSH audits and provides support services to revise existing OSH manual/improvement plan or develop new OSH manual/improvement plan	40	20	
16		Identify new industrial corridor and conduct labour market assessment	1	1	
17		Organize skill competition among apprentice/ojt trainees	1	2	
18		Conduct interaction among in company trainers and technical schools (instructors, coordinators)	3	2	
19		Support APT implementing schools to organize guest lecture from industries occupational experts.	LS	Continue	
20		Organize industry exposure for instructors and in company trainers	LS	Continue	
21		Support APT and OJT implementing technical schools to link training graduates with industries for employment opportunities	Regular	Continue	
22		Link training graduates with NSTB employer database system employment opportunities	Regular	Continue	
23		Conduct regular monitoring of Dual VET training in both training institutes and industries and provide input/feedback for improvement of quality of training	Regular	Continue	
24		Organize joint monitoring	4	2	
25		Identify and collection case stories/success stories	8	2	
26		Support PSU team as well as MoSD in treasure study and other data collection			
27		Conduct alumni meet up in a coordination and collaboration of technical school	1	2	
28		Review/reflection and planning meeting	2	1	
41		Organize periodic progress update meeting with MoSD, technical schools and industries	4	3	
42		Support in collaboration and coordination during In-company trainers training	Regular	Continue	
43		Provide technical support in developing or revising course content of in-company trainers training	As per need	Continue	





