



# **Tertiary and Vocational Education Commission**

Study on Foreign Employability of  
Candidates whose certificates were certified by TVEC  
on the request of Foreign Employment Missions

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## **Acknowledgement**

*We wish to convey our sincere appreciation and heartfelt thanks to respondent to this research study. This research could not have been completed without the co-operation of Certificate holders who certified certificate from TVEC, Management of Agencies by completing questionnaires.*

*Our special thanks should also go to the all others who helped us in the collection of data by completing questionnaires etc.*

## **Abbreviations**

G.C.E (A/L)	General Certificate of Examination (Advanced Level)
G.C.E (O/L)	General Certificate of Examination (Ordinary Level)
LMI	Labour Market Information
NVQ	National Vocational Qualification
NVQSL	National Vocational Qualifications Systems in Sri Lanka
SLBFE	Sri Lanka Bureau of Foreign Employment
TVE	Tertiary and Vocational Education
TVEC	Tertiary and Vocational Education Commission
TVET	Technical and Vocational Education and Training
VET	Vocational , Education and Technical

## **Abstract**

Sri Lanka Bureau of Foreign Employment (SLBFE) was established in 1985 under the provisions of Sri Lanka Bureau of Foreign Employment Act No. 21 of 1985. According to the Act, the Bureau has to fulfill 19 distinct objectives with regard to the industry of foreign employment. Major factors which influence Sri Lankans to work abroad are, low per capita income, unemployment or underemployment, high inflation, indebtedness, lack of systems for making use of resources to survive etc.

Recorded sources of foreign exchange earning show that such employees earned Rs. 569,103 million in the year 2011 which was 48.74% of total foreign exchange earnings of the country. Today Foreign Employment Industry has become the highest net earner of foreign exchange to the country.

Out of the Sri Lankan workers proceeded for foreign employment during the past decade 69 percent were in the category of unskilled sector of which nearly 48 percent were female domestic workers. Despite the fact that foreign employment generated substantial amount of foreign exchange it is argued that foreign employment by females, especially the mothers, also caused a social cost and related problems. More over unskilled labour is poorly paid and has a limited bargaining power in labour markets.

Middle Eastern countries and some developed countries face and acute shortage of skilled labour in their labour markets. Hence there is a huge demand for skilled labour in Middle Eastern and other countries and they are paid higher salaries than unskilled workers. In some cases, salaries offers for Sri Lankan skilled labour by Middle Eastern countries are not attractive for Sri Lankans who seek for foreign employment when comparison with the local salary and other matters such as opportunity cost for sacrificing the family life in Sri Lanka etc. However it is noteworthy that Sri Lanka has failed to cater for overseas demand due to shortage of facilities to train skilled labour.

SLBEF asked to certify certificates of migrant skilled labour from TVEC. There are many technical & vocational certificate holders who obtain foreign employment in many countries. Tertiary & Vocational Education Commission (TVEC) recommends their certificates which have been issued from registered training institutes for obtaining visa for foreign employment. TVEC has taken measures to register training

institutes and courses in terms of the provisions of the Development Plan for Registration, published in the Government Gazette (extraordinary) No. 887/8 dated 26<sup>th</sup> December 2008 with the view to control and maintain quality of the vocational training system in Sri Lanka.

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# **Chapter one**

## ***1.01 Introduction***

This chapter introduces the purpose of the study and issue. The objectives, hypotheses and definition of terms are also included in this chapter.

## ***1.02 Purpose of the Study***

There are many technical & vocational certificate holders who obtain foreign employment in many countries. Tertiary & Vocational Education Commission (TVEC) recommends their certificates which have been issued from registered training institutes for obtaining visa for foreign employment. TVEC has taken measures to register training institutes and courses in terms of the provisions of the Development Plan for Registration, published in the Government Gazette (extraordinary) No. 887/8 dated 26<sup>th</sup> December 2008 with the view to control and maintain quality of the vocational training system in Sri Lanka.

### ***Issue***

Though there are many certificate holders get recommended their certificates from TVEC for obtaining foreign employment, no any study has been carried out to find out their employability status. This study helps to identify foreign employability of the candidates whose certificates were certified by TVEC on the request of foreign employment missions.

## ***1.03 Objectives***

1. Find out the degree of acceptability of TVEC recommended certificate.
2. Find out the level of support received from the technical and vocational certificates to obtain a foreign employment and reasonable salary.
3. Find out the most demanded job category in the foreign market (Country wise)
4. Find out whether the job obtained is expected by them

### ***1.04 Research Questions***

1. Is the certificate certified by the TVEC accepted by the foreign Employer?
2. Are the recommended certificates helping them to find a job in overseas?
3. Are the recommended certificates helping them to obtain reasonable salaries for their jobs?
4. Are there any difficulties to find a job having a TVEC certified certificate?

### ***1.05 Benefited Parties***

1. Training Providers
2. Certificate Holders

### ***1.06 Definition of terms***

The key terms of this study are training, Trainees, Trainers, vocational education and training, programme, competency, effectiveness, employee, employer, assessment etc. The definitions of these terms are given below:

#### ***Training:***

1. Helping people to do things that they could not do before they were trained (Roger James-1996).
2. Instruction and applied exercises for attainment and retention of skills, knowledge and attitudes.  
(US Air force Glossary)
3. The system, which aims to equip people with the skills and knowledge, needed for employment.
4. The processes and methods used to enable people to meet specific learning objectives, which are relevant to a particular occupation or job.
5. The act of enabling people to acquire, apply and embed knowledge and skills needed for jobs and occupations.
6. The process, which is an individual, acquires employable skills.

### Trainees

A person, who is undergoing training.

### Trainer

A person who teaches skills to people or animals and prepares them for a job, activity or sport

### Assessment

The act of assessing the evaluation of a student's achievement on a course

### Competency

Competence (or competency) is the ability of an individual to perform a job properly. A competency is a set of defined behaviors that provide a structured guide enabling the identification, evaluation and development of the behaviors in individual employees.

### Vocational Education and Training (VET)system:

The system of VET includes all the institutions which develop and maintain VET, and the relationships between them

### Programme:

1. The activities and methods needed in order to achieve a set of objectives, organized into a logical sequence over a specified period.
2. The system used to provide education and training which equips people with employable skills

### Employee:

People in employment who are neither owner-managers (entrepreneurs) nor self-employed.

### Employer:

Employers are those, within the firm, who are responsible for making the decisions which affect the employment by the firm of its employees.

### Labour Market:

A labour market is the market\* in which potential workers seek to sell and employers seek to buy labour services.

Occupation:

The type of work, which an individual does, often defined in terms of the broad range of skills or competences required to do it.

Trade:

A course or training through skills obtained in an industry or a workstation.

### ***1.11 Summary***

Obtaining a foreign employability is very important because one of the largest earner of foreign exchange in Sri Lankan economy. On the other hand, countries including Middle East countries, demanded for skilled workers rather than unskilled workers. Government of Sri Lanka also tried to send skilled workers for foreign employment.

## Chapter Two

### Background and Methodology

#### **2.0 Introduction**

In this Chapter, an attempt will be made to provide some background information to the study. This describes the methodology followed in carrying out the research. Specially, it deals with the population and the sample, data sources, the various instruments used. The procedure adopted in collecting data is described below.

#### **2.01 Literature Review**

##### **2.01.01 Training**

William McGehee proposed the following definition of training in 1979:

*“Training is the formal procedures which a company utilizes to facilitate learning so that the resultant behavior contributes to the attainment of the company’s goals and objectives.”*

*Training is a purposely structured process which leads to individual achievement of a performance which is:*

- *mutually desired by the individual and the organization;*
- *dependent upon the acquisition of knowledge, skills or attitudes;*
- *not dependent on environmental or motivational-incentive factors.*

Training and education have much in common, and, a few key differences. Education aims at broad capabilities--training aims are specific and task oriented. After training, education helps the individual to apply the skills learned in the training to new or unique situations or conditions. All higher level professions (doctor, surgeon, dentist, lawyer, and instructor) begin with education and general knowledge and then progress to training where the skills of the profession are acquired. Table 2.1 lists key differences between training and education.

Table 2.1 lists key differences between training and education.

<i>Table 2.1: Education vs. Training</i>		
	<b>Education</b>	<b>Training</b>
<b>Aims</b>	Broad	Specific
<b>Focus</b>	Avocational	Vocational
<b>Prepares one for</b>	A good life	A good living
<b>Duration</b>	Long	Short
<b>Outcomes</b>	General, vague	Clear, specific
<b>Prerequisites</b>	None initially	Usually specific education
<b>Curriculum development</b>	Subject oriented	Performance oriented
<b>Primary learning domain</b>	Knowledge	Skill
<b>Evaluation</b>	Written	Performance

*Source: Swisscontact concept card “ Overview of Training”*

Training is a technique to increase knowledge, skills and/or attitude and to improve human performance. Therefore employees gain knowledge, skills and/or attitude through training; they can demand their employability and higher salary for their contribution.

Employers very much like to recruit competent people because it improves organizational results. On the other hand recruiting competent people reduces the production cost by controlling quality of the product or service, controlling wastages of materials, saving machinery equipment and people, increasing relationship with clients through better communicating.

The people must have a proper training to achieve above matters. There are many private and public training organizations which train the people, but all those organizations and trainings courses are not up to the industrial requirements. Training of people is very difficult task and Trainers must have a excellent instructional skills to make competent people to achieve industrial requirements.



### ***2.01.02 Sri Lanka Bureau of Foreign Employment***

Sri Lanka Bureau of Foreign Employment (SLBFE) was established in 1985 under the provisions of Sri Lanka Bureau of Foreign Employment Act No. 21 of 1985. Since then it has been functioning under several Ministries such as Ministry of Labour, Ministry of Foreign Employment Promotion and Welfare and Ministry of External Affairs undertaking the responsibility of governing and regularizing the foreign employment industry, providing protection for Sri Lankan employees abroad including their family members in Sri Lanka and promotion and development of foreign employment opportunities for Sri Lankans outside Sri Lanka. Presently it is under the Ministry of Foreign Employment Promotion and Welfare.

According to the Act, the Bureau has to fulfill 19 distinct objectives with regard to the industry of foreign employment. Major factors which influence Sri Lankans to work abroad are, low per capita income, unemployment or underemployment, high inflation, indebtedness, lack of systems for making use of resources to survive etc.

Recorded sources of foreign exchange earning show that such employees earned Rs. 569,103 million in the year 2011 which was 48.74% of total foreign exchange earnings of the country. Today Foreign Employment Industry has become the highest net earner of foreign exchange to the country.

As the case of many other Asian labour sending countries, the most significant development related to international labour migration in Sri Lanka marked with the emergence of employment avenues in the Middle East and some African countries after the oil boom in 1970's. Number of Sri Lankans who were employed outside Sri Lanka rapidly increased after the decision taken at the Non- Alignment Conference in 1976 to grant more job opportunities that were available in the Middle East region to Asian countries which have labour surpluses.

This initiative was strengthened subsequently as a result of the introduction of liberalized economic policies to the country in 1977. Since then the number of workers proceeded for foreign employment increased gradually. Middle Eastern countries remain as the major market for Sri Lankan workers since late 1970s. Presently 95% of Sri Lankans approximately workers are employed in Middle Eastern countries. Available statistics reveal that the Foreign Employment Industry has been developing steadily since 1980. Further it shows strong signs of continuity.

According to the records available at the SLBFE, present outflow is over 260,000 per annum. The statistics show a steady upward trends is evident from 1986 onwards, especially after the establishment of SLBFE. It is indicated by data that within a spell of 17 years from the establishment of SLBFE in 1985, the outflow for foreign employment has been increased from 14,456 in the year 1986 to 203,773 in 2002. This is the 14 fold increase during this time. Later by the year 2008 it reached up to a level of 250,499. A close analysis of the data further shows that female participation outnumbered males for the first time in the year 1988 and maintained this dominancy until 2007. The high numbers of females, who left abroad for domestic sector and garment factory employment, resulted in this upward trend in the female share. However, after 20 years, in the year 2008 the males outnumbered females by the very narrow margin of male 51.2% to female 48.8%. Even though this was reversed in 2009, again by 2010 male migration exceeded female migration ( Male-51.6%, female-48.33%) and continued to reach a ratio of 51.67 (Male) to 48.33 (Female) in 2011.

Out of the Sri Lankan workers proceeded for foreign employment during the past decade 69 percent were in the category of unskilled sector of which nearly 48 percent were female domestic workers. Despite the fact that foreign employment generated substantial amount of foreign exchange it is argued that foreign employment by females, especially the mothers, also caused a social cost and related problems. Moreover unskilled labour is poorly paid and has a limited bargaining power in labour markets.

Middle Eastern countries and some developed countries face an acute shortage of skilled labour in their labour markets. Hence there is a huge demand for skilled labour in Middle Eastern and other countries and they are paid higher salaries than unskilled workers. In some cases, salaries offered for Sri Lankan skilled labour by Middle Eastern countries are not attractive for Sri Lankans who seek for foreign employment when compared with the local salary and other matters such as opportunity cost for sacrificing the family life in Sri Lanka etc. However it is noteworthy that Sri Lanka has failed to cater for overseas demand due to shortage of facilities to train skilled labour.

SLBFE asked to certify certificates of migrant skilled labour and Table 2.2 shows the number of certificates certified by TVEC.

<b>Table 2.21: Number of certificates certified</b>			
<b>Year</b>	<b>No. of Certificates certified</b>	<b>No. of Certificates Certified through e-mail</b>	<b>Total for the year</b>
<b>2007</b>	107	25	132
<b>2008</b>	292	14	306
<b>2009</b>	215	13	228
<b>2010</b>	170	25	195
<b>Total</b>	<b>784</b>	<b>77</b>	<b>861</b>

*Source: TVEC Annual reports*

### **2.01.03 Tertiary and Vocational Education Commission**

Tertiary and Vocational Education Commission (TVEC) is the apex statutory body in vocational education and training in Sri Lanka under the Ministry of Youth Affairs and Skills Development. Its main responsibilities are the planning, co-ordination and development of tertiary and vocational education. Its functions include preparation of policies and plans, maintenance of a national accreditation and certification system, maintenance of Labour Market Information (LMI) and assistance and guidance to Tertiary and Vocational educational institutes and development of core curricula.

TVEC is the regulatory body for all aspects of implementation of Technical and Vocational Education and Training (TVET) in Sri Lanka. TVEC has outlined the key policies and operational features of the National Vocational Qualifications Systems in Sri Lanka (NVQSL).

The NVQSL provides the opportunity for sustainable, strategic solutions for national training needs and it will easily be able to achieve international recognition for qualifications, skills and knowledge of Sri Lankan workers in an increasing competitive global environment.

There are seven levels of qualifications from Level 1 to Level 7. National Certificate for Level 1 is recognizing the acquisition of a core of entry level skills. National Certificate for Level 2, 3 and 4 is recognizing the increasing levels of competencies. Level 4 qualification awards for full national craftsmanship. Level 5 and 6 is a National Diploma and it recognizes the increasing levels of competencies ranging from technical level to management level. Level 7 is a Bachelors Degree or

equivalent. Certification of these levels are carried out by the institutions accredited by the TVEC and they are nationally recognized.

#### ***2.01.04 Registration of Training Institutes:***

Tertiary and Vocational Education Commission (TVEC) has taken measures to register those training institutions and courses in terms of the provisions of the Development Plan for Registration, published in the Government Gazette (extraordinary) No. 887/8 dated 26<sup>th</sup> December 2008 with the view to control and maintain quality of the vocational training system in the country.

#### **Legal Mandate of TVEC for Registration of training institutions**

In terms of the provisions of the section no 14th of the TVE Act No 20 of 1990, it is mandatory for all TVET institutions to obtain TVEC registration to conduct training in Sri Lanka. Registration of training institutions was initially implemented according to a set of interim regulations published in the Government Gazette in 1991. In 1995, the Development Plan for Registration of training institutions was prepared by the TVEC which was published in the Government Gazette (Extra Ordinary) No. 887/8 dated 07th September 1995. The Development Plan sets out the policy, procedures and criteria of registration of training institutes.

#### **Policy on the Registering Training Institutions**

Training Institutions strictly adhere to the registration process defined by the Tertiary and Vocational Education Act, No. 20 of 1990, subsequent amendments to the act and gazette notifications and ensure that no person shall, establish, manage, run or control any institute for the provision of tertiary education and vocational education, or tertiary education or vocational education without being registered under the Tertiary and Vocational Education Act, No. 20 of 1990.

#### **Criteria for Institutional Registration**

- Permanent Place
- Name Board (Clear & Visible)
- Classrooms & Workshops/ Laboratories according to the no. of students
- Basic Facilities (Drinking water, Lighting, First Aid, Sanitary etc.)
- Relevant Curricula

- Machinery, Equipment & Tools to impart Skills & Knowledge relevant to the course
- Machinery, Equipment & Tools appropriate to the course
- Assessment methods to award certificates based on competencies of the students
- General Information
- Logistics and training facilities
- Curricula and course Details
- Qualification , Experience and pedagogical skills of the staff
- Management and records maintenance
- Student welfare support services
- Training delivery and assessment

#### Advantages of Institutional Registration

- Legal protection for conducting vocational training
- Qualify to apply for course accreditation
- Opportunity to award National certificate
- Advertise in Gov. gazette, website and News papers
- Chance to apply for Gov. grants

### ***2.02 Procedure and methodology***

Four types of respondents will be considered to collect the data for the study. Those will be Management, Trainers, Trainees and Assessors. The data will be collected from these respondents through questionnaires and by structured interviews. Views and comments will be collected for the analysis from the entire questionnaire.

The SPSS will be used to analyze the data collected.

### ***2.03 Population and Sample***

We hope to collect data from certificate holders whose certificates certified by TVEC for foreign employment, Foreign qualification authorities, Agencies who are dealing with foreign employment in Sri Lanka and Foreign Employment Bureau in Sri Lanka.

Samples of the stakeholders of the study have been decided as follows:

<b>Respondents</b>	<b>Sample</b>
Certificate Holders whose certificates were certified by TVEC for foreign employment	500
Qualification Authorities	3
Agencies	20

## **2.04 Data Collection**

*The following instruments will be used to collect necessary data.*

Certificate Holders whose certificates certified by TVEC for foreign employment	Mailing Questionnaire
Qualification Authorities	e- mailing Questionnaire
Foreign Employment Bureau in Sri Lanka	Questionnaire with Structured Interview
Agencies who are dealing with foreign employment	Questionnaire with Structured Interview

## **2.05 Summary**

Foreign employment industry continued its rank as the largest earner of foreign exchange in the Sri Lankan economy. The mail participation for foreign employment was 51.67 percent out of total departures during the year 2011. Most of females who departed for year 2011 were housemaids. It was 85 percent of total female migrant workers. During the year 2011 over 93 percent Sri Lankan employees working abroad were in the Middle Eastern countries. Middle Eastern countries and some developed countries face and acute shortage of skilled labour in their labour markets. Hence there is a huge demand for skilled labour in Middle Eastern and other countries and they are paid higher salaries than unskilled workers.

## Chapter Three

### Analysis of Survey Findings and Discussion

#### ***3.01 Introduction***

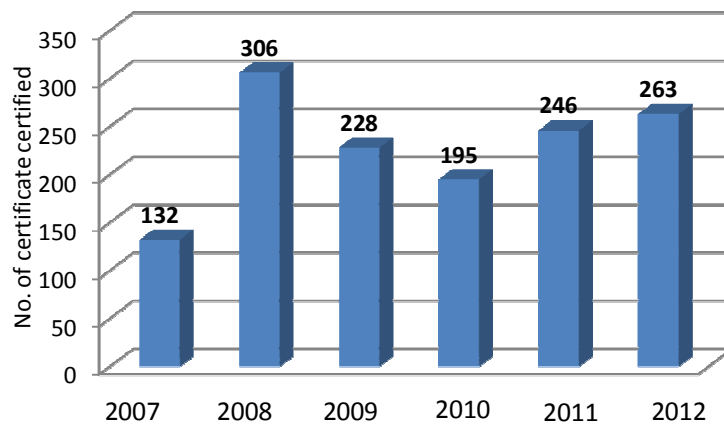
This chapter deals with the analysis of survey findings focussing on the following aspects.

- Comments given by   -   Employers  
                                      -   Agencies

#### ***3.02 Data Analysis***

Table 3.1 and Chart 3.1 show the number of certificate holder who certified their certificate by TVEC to obtain a foreign employment.

<b><i>Table 3.1: No. of certificates certified by TVEC</i></b>			
<b>Year</b>	<b>No. of Certificates certified</b>	<b>No. of Certificates Certified through e-mail</b>	<b>Total for the year</b>
2007	107	25	132
2008	292	14	306
2009	215	13	228
2010	170	25	195
2011	224	22	246
2012	252	11	263
<b>Total</b>	<b>1260</b>	<b>110</b>	<b>1370</b>
<i>Source : Standards and Accreditation Division, TVEC</i>			



**Chart 3.1: Total No. of certificates certified by TVEC**

Majority of certificate holders (306) certified their certificates in the year 2008 and 263 and 246 certificates certified in 2012 and 2011 respectively.

### **3.02.01 Results of data collection**

Data was collected from following respondents to complete this report.

- Certificate Holders whose certificates were certified by TVEC for foreign employment
- Agencies
- Qualification Authorities

Table 3.2 shows the number of respondent in each category.

<b>Table 3.2 : Number of respondents in each category</b>			
<b>Respondent</b>	<b>No. targeted</b>	<b>Received</b>	<b>%</b>
Certificate Holders whose certificates were certified by TVEC for foreign employment	500	34	7
Agencies	20	12	60
Qualification Authorities	03	00	0



Research team expected to receive information from 500 Certificate Holders whose certificates were certified by TVEC for foreign employment and 34 (7%) responded only. Target number of agencies to receive information is 20 and 12 responded (60%). Research team could not receive any information from qualification authorities.

### ***3.02.02 Data received from Employees***

Table 3.3 shows the district of certificate holders who certified certificate from TVEC.

<b><i>Table 3.3: District of certificate holders who certified certificates</i></b>		
<b>District</b>	<b>No.</b>	<b>%</b>
Colombo	7	21
Gampaha	4	12
Ampara	4	12
Galle	3	9
Kurunegala	2	6
Kalutara	2	6
Kandy	2	6
Anuradhapura	1	3
Kegalle	1	3
Badulla	1	3
Puttalam	1	3
Matara	1	3
Rathnapura	1	3
Not responded	4	12
<b>Total</b>	<b>34</b>	<b>100</b>

Majority of certificate holders (21%) were from Colombo District and 12% of certificate holders were from the districts of Gampaha and Ampara. Four certificate holders did not responded.

### *Country worked*

Table 3.4 shows that the country of employable.

<i>Table 3.4: Country of work</i>		
<b>Country</b>	<b>No.</b>	<b>%</b>
United Arab Emirates	2	6
Saudi Arabia	8	24
Abu Dhabi	1	3
Doha Qatar	5	15
Oman	2	6
Libya	1	3
Dubai	3	9
Sri Lanka	7	21
Not responded	5	15
<b>Total</b>	<b>34</b>	<b>100</b>

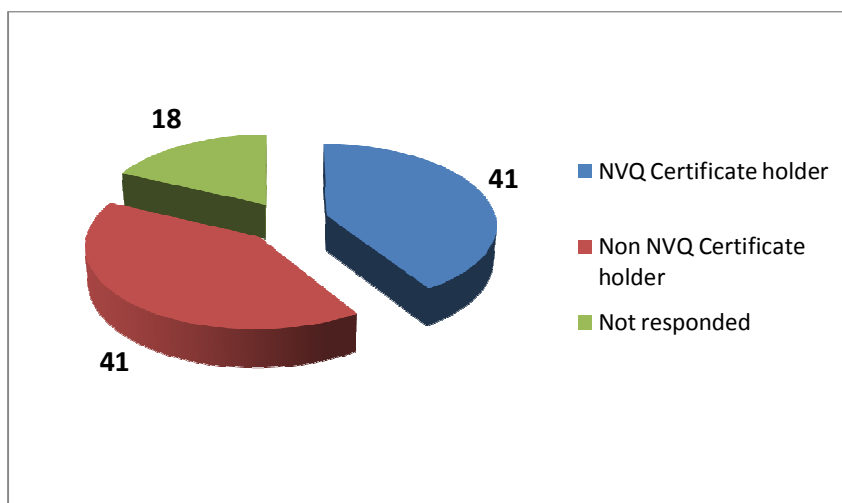
Almost all responded certificate holders were working in Middle East countries. Eight responded certificate holders (24%) were working in Saudi Arabia and five (15%) in Doha Qatar. Seven certificate holders resigned from foreign job and presently they are working in Sri Lanka. Five were not responded.

### *NVQ certificates*

Table 3.5 shows that types of certificate certified from TVEC.

<i>Table 3.5: Type of certificates</i>		
<b>Description</b>	<b>No.</b>	<b>%</b>
NVQ Certificate holder	14	41
Non NVQ Certificate holder	14	41
Not responded	6	18
<b>Total</b>	<b>34</b>	<b>100</b>

Chart 3.2 shows that types of certificate certified from TVEC too.



*Chart 3.2: Types of certificate*

41% of respondent have NVQ certificates and same percentage have Non NVQ certificate received from registered training institutes.

Table 3.6 shows that difficulties they have faced to find a job with certificate.

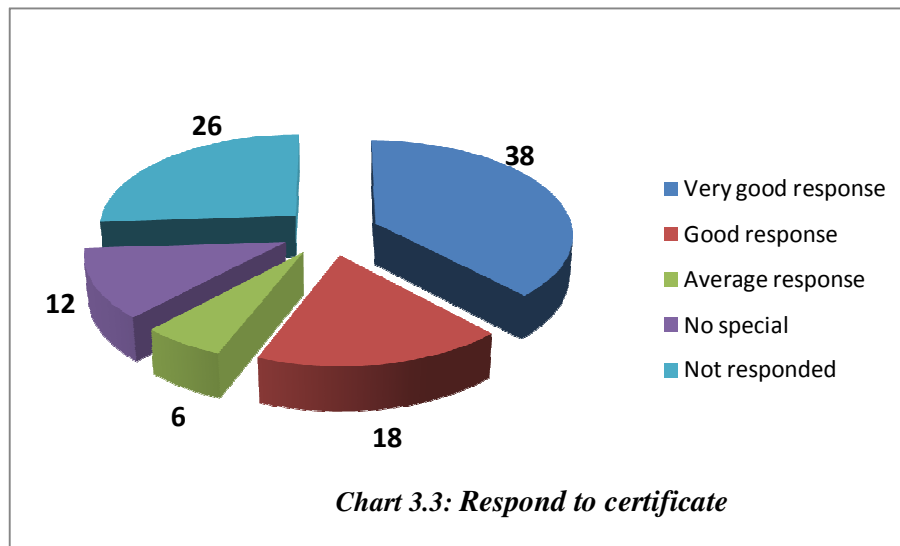
<i>Table 3.6: Difficulties faced to find a job with certificate</i>		
<b>Difficulty</b>	<b>No.</b>	<b>%</b>
Very easy to obtain a job with certified certificate	12	35
Easy to obtain a job with certified certificate	8	23
Difficult to obtain a job with certified certificate	2	6
Very Difficult to obtain a job with certified certificate	4	12
Not responded	8	24
<b>Total</b>	<b>34</b>	<b>100</b>

Majority (35%) of respondent said that they can find a job very easily with certified certificate and 23% of respondent said that they can find job easily with certified certificate. Therefore 58% certificate holders find a job easily with certified certificate from TVEC. Two and four certificate holder said that difficult and very difficult to obtain a job with certified certificate respectively.

### Employees views on Employers Respond to Certificate

Table 3.7 and chart 3.3 show that respect given to certified certificate by Foreign Employers.

<i>Table 3.7: Respond to certificate by Foreign Employers</i>		
<b>Certificate received a value in job</b>	<b>No.</b>	<b>%</b>
Very good response	13	38
Good response	6	18
Average response	2	6
No special	4	12
Not responded	9	26
<b>Total</b>	<b>34</b>	<b>100</b>

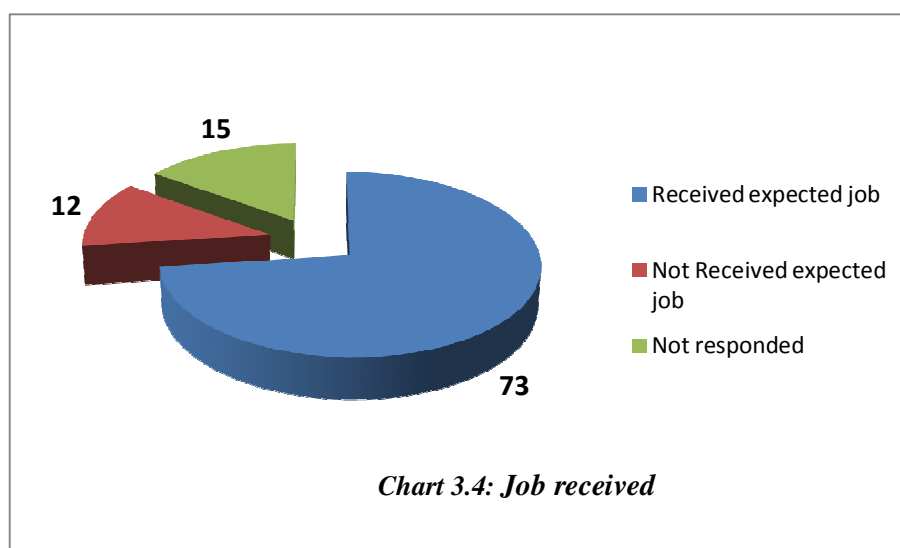


Majority of respondent (38%) said that they have received a very good response to their certificate which was certified by TVEC. Eighteen percent of respondent said that received a good response for their certified certificates.

### Job received

Table 3.8 and Chart 3.4 show that the comments about the job received by certificate holders who certified certificate from TVEC.

<i>Table 3.8: Job received</i>		
<b>Job received</b>	<b>No.</b>	<b>%</b>
Received expected job	25	73
Not Received expected job	4	12
Not responded	5	15
<b>Total</b>	<b>34</b>	<b>100</b>

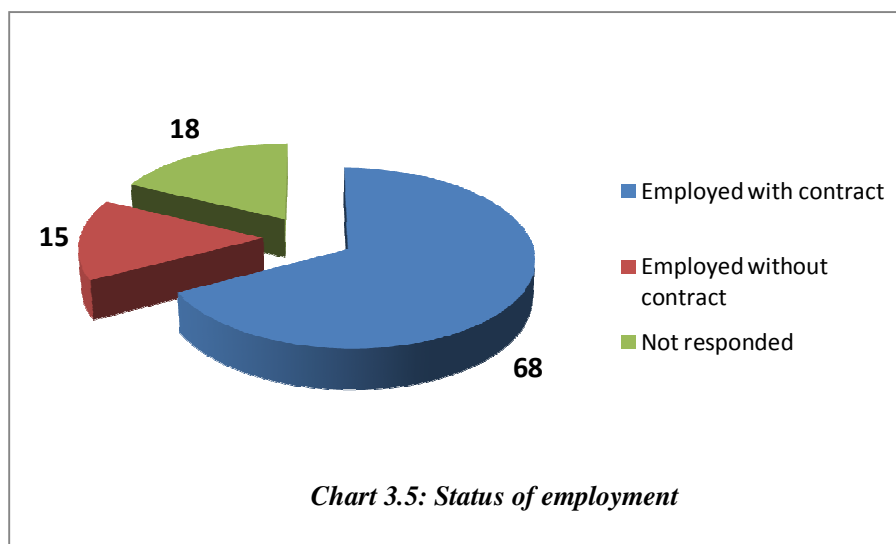


Twenty five out of 34 certificate holders said that they have received an expected job and four from respondent did not receive job which was expected by them.

### **Employment Status**

Table 3.9 and chart 3.5 show that the status of foreign employment according to views of certificate holders who certified certificate from TVEC.

<i>Table 3.9: Status of employment</i>		
<b>Employment</b>	<b>No.</b>	<b>%</b>
Employed with contract	23	68
Employed without contract	5	15
Not responded	6	18
<b>Total</b>	<b>34</b>	<b>100</b>

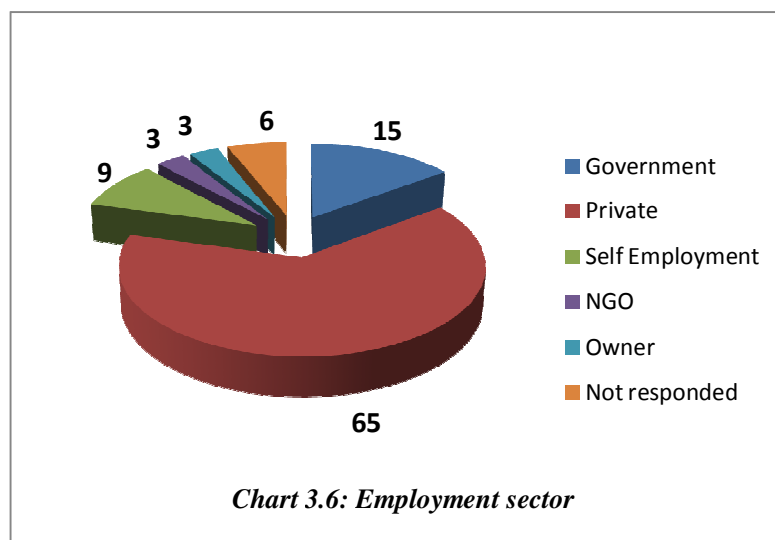


Sixty eight percent of respondent said that they have employed with contract and 15 percent said that they have employed without contract.

### Sector working

Employment sector of job received by certificate holders who certified certificate from TVEC are stated in Table 3.10 and Chart 3.6.

<i>Table 3.10: Employment sector</i>		
<b>Sector</b>	<b>No.</b>	<b>%</b>
Government	5	15
Private	22	65
Self Employment	3	9
NGO	1	3
Owner	1	3
Not responded	2	6
<b>Total</b>	<b>34</b>	<b>100</b>



Twenty two respondent among 34 (65%) said that they were working in a private sector and 15% of respondent were working in a government sector. Three of them were self employed.

### Designation

Table 3.11 shows that the designation received by certificate holders.

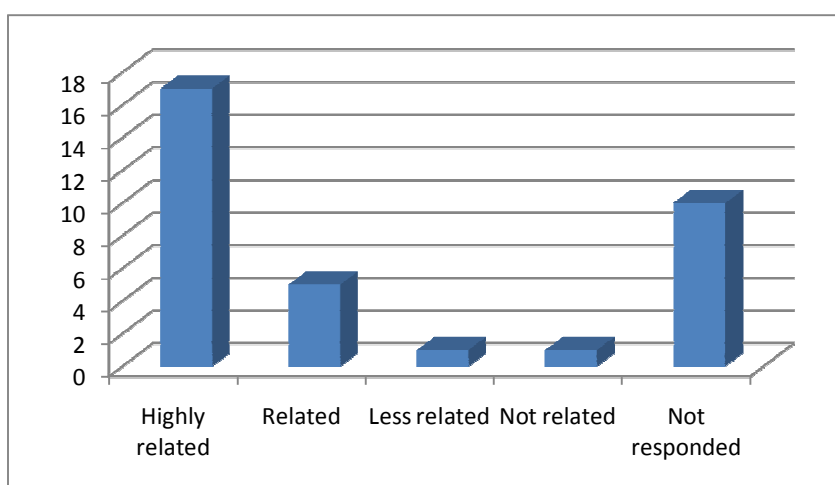
<i>Table 3.11: Designation of employee</i>		
<b>Designation</b>	<b>No.</b>	<b>%</b>
Office Assistant or Allied Job	7	21
Technician	6	18
Executive Officer	3	9
House Keeping	2	6
Pre- School Teacher	2	6
Labour	2	6
Driving	1	3
Accountant	1	3
Heavy Vehicle Driver	1	3
Cook	1	3
Cashier	1	3
Quantity Surveyor	1	3
Physiotherapist	1	3
Service Crew Trainer	1	3
Not responded	4	12
<b>Total</b>	<b>34</b>	<b>100</b>

Majority (21%) of the respondent was working as Office assistant and allied job and 18% of respondent were Technicians. Twenty certificate holders among 34 (76%) were doing skilled job and four (12%) doing unskilled job. Four certificate holders were not responded.

### **Relatedness of training to job**

Table 3.12 and Chart 3.7 show that the relatedness of certified certificate of training with their received job.

<i><b>Table 3.12: Relatedness of training to job</b></i>		
<b>Sector</b>	<b>No.</b>	<b>%</b>
Highly related	17	50
Related	5	15
Less related	1	3
Not related	1	3
Not responded	10	29
<b>Total</b>	<b>34</b>	<b>100</b>



***Chart 3.7: Relatedness of training to job***

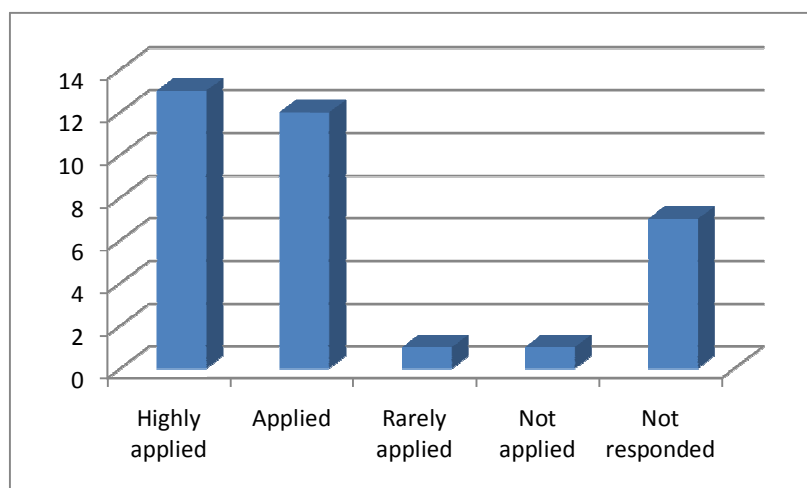


Job of the majority (50%) of the respondents was highly related to their training. All together 65 percent of certified holders received job related with the training received by them. But 10 certificate holders did not respond.

### **Application of gained Knowledge and Skills during training**

Table 3.13 and Chart 3.8 show that the level of application knowledge and skills gained by them from training to their job.

<i><b>Table 3.13: Application of gained K &amp; S during training</b></i>		
<b>Sector</b>	<b>No.</b>	<b>%</b>
Highly applied	13	38
Applied	12	35
Rarely applied	1	3
Not applied	1	3
Not responded	7	21
<b>Total</b>	<b>34</b>	<b>100</b>



***Chart 3.8: Application of gained K & S during training***

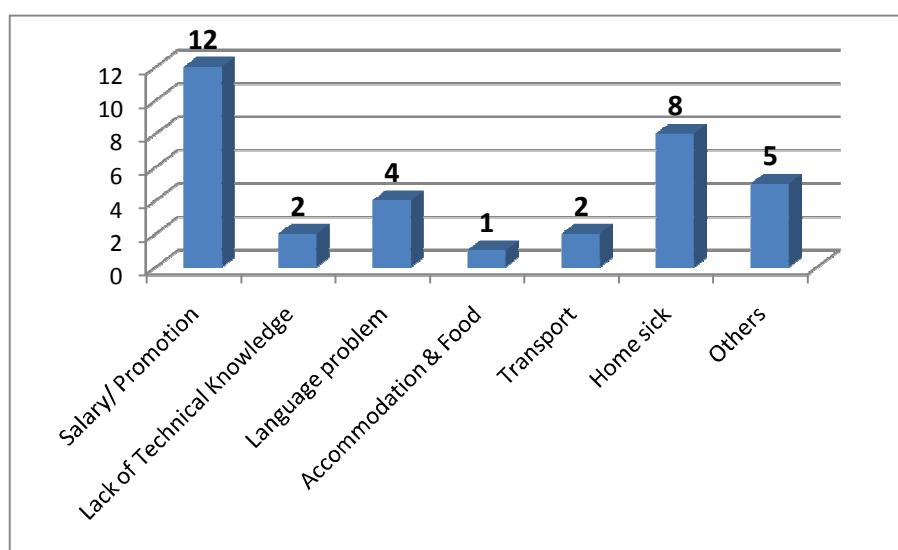
According to table 3.13 and chart 3.8 thirteen among 34 (38%) certificate holders were highly applied knowledge and skills gained by them from training to their job. And also twelve (35%) certificate holders were applied and one was rarely applied and the other one not applied knowledge and skills gained by them from training to their job. Seven certificate holders were not responded.

### Difficulties faced during working

Table 3.14 shows that the difficulties faced by them during working in their job.

<i>Table 3.14: Difficulties faced during working</i>		
Difficulty	No.	%
Salary/ Promotion	12	35
Lack of Technical Knowledge	2	6
Language problem	4	12
Accommodation & Food	1	3
Transport	2	6
Home sick	8	23
Others	5	15
<b>Multiple Responded</b>		

Also chart 3.9 shows that the difficulties faced by them during working in their job.



*Chart 3.9: Difficulties faced during working*

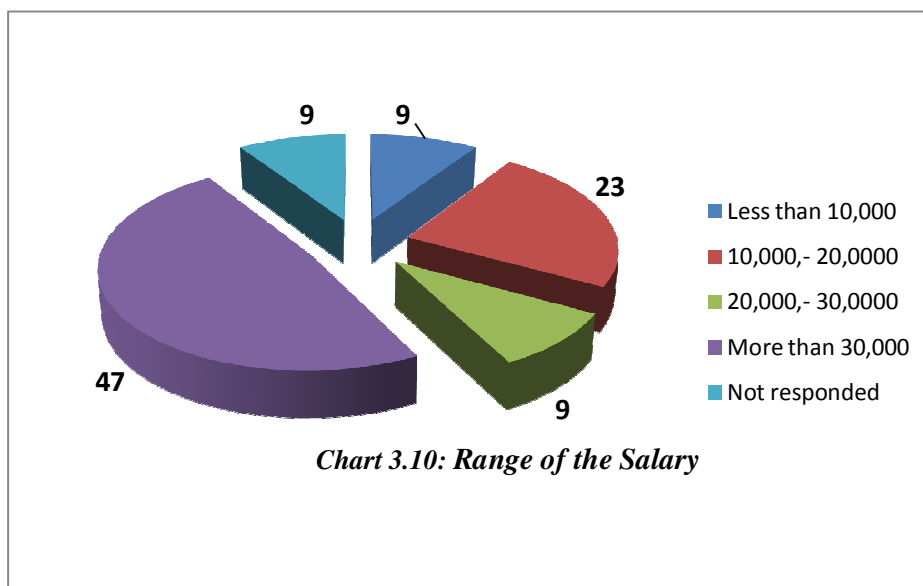
35% certificate holders said that they have faced difficulties in salary and promotions during their work and 23% of respondents had homesick and 12% have faced in language problems. Six percent of certificate holders mentioned that even though they

followed technical course, they have faced lack of technical knowledge during working. Another six percent said that they have faced transport problems.

### Range of the Salary

Table 3.15 and chart 3.10 show that range of the salary of foreign employees who certified certificates from TVEC.

<b>Table 3.15: Range of the Salary</b>		
<b>Salary amount (Rs.)</b>	<b>No.</b>	<b>%</b>
Less than 10,000	3	9
10,000,- 20,0000	8	23
20,000,- 30,0000	3	9
More than 30,000	16	47
Not responded	3	9
<b>Total</b>	<b>34</b>	<b>100</b>



Among 34 certificate holders, 47% received salary more than Rs. 30,000 and 23% received Rs. 10, 0000- Rs. 20,000. Although they have vocational certificate, three of them received less than Rs. 10,000.

### Range of the Salary by Job

Table 3.16 shows that range of salary by job of certificate holders.

<b>Table 3.16: Range of the Salary by Job</b>				
<b>Salary (Rs.) Job</b>	<b>Less than 10000</b>	<b>10000 - 20000</b>	<b>20000- 30000</b>	<b>More than 30000</b>
Cook	-	-	1	3
Baco Driver	1	-	-	4
Computer	-	4	1	3
Cashier	-	1	-	-
House Keeping	-	1	-	1
Quantity Surveyor	-	-	-	1
Service Crew Trainer	-	-	-	1
Driver	-	-	-	1
Auto Mechanic	-	-	1	1
Physiotherapist	-	1	-	-
Pre- School Teacher	-	1	-	-
Accountant	-	-	-	1
Not responded				

According to certificate holder's responses, following jobs/ job category have paid more than Rs. 30, 000.

- Cook
- Baco Driver
- Quantity surveyor
- Service crew trainer
- Driver
- Auto Mechanic
- Accountant
- Computer
- House keeping

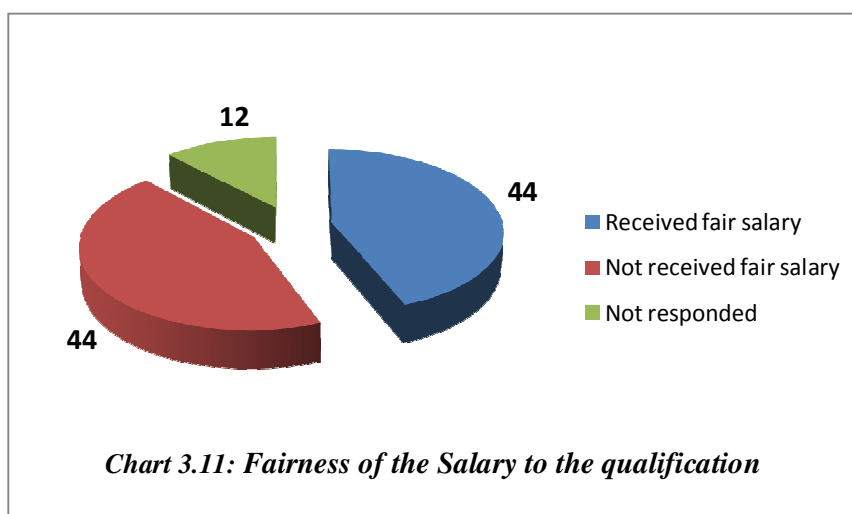
One Baco driver has paid less than Rs. 10,000.

### **Fairness of the Salary to the qualification**

Table 3.17 shows that the fairness of salary which certificate holders have received for their job to their qualifications.

<i>Table 3.17: Fairness of the Salary to the qualification</i>		
<b>Salary</b>	<b>No.</b>	<b>%</b>
Received fair salary	15	44
Not received fair salary	15	44
Not responded	4	12
<b>Total</b>	<b>34</b>	<b>100</b>

Also chart 3.11 shows that the fairness of salary which certificate holders have received for their job to their qualifications.



According to table 3.17 and chart 3.11, 44% certificate holders have received fair salary to their qualification and 44% r certificate holders have not received fair salary for their qualifications. Four among 34 have not responded to this question.

### **Reason for obtaining Foreign Employment**

According to certificate holder's comments, reason for obtaining a job is indicated in table 3.18

<b>Table 3.18: Reason for obtaining Foreign Employment</b>		
<b>Reason</b>	<b>No.</b>	<b>%</b>
Obtain high income	8	23
Difficult to find a job in Sri Lanka	5	15
High value for foreign experience	1	3
Gain extra knowledge and experience	2	6
Learn new technology	-	-
Not responded	18	53
<b>Total</b>	<b>34</b>	<b>100</b>

According to table 3.18, 23% certificate holders said that reason for obtaining foreign employment to get high income and 15% faced difficulties to find job in Sri Lanka. Eighteen among 34 (53%) were not responded to this question.

Table 3.19 shows that the reason for obtaining foreign employment according to views of agencies.

<b>Table 3.19: Reason for obtaining foreign employment</b>	
<b>Reason</b>	<b>No.</b>
Receiving good salary	12
Getting a substantial income to maintain my family	7
Gaining knowledge and experience	8
Obtaining high demand	4
Learning new technology	11
Sharing knowledge	3
<b>Multiple responses</b>	

According to views of certificate holders who certified certificates from TVEC, many certificate holders received foreign employment for having good salary (12) and for learning new technology (11). Eight certificate holders respond that they have gone

for foreign employment for gaining knowledge and experiences and seven said that for getting substantial income to maintain their families.

***Ideas about to do Foreign Employment- views of certificate holders***

- විදේශ රැකියාවක නිරතවීම තුළින් ඉහළ ආදායමක් ලබාගැනීමට හැකිය. එසේම විදේශ රැකියා පලපුරුද්දට ඉහළ වටිනාකමක් ලබාගැනීමට හැක. තවද අමතර දැනුමක් හා පලපුරුද්දක්ද ලබාගැනීමට හැකිය.
- මා ඉගෙනගත් අංශයෙන් ලබාගත් දැනුමෙන් යම් හොඳ සේවයක් රැකියාව කරන ආයතනයට ලබාදී එම සේවයේ වටිනාකම තහවුරු කිරීමත් එමඟින් අපේ දේශයට විනිමය ඇතිකරදීමත් එමඟින් මාගේ දියුණුව වැඩි වර්ධනය කරගනිමින් මා ලබාගත් දැනුමෙන් ඉතා හොඳ ඵල ජර යෝජනයක් ලබාගැනීමත්ය. කාර්මික අංශයෙන් නව ක්ර මයන්ගෙන් වැඩිදියුණුවීම පිළිබඳ වද මාගේ අදහස විය.
- සාධාරණ වැටුපක් ලැබීම.ජරවාහන පහසුකම් ලැබීම. නවීන තාක්ෂණය.නව තාක්ෂණය පිළිබඳ වැඩිපුර දැනුමක් ලැබීම.
- විදේශ රැකියාවක නිරතවීමේදී ඉහළ ආදායම් මට්ටමක රැකියාවේ හැකියාව. සේවය සඳහා ඉහළ අගයකිරීමක් ලැබීම. වෘත්තීය පිළිබඳ දැනීම වැඩිකරගැනීමේ හැකියාව
- ඉහළ ආදායමක් ලබාගැනීම හා පවුලේ නඩත්තුව සඳහා විදේශ රැකියාවක් කිරීම ඉතා සුදුසු යැයි මා සිතමි.
- නව තාක්ෂණ අත්දැකීම් විශාලවශයෙන් ලබාගැනීමට හැකිවිය. නම්දැරූ හොඳ ආයතනයක රැකියාවක් ලබාගැනීමට උපකාරීවේ.
- ඉහළ වැටුපක් ලබා අමතර දැනුම සහ පලපුරුද්ද ලබාගැනීමට
- විදේශ රටකට යාමට ලැබීමෙන් තෘප්තියක් ලැබීම.නව තාක්ෂණය සමඟ දැනුමක් ලබාගැනීම.

***3.02.03 Data received from Agencies***

**Demanded job according to Foreign Employers – View of Agencies**

According to views of agencies demanded job/job category by foreign employers mentioned in table 3.20.

<b>Table 3.20: Demanded job according to Foreign Employers – View of Agencies</b>	
<b>Country</b>	<b>Demanded job Category according to Foreign Employers</b>
United Arab Emirates	Hotel/ Bank/ Motor Mechanic/Electrician/Welder
Saudi Arabia	Driver/Labour/ Computer Operator /QS /Civil Engineering/ Salesman/ Industrial Workers ( Welder, Plumber, Electrician, Automobile Mechanic)
Abu Dhabi	Automobile Mechanic
Doha Qatar	AC Mechanic/Plumber/Tailor /Labour /Driver/ Salesman/Welder/ Plumber/ Electrician/ Automobile Mechanic
Oman	AC Technician
Dubai	Computer Hardware/ Network Technician/ Graphic Designer/ Accountants/ Automobile Mechanic/ Hotel Field

According to table 3.20, five countries among six (except Oman) demanded the occupation of Automobile Mechanic. Three countries among six demanded the occupation of Electrician.

#### ***Demanded for Sri Lankan Workers- View of Agencies***

Table 3.21 shows that the Level of demand for Sri Lankan workers by countries.

<b>Table 3.21: Countries demanded for Sri Lankan Workers- View of Agencies</b>				
<b>Country</b>	<b>High Demand</b>	<b>Demand</b>	<b>Less Demand</b>	<b>No Demand</b>
United Arab Emirates	2	2	1	
Saudi Arabia	5	3	1	
Cyprus	1			
Doha Qatar	4	1		
Oman	1			
Dubai	2			
Kuwait	4	1		
Bahrain		1		
<b>Multiple responses</b>				



According to the table 3.21, six countries among eight (countries of Saudi Arabia, cypress, Doha Qatar, Oman, Dubai, Kuwait) demanded highly for Sri Lankan workers.

### ***3.03 Summary***

This chapter analyzed the data collected through questionnaire using the software SPSS, basically used frequencies for analysis.

## **Chapter Four**

### **Conclusion and Recommendation**

#### ***4. Introduction***

This chapter describes the summary of the research findings in order to give a collective re trainees who were following the courses action with conclusions.

##### ***4.01 Conclusion***

- Pay less salary for Sri Lankan certificate holders because training courses are not match with foreign job market.
- 41% of respondent have NVQ certificates and same percentage have other certificate From registered training institutes.
- 35% respondent said that they were find job very easily with certified certificate. 23% of respondent said that they were find easily with certified certificate.
- 38% of respondent said that received a very good value in a job for a certified certificate. 18% of respondent said that received a good value in a job for a certified certificate.
- 73% of respondent said that they have received an expected job.
- 68% of respondent said that they have employed with contract and 15% were employed without contract.
- 65% of respondent said that they were working in a private sector and 15% of respondent have they were working in a government sector.
- Majorities (21%) of the respondent were working as Office assistant and allied job and 18% of respondent were Technicians.
- Job of the majority (50%) of the respondent was highly related to their training.
- 38% respondents were highly applied gained Knowledge and skills to their job and 35% of respondents were applied gained Knowledge and skills to their job.

### ***3.02 Recommendations***

- Make embassies and Foreign employment aware of
  - certificate verification service by TVEC
  - value in a job market for these certified certificates.
- Design and implement training course according to foreign job market because Sri Lankan employees received less salary than the employees from the other countries.

**තෘතීයික හා වෘත්තීය අධ්‍යාපන කොමිෂන් සභාවෙන් සහතික අනුමත  
කරගන්නා රැකියා බලාපොරොත්තු වන්නන්ගේ  
විදේශ රැකියාව පිළිබඳ අධ්‍යයනය**

**රැකියාලාභීන් සඳහා ප්‍රශ්නාවලිය**

1. ඔබගේ නම :

2. ස්ථීර ලිපිනය :

3. සේවයේ යෙදී සිටින රට :

4. වර්තමාන සේවා ස්ථානයේ ලිපිනය :

5. දැනට දරණ තනතුරේ ස්වභාවය -

විධායක නිලධාරී

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කාර්මික නිලධාරී

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ලිපිකරු හා ආශීත  
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වෙනත්  
(සඳහන් කරන්න)

☐

6. ඔබගේ රැකියාව කරන ආයතනයේ ස්වභාවය -

රාජ්‍ය ආයතන

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රාජ්‍ය නොවන ආයතන

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පෞද්ගලික ආයතන

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ස්වාමි

☐

ස්වයං රැකියා

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7. ඔබ විදේශ රැකියාවකට යාමට ඉවහල් වූ පාඨමාලාවේ නම :

8. එම පාඨමාලාව හැදෑරූ ආයතනය සහ එහි ලිපිනය:

9. NVQ සහතිකයක් ලබා තිබේද?

ඔව්

☐

නැත

☐

10. ඉහත පාඨමාලාව හැඳුරීම තුළින් ඔබ ලබා ගත් දැනුම/නිපුණතාවට අදාළ වෘත්තීයක නිරත වන්නේද?

ඉතා අදාළයි	
සාමාන්‍යයෙන් අදාළයි	
අඩු වශයෙන් අදාළයි	
කිසිසේත් අදාළ නොවේ	

11. ඉහත පාඨමාලාව හැඳුරීම තුළින් ඔබ ලබා ගත් දැනුම / නිපුණතාවය ( ඔබගේ සහතිකයට අදාළ) වෘත්තීය කිරීමේදී ප්‍රායෝගිකව යොදා ගැනීමට ඇති හැකියාව

යොදා ගැනීම ඉතා ඉහළ මට්ටමක වේ	
යොදා ගැනීම ඉහළ මට්ටමක වේ	
යොදා ගැනීම සාමාන්‍යයි	
යොදා ගැනීම පහළ මට්ටමක පවතී	
කිසිසේත් යොදා නොගනී	

12. ඔබ නිරත වී සිටින රැකියාව කරගෙන යාමේදී මුහුණ දෙන ගැටළු/අපහසුතාවයන් / බාධාවන් මොනවාද?

වැටුප් / උසස්වීම් පිළිබඳ	
තාක්ෂණික දැනුම	
භාෂාමය ගැටළු	
නවාතැන් හා ආහාරමය ගැටළු	
ප්‍රවාහන අපහසුතා	
පවුලෙන් වෙන්ව සිටීම	
වෙනත්	

13. ඔබගේ දළ මාසික වැටුප

1. 10,000 අඩු ☐
2. 10,000-20,000 ☐
3. 20,000- 30,000 ☐
4. 30,000 වැඩි ☐

14. ඔබගේ පාඨමාලාව හැඳූරු දේ වලට සාධාරණ වැටුපක් ඔබ ලබන්නේද?

ඔව්	
නැත	

15. TVEC ආයතනයෙන් සහතික කරන ලද සහතිකයට අදාළ රැකියාවක් ලබා ගැනීමේදී ඇති වූ අපහසුතාවය

රැකියාව ලබා ගැනීමට ඉතා පහසු විය	
රැකියාව ලබා ගැනීමට පහසු විය	
රැකියාව ලබා ගැනීමට අපහසු විය	
රැකියාව ලබා ගැනීමට ඉතා අපහසු විය	

16. ඔබ සේවා ගිවිසුමට එළැබියේ ඔබ බලාපොරොත්තු වූ වෘත්තීය සඳහාද?

ඔව්	
නැත	

17. ඔබේ සේවා ගිවිසුමෙහි සඳහන් රැකියාවේ ඔබ නිරත වන්නේද?

ඔව්	
නැත	

18. ඔබේ වෘත්තීය සහතිකයට නිසි ඇගයීමක් එම රැකියාව තුළ ලැබුනේද?

ඉතා හොඳ ප්‍රතිචාර	
හොඳ ප්‍රතිචාර	
සාමාන්‍ය	
විශේෂත්වයක් නැත	

19. ඔබගේ වෘත්තීය සඳහා ඔබ සේවය කරන විදේශ රට තුළ ඉල්ලුමක් තිබේද?

ඉතා ඉහළ ඉල්ලුමක් ඇත	
ඉහළ ඉල්ලුමක් ඇත	
සාමාන්‍ය ඉල්ලුමක් ඇත	
විශේෂත්වයක් නොමැත	

20. ඔබ සේවය කරන විදේශ රට තුළ ඔබ දන්නා පරිදි ඉහළ ඉල්ලුමක් ඇති රැකියා මොනවාද?

21. ඔබ සේවය කරන රට තුළ ශ්‍රී ලාංකිකයන් සඳහා ඉල්ලුමක් ඇති රැකියා මොනවාද?

22. වෘත්තිකයකු ලෙස විදේශ රටක සේවය කිරීමට

ඉතා කැමතියි	
කැමතියි	
අකැමතියි	
ඉතා අකැමතියි	
විශේෂත්වයක් නැත	

23. විදේශ රටක සේවය කිරීමට කැමතිවූයේ

ඉහළ ආදායමක් ලැබීමට	
දේශීය රැකියාවක් ලැබීමේ අපහසුතාවය නිසා	
විදේශ රැකියා පලපුරුද්දට වැඩි වටිනාකමක් ලැබීම	
අමතර දැනුම පලපුරුද්ද ලබා ගත හැකිවීම	
නව තාක්ෂණය ඉගැනීමට හැකි වීම	
වෙනත් (සඳහන් කරන්න)	

24. විදේශ රැකියාවක් කිරීම පිළිබඳව ඔබගේ අදහස් දක්වන්න.

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**Study on Foreign Employability  
of candidates whose certificate were certified by TVEC on  
the request of Foreign Employment Missions**

for office  
use only

**Questionnaire to Agencies**

1. Address: \_\_\_\_\_ Tel: \_\_\_\_\_

District: \_\_\_\_\_

2. Designation of Interviewer: \_\_\_\_\_

3. Degree of demand for Sri Lankan Employees

Country	High Demand	Demand	Less Demand	No Demand

4. Job Demand of following categories according to the year

Job Category	Year	2007	2008	2009	2010	2011
Executive						
Technician/ Mechanic						
Clerical						
Labour						
Others, (Pl. specify)						

5. Degree of Demand for the Skilled (having a vocational certificate) employees.

<b>Job Category</b>	<b>High Demand</b>	<b>Demand</b>	<b>Less Demand</b>	<b>No Demand</b>
Executive				
Technician/ Mechanic				
Clerical				
Labour				
Others, ( <i>Pl. specify</i> )				

6. Degree of Demand for the Unskilled (without vocational certificate) employees.

<b>Job Category</b>	<b>High Demand</b>	<b>Demand</b>	<b>Less Demand</b>	<b>No Demand</b>
Executive				
Technician/ Mechanic				
Clerical				
Labour				
Others, ( <i>Pl. specify</i> )				

7. Who emphasized the TVEC acceptance for the vocational training certificate?

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8. Which countries need TVEC certification for the vocational training certificate for obtaining foreign jobs?

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9. In which situations rejected the TVEC certified certificates?

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10. Degree of acceptance of the Vocational Certificate certified by the TVEC

<b>Job Category</b>	Executive	Technician/ Mechanic	Clerical	Labour	Others, (Pl. specify)		
<b>Country</b>							

1. High Demand  
2. Demand

3. Less Demand  
4. No Demand

11. How many Employees did you send to the foreign employment according to the country?

**2008**

<b>Job Category</b>	Executive	Technician/ Mechanic	Clerical	Labour	Others, (Pl. specify)		
<b>Country</b>							

**2009**

<b>Job Category</b>	Executive	Technician/ Mechanic	Clerical	Labour	Others, (Pl. specify)		
<b>Country</b>							

**2010**

<b>Job Category</b>	Executive	Technician/ Mechanic	Clerical	Labour	Others, (Pl. specify)		
<b>Country</b>							

12. How many foreign agencies registered with your Agency?

Country	No. of Agencies

13. Is there any difference between who are having Technical or Vocational certificate holders and others?

Yes	
No	

14. If “YES” Please give comments.

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