

# **A Tracer Study on Employability and Effectiveness of TVET Certificate Holders in 2011**

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## **Foreword**

### **INTRODUCTION**

Tracer studies are important as a way of understanding the relevance and quality of programmes offered by the institutions as well as the labour market. It has been found that tracer studies are the most important vehicle to build strong bonds between the *Alma Mater* and the ever-increasing graduates. This is feasible through two perspectives. From one perspective, the graduates are the rich source of feedback for improvements in the course curriculum, teaching, research, extension, and networking. On the other, the tracer study helps to measure the extent of professional careers pursued by the graduates after gaining knowledge and skill through institutions. Starting from 2008 to date altogether 15 tracer studies have been conducted in different formats by TVEC. The latest tracer study was conducted in 2012 targeting recent past graduates of NDICT and NVQ L5&6 in the ICT sector. This tracer study also has employed both parametric and non-parametric statistical tools in the data analysis and interpretation. The total sample taken for this study was 350 ICT certificate holders who graduated in the year 2012.

### **Objectives of Tracer Study**

In this Tracer Study we made connections between the ideas and methods of a handful of studies that we knew about and used them as a basis to design this study. In some ways, the most exciting outcomes from the studies were that they gave us insights into aspects of employability of TVET students. Following are the three major objectives of this study.

- To find out the employability of passed out trainees
- To identify the demand for the skilled labor in different industry sectors
- To identify the possible improvements in TVET sector.

There are a number of characteristics that distinguish these studies from conventional academic research. One is that a Tracer Study starts from the objectives, goals and context of a programme and sets out to learn from what is there – especially from the kinds of personal outcomes that



participants reveal. A second characteristic is that the mass of information that results is often of immediate use: knowing about its actual impact on people can be directly related to the conceptualization and operation of a programme, changing or refining how effectiveness is perceived, modifying or adding to the programme's objectives, and perhaps fine-tuning programme content or changing the ways in which it is structured and run. A third distinctive characteristic is that a Tracer Study in this same spirit of sharing, learning and building new knowledge, we encourage other organizations to take the ideas, principles, methods and approaches described in this and apply them in their own contexts.

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P.C.P. Jayathilake,  
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## Abbreviations

DCS	Department of Census and Statistics
DS	Divisional Secretariat
DTET	Department of Technical Education and Training
G.C.E.(A/L)	General Certificate in Education (Advanced Level)
G.C.E.(O/L)	General Certificate in Education (Ordinary Level)
CAA	Computer Application Assistant
AD	Assistant Director
D	Director
GDP	Gross Domestic Product
HR	Human Resources
ICT	Information and Communication Technology
ILO	International Labour Organization
NGOs	Non Governmental Organizations
MYASD	Ministry of Youth Affairs and Skills Development
NAITA	National Apprentice and Industrial Training Authority
NCS	National Competency Standards
NGOs	Non Governmental Organizations
NIBM	National Institute of Business Management
NITAC	National Industry Training Advisory Committee
NVQ	National Vocational Qualifications
NYSC	National Youth Services Council
OJT	On the Job Training
RPL	Recognition of Prior Learning
QMS	Quality Management System
TVE	Tertiary and Vocational Education
TVEC	Tertiary and Vocational Education Commission
TVET	Technical and Vocational Education and Training
VTA	Vocational Training Authority
VTC	Vocational Training Centre
UNIVOTEC	University of Vocational Technology
SLIOP	Sri Lanka Institute of Printing
SLITA	Sri Lanka Institute of Textile and Apparel
CGTTI	Ceylon German Technical Training Institute
GJRTI	Gem and Jewelers Research and Training Institute
CBSL	Central Bank of Sri Lanka
CBT	Competency Based Training
CLS	Computer Literacy Survey
CoT	College of Technology
SPSS	Statistical package for social science

## **Executive Summary**

Sri Lankan Government is continuously working towards enhancing the human resource development in the country to meet the ever increasing demand emanated from national and international labor market looking for high quality skills. One of the major problems faced by Sri Lanka is unemployment among educated and young people due to lack of competences demanded by the labour market. The Technical and Vocational Education and Training system in Sri Lanka provides opportunity for sustainable and strategic solutions for national training needs as well as for the unemployment problem in both formal and non formal sectors and supply the required human resources with right quality and relevance.

The objectives of this study are, to find the employability of passed out trainees and to identify the possible improvements in TVET sector. Data was collected by using primary & secondary sources. Postal survey method was adopted to collect primary data. Secondary data was collected from various sources i.e. reports of TVEC and other institutions, web sites of TVET organizations, Central bank annual reports of 2010 to 2012, Statistical abstracts of department of census and statistics-2011, Publications of External Resource Department etc. Target population was both NVQ and non NVQ certificate holders in Sri Lanka. The sampling frame of the study is considered as all NVQ certificate holders from public sectors and selected 5000 Non NVQ Certificate holders in the year 2011 in Sri Lanka, who have under gone training in government training institutes. Normal Response rate of the postal questionnaires is approximately 18-20%. However, 4686 responses were received which is approximately 31.2% of the sample. Data analysis has been done basically by quantitative methods using of SPSS and cross tabulation and graphical methods also have been used for qualitative data.

These study findings are as follows,

As reasons for joining TVET, Influence of Parents (27%), friends (26%), and advertising (19%) and Vocational awareness programs (15%) are most effective ways to attract youth for TVET. Workshops (5%), radio and TV (2%), and other modes of advertizing including TVEC website (1%) seem to be of very low effectiveness with the aggregate of 8%.

The majority of respondents from both NVQ and Non NVQ are male (63%) and majority from government VT centers (72%). Participation from Northern and Eastern provinces for vocational education programmers are significantly less compared to western, Southern, Sabaragamuwa and central provinces. The private vocational training institutes are offered more non NVQ courses which is 70.4%. Highest number of respondents is from western province which is 1056 out of total responded persons of 4686. Other high response provinces are Southern (848), Sabaragamuwa (449) and Central (371). Lowest number responded is from Northern Province (143). Other low desponded provinces are North central, Uva, and Eastern with 208, 293 and 324 respectively.

The majority of the age group has fallen into the category of 15-29 which is 81.5%. And More than 91% of certificate holders are less than 40 years of age. Majority of respondents have passed GCE Advance Level which is 1485 and 3300 certificate holders have passed Ordinary Level and above. Majority of the 15 – 29 age groups has passed GCE A /L and above which is 60.4%. Educational level of the younger groups is high when compared to the elderly group. Most of certificate holders have not traveled more than 20 km from their residence which is 77 %.

In this study it is revealed that 2226 which is 47.5 % of the certificate holders are employed. 2460 TVET Certificate holders are unemployed which is 52.5 %. Employability of NVQ certificate holders, 1361 were employed which is 50%. And 1343 were Unemployed which is 50%. And Employability of Non NVQ certificate holders, 667 were employed which is 48%. 709 were Unemployed which is 52%. However, there is no significant different in employability of NVQ and non-NVQ holders.

Male employability is higher than female. Among male respondents, 1612 are employed which is 55.8% and 1275 are unemployed which is 44.2%. From of female respondents, 589 are employed which is 34.8% and 1102 are unemployed which is 65.2%. Employability of NVQ certificate holders in Southern, Sabaragamuwa, North western, Eastern and Uva provinces have shown high while Western, North Central, Northern and Central Provinces have shown high unemployment. Western province unemployment rate is 56.3 % and Northern provinces unemployment is 68.1%.

Data reveals that 59.4% of respondents with GCE A/L are unemployed and the percentage for unemployment with degree and above is 64.3%. Conversely, most respondents with lower educational qualifications seem to be employed. The employed rate for 1-5 Year education is 69.4% and up to GCE O/L is 55.5 %. Unemployment of 15-29 age group is 55.1%. Majority of elders are employed. The employment rate of the age group of 30-40 is 64.8 % and that of above 40 is 68.9 %.

Respondents working in the private sector seem higher which around 44% is. Government, NGO and self employment sector contributions are 29%, 13% and 14% respectively and those employed on permanent basis is 41.1%. Percentage on casual basis is 38.1% and on contract is 20.8%. 769 certificate holders are drawing less than Rs.10000 salary per month which is 32%. And 1318 are taken between Rs.10000 and Rs. 30 000 salary which is 56%. No. of 287 and 12 % are taken more than Rs.30 000 income per month. Among them 101 are earning more than Rs.50 000 per month.

Highest numbers of responded certificate holders are reported from computer application assistant course which amount is 328. Among them very few certificate holders are earning more than R. 30 000 which is 19 certificate holders. Electrician, wood craftsman (furniture), Welder, Automobile Mechanic, Computer hardware technician, Beautician, Computer graphic designer, Motor cycle mechanic....etc have been reported highest respondent rates among the certificate holders. Among them very few certificate holders are earned more than Rs. 30 000 which are 27, 22, 15, 8, 7, 5, 9, and 8 respectively.

Employability among both NVQ and Non NVQ courses, the highest numbers of responded certificate holders are reported from computer application assistant course which amount are 692 and 171 respectively. Among NVQ category 457 certificate holders are Unemployed which is 66% and 235 certificate holders are employed which is 34%. Among Non NVQ category 100 are Unemployed which is 58.5% and 71 are employed which is 41.5%. AAT, Accounting, Tailor, Computer graphic designer and languages etc... also have shown high unemployment rates. The high Employment rates have reported in Electrician (64.1%), wood craftsman (furniture) (75.5%), welder (56.8%), Computer hardware technician (57.9%) etc.

Employability as course duration, the majority is reported 3-6 months duration which is 1248. Among them 57% are unemployed and 43% employed. Among 3 months courses employment

rate is 50.8%. Durations of 1-2 years have reported high employability rate which is 53.2% and more than 2 years courses have reported 52.5% employability rate

.

49.2% of respondents have been waited for more than 2 years without a job. And also 22.7% were waited between 1-2 years. 615 respondents out of 2460 responded certificate holders they have sent 1-5 applications to find a job. Among them 233 are female and 382 are male. 175 female respondents they have sent more than 20 applications.

# **Chapter 01:**

# **Introduction**

## **1.1. Overview**

The Government of Sri Lanka has the responsibility to ensure the development of nationally and internationally competent labour force in order to enhance the sustainable development of the country. Under the guidance of the ministry of Youth Affairs and Skills Development, Tertiary and Vocational Education Commission in the year 2004 has co-partnered the programme to introduce National Vocational Qualification (NVQ) Framework in the TVET sector. The Technical and Vocational Education and Training system in Sri Lanka provides the opportunity for sustainable and strategic solutions for national training needs as well as for the unemployment problem in both formal and non formal sectors and supply the required human resources with right quality and relevance.

## **1.2. General education and TVET systems in Sri Lanka.**

It is officially recorded that the Technical Education in Sri Lanka was initiated in the year 1893. The specific event was the establishment of the very first technical training institute by the government. From thereon, the Technical and Vocational Education and Training (TVET) have developed to the present state. It is now estimated that there are about 5000 training institutions in Sri Lanka belonging to government, private and nongovernmental organizations. Even today the government plays a key role in providing training and education in TVET sector through a number of government departments and Authorities. The Department of Technical Education and Training (DTET), The National Apprentice and Industrial Training Authority (NAITA) and Vocational Training Authority of Sri Lanka (VTA), National Youth Services Council (NYSC) are the main institutes that are under the Ministry of Youth Affairs and Skills Development where approximately 65,000 students are trained annually through their Training Centre network located throughout the country. Institutional training and on the job training are the key methods used by these organizations to train the students. In addition to these organizations, there are other public institutions such as Department of Social Services, Ministry of Higher Education and specialized institutes such as health sector paramedical, telecom, transport (road & railway) training etc which operates in TVET sector in the country.



General education system, though a basic introduction to the world of work and technological world given for the students at general certificate of education ordinary level (G.C.E. O/L ) is not adequate for joining the technical workforce. Presently out of the total number of the students who study G.C.E.(A/L) the students represent, 51% of arts, 27% of commerce, 22% of math's and science subjects. Thus, many students are studying arts.

One of the major problems faced by Sri Lanka is unemployment among arts graduates due to lack of competences demanded by the labour market. The overall unemployment rate is 4% in 2012, and among educated people who have passed GCE Advance level and above unemployment rate is 7.5% in 2012. Unemployment rate among young people i.e. age 15-19 is 18.9% and for age 20-29 it is 11.3%. The major reason is the mismatch in education system with job opportunities in the labour market and is now a hindrance to the development effort.

Presently in Sri Lanka, the share of the industrial sector in total GDP has increased from 27.3% in 2000 to 30.4 percent in 2012. And services sector has the fastest growth from 52.8 percent in 2000 to 58.5 Percent in 2012 in GDP contribution. Similarly, the employment share of industry sector increased from 23.6% to 26.1% between 2000 and 2012. Service sector also increased from 40.3% to 42.9% between 2000 and 2012 respectively.

### **1.3.NVQ framework.**

Tertiary and Vocational Education Commission (TVEC) has taken steps to introduce a National Vocational Qualification Framework since 2004 and established a Quality management system of tertiary and vocational education in Sri Lanka. Therefore, nationally and internationally recognized system to award qualifications on Tertiary & Vocational Education and Training for those who seek certificates for employment and other purposes is available. The NVQ framework has following key features;

- Assurance of Quality training & education,
- Industry based vocational training,
- Equal accessibility and uniformity,

Competency Based Training (CBT) will remain as the major mode of delivery of vocational training that is leading to offer qualifications under the NVQ framework. National Competency Standards and curricula are developed as main guides.

TVEC is functioning as the central certificate-awarding agency for institutional and non-institutional training. Under the Competency Based Training mode, certificates are issued to those who successfully complete assessments at accredited training centers and also institutions those registered under the TVEC. Recognition of Prior Learning (RPL) route, issues NVQ certificates to those who have not attended a formal training.

There are seven level of NVQ framework. 01-04 level is certificate level, level 05 and 06 is diploma level and level 07 is degree level.

Level	Qualification
Level 01	Certificate
Level 02	
Level 03	
Level 04	
Level 05	Diploma
Level 06	
Level 07	Degree

## 1.4. Research Objectives

Tertiary and Vocational education commission has taken steps to increase the quality and relevancy of Technical and Vocational education Sri Lanka. In achieving this, commission is carrying out various activities such as research. The objectives of this tracer study can be summarized as follows,

- To find the employability of passed out trainees
- To identify the demand for the skilled labor in industry sectors
- To identify the possible improvements in TVET sector.

## **1.5. Research Methodology**

This chapter describes the methodology followed in carrying out the research, which includes

1. Formulating the Research Problem
2. Extensive Literature Review
3. Developing the objectives
4. Preparing the Research Design including Sample Design
5. Collecting the Data
6. Analysis of Data
7. Interpretation
8. Preparation of the Report or Presentation of Results-Formal write ups of conclusions reached.

The questionnaire has been divided into three main parts. In the first part it attempted collecting general information from vocational certificate holders and this part is compulsory for all respondents. The second part is only for certificate holders who are already employed which is employability focused. And third part is for currently unemployed certificate holders.

### **1.5.1: Literature Survey**

At the first stage a literature survey was conducted in order to identify the employability and effectiveness of TVET Certificate Holders in the Public Sector. Previous studies on employability and effectiveness of TVET certificate holders in public sector discussed under the literature review.

### **1.5.2: Population and Sample.**

Target population was both NVQ and non NVQ certificate holders in Sri Lanka. The sampling frame of the study is considered as all NVQ certificate holders from public sectors and selected 5000 non-NVQ Certificate holders in the year 2011 in Sri Lanka, who have Trained in government training institutes. i.e. Department of Technical Education and Training (DTET), National Youth Services Council (NYSC), Vocational Training Authority (VTA), National Apprentice and Industrial Training Authority (NAITA), National Institute of Business Management (NIBM), Sri Lanka Institute of Printing (SLIOP), Sri Lanka Institute of Textile and

Apparel (SLITA), Ceylon German Technical Training Institute (CGTTI), Gem and Jewellery Research and Training Institute (GJRTI), and National Design centre.

The sample consists of around 10,000 NVQ certificate holders who have qualified both from institutional and RPL mode and randomly selected 5000 non-NVQ certificate holders in the year 2011 from the public sector. The detailed list of the NVQ certificate holders was obtained from the NVQ certificate database of the certificate division of TVEC and the detailed list of the non-NVQ certificate holders was obtained from each institute mentioned above.

**Total sample selected of the study.**

<b>NVQ certificate holders</b>	<b>Non NVQ certificate holders</b>	<b>Total</b>
<b>10 000</b>	<b>5 000</b>	<b>15 000</b>

**Details of NVQ certificates issued in the year 2011.**

<b>Year</b>	<b>Total no of certificate</b>		<b>No of persons</b>	
<b>2011</b>	<b>16572</b>		<b>13 014</b>	
	<b>Government</b>	<b>Private</b>	<b>Government</b>	<b>Private</b>
	<b>13474</b>	<b>3098</b>	<b>10658</b>	<b>2356</b>

### Non-NVQ Certificate Holders Sample size and selection from public institutes

Institutes	No. of Non-NVQ Certificate Holders	Selected Sample No. of Non-NVQ Certificate Holders
National Apprentice and Industrial Training Authority (NAITA)	3619	402
Vocational Training Authority (VTA)	17,353	1929
National Youth Services Council (NYSC)	9246	1028
National Institute of Business Management (NIBM)	2,367	263
Department of Technical Education and Training (DTET)	10280	1142
Sri Lanka Institute of Printing (SLIOP)	469	52
Sri Lanka Institute of Textile and Apparel (SLITA)	301	33
Ceylon German Technical Training Institute (CGTTI) (CGTTI)	1,139	126
Gem and Jewellery Research and Training Institute (GJRTI)	165	18
National Design centre	48	5
<b>Total</b>	<b>44,987</b>	<b>5,000</b>

The sample size was derived from the following formula

$$\text{Sample} = \frac{\text{No of certificates of the institution}}{\text{Total No of Certificates}} * \text{Total sample size}$$

E.g.-

$$\frac{3619}{44,987} \times 5000 = \underline{402}$$

### Details of NVQ certificates issued in the year 2011.

NVQ Level	RPL	CBT	Total
NVQ Level 01	0	2	2
NVQ Level 02	208	1920	2128
NVQ Level 03	1413	9943	11356
NVQ Level 04	375	2697	3072
NVQ Level 05	0	13	13
NVQ Level 06	0	1	1
NVQ Level 07	0	0	0
<b>Total</b>	<b>1996</b>	<b>14576</b>	<b>16572</b>

### NVQ certificates issued since 2004 and Up to December 2011.

NVQ Level	RPL	CBT	Total
NVQ Level 01	6	40	46
NVQ Level 02	593	6386	6979
NVQ Level 03	4414	28340	32754
NVQ Level 04	2014	9894	11908
NVQ Level 05	0	125	125
NVQ Level 06	0	38	38
NVQ Level 07	0	0	0
<b>Total</b>	<b>7027</b>	<b>44823</b>	<b>51850</b>

There were total of **16,572** NVQ certificates issued in the year 2011 which comprise **1,996** certificates issued through RPL mode and **14,576** certificates issued through institutional mode. The totals of 51,850 NVQ certificates have been issued between 2004 and 2011. Among these there were **7,027** certificates issued on RPL mode and **44,823** NVQ certificates issued on the institutional mode. Recognition of the NVQ certificate by the industry is a vital indicator which shows the effectiveness of TVET and therefore, the Planning and research division of TVEC decided to conduct this tracer study to find out employability, effectiveness and behavior of the labor market in terms of NVQ and Non NVQ certificate holders in Sri Lanka.

### 1.5.3: Data Collection

Postal survey method was adopted to collect primary data and as the main data collection instrument, questionnaires were developed in Sinhala and Tamil medium and forwarded by post to NVQ and Non NVQ certificate holders who have completed their training in 2011.

Before the actual survey, a pilot survey workshop in order to finalize the questionnaire was conducted. Around 20 persons participated in the finalization process of the questionnaire.

Secondary data was collected from various sources i.e. reports of TVEC and other institutions, web sites of TVET organizations, Central bank annual reports of 2010 to 2012, Statistical abstracts of department of census and statistics-2011, published by External Resource Department etc.

With regard to primary data, 15,000 Questionnaires have been sent to both NVQ and Non NVQ certificate holders who have followed vocational training in the public sector in the year 2011.

Questionnaire was consisted of 24 overall questions comprised of structured questions as well as open ended questions. This has been posted to the population of NVQ Certificate Holders and the sample of 5000 of Non NVQ certificate holders and collected by post.

Normal Response rate of the postal questionnaires is approximately 18%. However, 4686 responses were received which is approximately 31.2% of the sample.

#### **1.5.4: Data analysis**

Data analysis has been done basically by quantitative methods using of SPSS and cross tabulation and graphical methods also have been used for qualitative data.

#### **1.6.Limitations of the Study**

The study mainly focused here to identify the employability and effectiveness of training in the public sector. Privet sector training certificate holders were excluded. Also, instead of the population, a sample of 5000 of non NVQ certificate holders was considered and was limited to year 2011.

# **Chapter 02.**

# **Literature survey**



## **2.1. Introduction**

The purpose of this education is to enable interested parties to have a knowledge, skills and values for achieving the country's vision of attaining the status of fully developed nation in terms of economic development, social justice and spiritual, moral and ethical strength, towards creating a society that is united, democratic, liberal and dynamic ( Abu Bakar et al. 2009). In this regard, the Sri Lankan National Vocational Education and Training seeks among other things to deliver training that meets the requirements of the industry, thus making people employable; and to provide initial training to school leavers to enhance their opportunities for employment and self-employment. When rising demand for skills is not met by supply, the result is a persistent shortage of skilled labour and constrained growth. The root of the shortage of skilled labour can be traced by antiquated and unresponsive training mechanisms of vocational and technical systems that are not providing new entrants with appropriate skills.

It is however widely believed that the training system in Sri Lanka is still out of sync with the economy and the labour market. This requires that the linkage between the economy and labour market should be understood and requires of industries to communicate to Government to enable it to assist in the development of future skills and career development policies. To ascertain the importance of training to the economy and the labour market, tracer studies are necessary. Tracer studies are generally defined as surveys of graduates from institutions in education/training and are often seen as an important tool of institutional development especially when the world of work is changing rapidly. From information provided by tracer studies, the training institutions can get a systematic feedback from their former students. Institutions can know the whereabouts of their graduates; their working conditions and their retrospective assessment of their course of study might stimulate the curricular assessment and could be also very interesting for the current or later students (Schomburg, 2003). Tracer Studies provide quantitative-structural data on employment and career, the character of work and related competencies and information on the professional orientation and experiences of their graduates (Millington, 2008). Guzman et al (2008) advocated for the use of a graduate tracer study as an appropriate tool in determining institutional capability in preparing graduates to meet the demands of the work place. The graduate tracer studies involves the determination of graduates in the job search mode, lead time and employment condition, where the knowledge acquired in schools are used to work, in promotions, and job satisfaction (Guzman et al, 2008).

## **2.2 Findings from tracer studies conducted in Sri Lanka**

A Number of tracer studies have been conducted in Sri Lanka is limited. Department of Technical Education and Training conducted a tracer study in 2005 on trends in employment of graduates **who have followed the National Certificate of Engineering Craft Practice (NCECP) courses of electronics, industrial electrician, fitter machinist and gas & arc welder in technical colleges**

This Study was conducted by Department of Technical Education and Training in Sri Lanka. This study has attempted to find out the employability of graduates who have followed National Certificate of Engineering Craft Practice (NCECP) courses of electronics, industrial electrician, fitter machinist and gas & arc welder at Technical colleges in 2005.

Perspective of this research study was to unveil the level of employability of the students (Employment /Self employment/ Unemployment/ Underemployment), satisfaction of students about the courses, income and intention for higher studies.

Although the total population has been considered for the study, respondent rate existed as 11.43% of the sample. Numeric value is 106. Hence, the analysis has been done based on the respondent rate.

### **Employability after graduation**

Apparently around 63% of the sample is employed and 24% among them are employed on permanent basis. 33% is employed on daily paid, temporary or part-time basis. The majority of the employed represent this category. Intention for self employment among passed outs is significantly low as it remains 6% of the sample.

Around 35% of passed outs had to spend over one year time to be employed. Around 38% of the sample says that they are unemployed. Majority are being unemployed for 20 months after the completion of courses. Difficulty of finding a job relevant to the course that they have followed and the alienation between the available jobs and inadequate salary were unveiled as major reasons behind the unemployment.

Sector wise analysis of employment of passed outs revealed following facts. 38% of passed outs are employed in the private sector. Tendency of getting employed in both government and semi government sectors are comparatively low as it is denoted 7%. Over 10% has engaged with communication industry and this is the main industry that the majority is involved. Secondly, passed outs have occupied with electrical industry. It is over 8% of the total sample.

### **Relevance of the course with employment**

24% of the respondents stated that the course that they have followed has been the basic qualification to find a job or start a self employment. 16% have said that it had been an additional qualification for their employment. Only 0.9% has said that the course they followed was not effective for their employment. As a whole 41% have said the effectiveness of the course they followed is positive in finding a job or start a self employment.

Course content or the theoretical and practical knowledge disseminated by all four streams is highly sufficient for the job that they are engaged; said by 33%. 29% said that the theoretical and practical knowledge of the course is sufficient for some extent for their jobs. Amidst 1% said the knowledge derived from the course is not sufficient for their jobs. Hence, it is obvious that the theoretical and practical knowledge of the course is sufficient for their employment as the percentage is over 62. As well as 43% of employers are well satisfied or satisfied with the capabilities of employees.

### **Satisfaction with wages**

Only 13% of respondents were receiving over Rs. 15000.00 as their monthly income and 3% among them are receiving over Rs. 20000.00 per month. 47% receives less than Rs. 15000.00 as their monthly income. 18% of them are in below of Rs. 7000.00 per month. Hence, it is clear majority were not satisfied with their wages.

### **Intention for further education under the NVQ system**

Around 40% of passed outs have followed other courses or training programmes after the completion of their NCECP course. 17% of passed outs from NCECP course have followed courses aligned with NVQ system. Only 32% have got the awareness of National Vocational Qualification system. The tendency for selection of NVQ courses as further education is significantly low. 34% of respondents considered the NCECP course that they followed had

been a basic qualification for their further education and 10% said that the NCEP course was an additional qualification for their further education.

### **2.3. Tracer Study on the students who have followed National Certificate of Engineering Craft Practice course – 2000.**

In 1990, the amateur craftsmanship course which was introduced in early 1960 has been modernized with the commitment of National Institute of Technical Education of Sri Lanka. It was increased up to 13 subjects with the reforms and the course name also changed as Engineering Crafts Practice. This new course is being taught at 28 Technical Colleges out of 36 which are governed by the Department of Technical Education and Training. Creating new job opportunities in Industrial and Business sector was the intention behind the reform of this course and the study focused on whether the expectations have been fulfilled or not.

The method of the research has been developed based on the previous studies and research works which had been taken place. How many of passed outs have been employed and what are the institutions they have been working, relevancy of jobs and education that they have obtained, nature of the jobs, duration spent between the completion of education and being employed, check the attitudes of their employers on their workability were expected to realize through the study. Even though, there were 3600 passed outs for consecutive 4 years since the beginning of this new courses, it was selected the batch passed out in the year 2000 and the total population was 691. The data were collected by a postal questionnaire. In addition to that, interviews were conducted with principals and academic staff of Technical Colleges to obtain some information. These data were analyzed by using valid percents and chi squared methods.

Findings of the study unveiled that the tendency of employment has not been changed though the course was modernized and the level of income has slightly increased among the employees. Majority of graduates have stated that the course they followed is relevant for their employment. But it has been revealed that most of them have got extra training opportunities from their workplaces. Majority of the students are satisfied about the courses and the content of the course is more suitable for the business sector.

## **2.4. Study on Training delivery in Private/NGO Training Institutes in Sri Lanka**

This research was conducted by the standards & accreditation division of Tertiary and Vocational Education Commission in 2010. That study had been reviewed and edited by the Research Cell of the TVEC on 18th January 2010.

This research study was conducted to identify effectiveness of training delivery and also factors considered to enhance the quality of the training delivery in registered private/NGO training institutions in Sri Lanka. Meanwhile, it was intended to evaluate the standards or conditions of the training environment of the training institutions. And also this helped to find out the suitability of qualifications of the trainers to conduct the courses and to recognize the way of upgrading skills of trainers.

In this research, only registered training institutes were considered. There were 406 private training institutes registered under TVEC and 200 of them were situated in the Western Province. 190 courses conducted by Private sector training organizations have been accredited and 79 courses out of them were in the Western Province. Nearly 30 training institutes in five provinces have been selected to collect the data.

According to the findings of the study, 62 percent trainees and 95% passed out trainees have mentioned that the quality of the training delivery was excellent. Meanwhile, 41% passed out trainees were employed and 78% of them have obtained jobs related to the field of training. 10% of passed out trainees had mentioned that the courses followed by them were highly supported to obtain a job. It is very important to mention that the age of the trainees was varied from 16-55 years. Highest vocational qualification of 14 trainers was certificate level, 10 trainers were Diploma level, two were Degree level and one trainer was Post Graduate Diploma level. Nineteen trainers were conducting courses related to their vocational qualifications. One trainer mentioned that he was conducting the course not related to his qualification. According to trainees view more training methods and media have been used for the training by the trainers and those were excellent. They mentioned that the theory hours per week varied from 2-35 and practical hours varied from 2-50 hours.

According to the conclusion of the report, delivery of training in the private training institutes are satisfied in accordance with criteria used to accredit the courses and trainees received quality training from them. Therefore, private training institutes have contributed to technical and vocational training sector to fulfill the requirements of the labor market. Following recommendations were presented based on data analyzing:

- Motivate Private Training Institutes to conduct the NVQ courses and accredit the courses
- Aware school Leavers about the NVQ courses and NVQ system and its benefits.
- Aware society to get accepted certificate through following courses in the registered institution
- Aware head of the Institute about the Course accreditation and its benefits
- Train the trainers to get course accreditation
- Develop NVQ documents to other fields also
- Identify system to accredit non- NVQ courses also

## **2.5. A Tracer Study on NVQ Certificate Holders**

This research conducted by information system division at Tertiary and Vocational Education Commission in 2011. The sampling frame of the study is considered as all the NVQ certificate holders from public and private and NGO sector up to December 2010. The total sample size for the study was 8,400. Postal questionnaire survey method was used for this research.

This study focused attention on age distribution of the NVQ certificate holders. It can be concluded that there is a higher tendency of looking for NVQ at young ages. The average age of the NVQ certificate holder is 27 years. As 80 percent of NVQ holders are males it is clear that the TVET sector courses are male dominated. Therefore females are less like to looking for a vocational or technical qualification than males.

The important feature is that Western province produces the majority of NVQ certificate holders. The war affected Northern and Eastern provinces produce less than 5 percent, lower percentages of NVQ certificate holders. The study revealed that manufacturing sector has produced highest percentage of NVQ certificate holders.

As shown in the analysis, only 5.4 percent from all respondents found another job with a higher salary. It has been seen that 20.7% of NVQ certificate holders were able to find new jobs with the help of National Vocational Qualification. From all respondents 31.2 percent of NVQ certificate holders were able to go for higher qualification studies. About 13 percent of CBT training receivers stated that on-the-job training at the work place is not useful. It has been observed that majority of NVQ holders have some type of employment.

From RPL mode certificate holders 53 percent have waged employment. For CBT mode it is 48.3 percent. It has been seen that from all employees 58 percent say that their jobs were not solely because of the NVQ qualifications. For NVQ certificate holders private sector job openings are higher. 31.7 percent have stated that they have entered to employers/own account worker category through the NVQ training. More than 35 percent of employers/own account workers have stated that selection of the job is their interest.

Majority of NVQ certificate holders earning range is Rs. 5,001 -15,000. Out of all employed NVQ certificate holders 62.9 percent stated that their job relate to the NVQ. Majority employed NVQ certificate holders (57%) have stated that the qualification is enough or more than enough in order to do the current job successfully. The research team concluded that even though the employability is considerably high among the NVQ certificate holders, still there is a possibility of unemployment among them.

## **2.6. A Study on Changing Patterns of ICT (Information and Communication Technology) Related Occupations in Labour Market of Sri Lanka.**

This research was conducted by information system division at Tertiary and Vocational Education Commission in 2010.

The main objectives of this study were, to identify the changing patterns of ICT related occupations and to identify the knowledge and skill gaps between current and expected level in

ICT related occupations. In this study, organizations that work on ICT projects are very few compared to the total ICT workforce, which distributed mostly among the non ICT organizations in Sri Lanka.

Simple Random Sampling procedure was adopted for each district Colombo, Kandy & Galle to select a sample of 250 organizations including IT companies, Non-IT companies and Government sector.

According to the survey, it has found that male contribution is higher than female contribution in ICT related occupations. When considering professional qualifications of the ICT labour market, Diploma holders contribute to half of the total and equal percentages from male and female. When employment sector is considered, the Private sector contribution is the highest with higher male contribution in the private sector ICT occupations.

57 percent of male ICT related workers were engaged in private sector while 49 percent of females were in government sector, 68 percent of male ICT related workers were in executive and professional level jobs, about 60 percent of female ICT related workers were in technical and clerical related jobs, 68 percent of ICT related workers were permanent in their job while 24 percent were temporary, about 86 percent of ICT related workers are satisfy in their job as revealed from the study.

## **2.7. Tracer Study for ICT NVQ Level 5 & 6 and NDICT Courses**

This research conducted by information system division at tertiary and vocational education commission in 2013. In this study attempt to Analysis of the current employment status of NDICT and NVQ 5 & 6 holders in ICT sector. Under the Research method total sample were selected 350 ICT certificate holders. Stratified sampling techniques were used to select the sample. And Used Postal questionnaire survey method In addition to that secondary data was considered. SPSS package used to analyze the data. Graphs and tables were used to represent the output.

Findings of the study as fallows,

Only few, 4.3 percent were fund high salary jobs. From all respondents 29.3 percent of NVQ certificate holders were able to go for higher qualification studies. When percentage distribution of employment status of the respondents is considered, 41.3 % employed. From the employed



population, 66 percent worked in ICT related jobs while 34 percent worked in non ICT related jobs. The average salary of NVQ level 5 and 6/NDICT qualified persons in salary range of Rs. 10,001 -20,000. According to reasons for dissatisfaction, most responded with salary were not up to expected level and work not related to the qualification. From the sample, 84.2 accepted that their working environment is good, which is a positive factor in improved working environments. 53 persons who don't do jobs 56.6 percent says that they were unable to find a job. 37.7 percent of certificate holders are doing studies.

In this research following recommendations were presented based on data analyzing, Expand ICT diploma level courses to Northern, Eastern, North central and Uva provinces to avoid low participation in ICT Education, Further strengthen OJT component to cover all students with relevant training, Improve private sector training places for OJT rather than public sector, Avoid OJT places only with Word Processing, Data Entry and Clerical work, Standardize ICT sector labour market with proper designations, defining job roles and improving quality and relevancy, Improve ICT related job opportunities through career guidance and conduct labour market surveys to focus training more towards usable competencies.

## **2.8. Study on Employment of Trainees.**

This research conducted by Technical Education Development Project, Ministry of Vocational and Technical Training in 2008. Objectives of the Tracer Study related this study were, Analysis of the current employment status of trainees in different disciplines, Analysis of the absorption patterns of the trainees in different sectors of employment, Analysis of the pattern and the rate of absorption of trainees into the labour market, Identification of the obstacles faced by the trainees in the process of securing jobs in the labour market, Identification of gaps as observed by employers and trainees including mismatch between industry acceptances and skills of trainees.

Under the Research method both qualitative and quantitative data collected by using the questionnaires, interview formats, and observation schedules and at focus group discussions. Sample was selected as, 33 employers were interviewed at their industry and 65 employees were interviewed. These employers and employees employed by them were interviewed at the industry premises by the consultants using interview formats. Visited the consultants and conducted discussions with Principals/Heads of Institutes and Senior Instructors. Postal questionnaire survey method was used for collect data.

Research finding related our research as follows,

Twenty seven percent of the vocational pass outs have to take full responsibility for their family expenditure as they are the only wage earners in the family. Seventy percent of the households have either one or two wage earners only. Fifty three percent of the vocational pass outs of the sample are employed in private sector. This is about three times the number employed by government sector.

The waiting time for employment among the 99 unemployed varies from 1 year to 6 years. Data reveals that the unemployed 99 vocational pass outs includes 4 waiting for employment for 6 years, 9 waiting for 5 years, 11 waiting for 4 years, 19 waiting for 3 years, 24 waiting for 2 years 15 waiting for 1 year and lastly 17 waiting for employment to date since completion of training in 2008.

It is revealed that nearly 50% of the employees spend less than 25 % of their earnings on the family. 5% of the employees spend over 75% of their earning on the family, Eighty two percent of the employees spend less than 50% of their earnings on personal up keep, Seventy out of the 84 employees who were interviewed have said that they can save less than 25% of the earnings for future use. Some of the employees are registered with further education courses while being employed. Sixty five percent of the employees spend less than 25% of their earnings on further education courses. At interviews with 84 employees it was revealed that 29 (35%) employees are registered with part-time higher education courses at different institutes.

Nearly 81% of the vocational pass outs find employment after training without much waiting time the trained persons absorbed into the automobile industry are automobile mechanics, automobile electricians, automobile air condition technicians or automobile painters. Those absorbed into building industry are masons, carpenters, electricians and plumbers. Over 50% of the technically trained graduates are absorbed into automobile and building industries.

Some of the specific machinery and tools that were not covered at the training are listed by the employees. A comparatively high percentage of employees have acquired the competencies that are needed at employment, Sixty eight percent of the employees have said the mismatch between employer requirements and training skills gathered at the Technical Training Institute is nil or at a very low extent. Only 33% have said that there is mismatch. Data reveals that 77% of the employees are in favor of upgrading their knowledge and skills to meet the employer demand.

High percentage of NAITA pass outs is observed to possess by employers on the two fields, 'Soft skills & Good Attitude' and 'Practical Skills required at Industry'. Likewise, high percentage of NYSC pass outs is observed to possess by employers on the two fields 'Commitment & Flexibility to adopt' and 'Soft skills & Good attitudes'

Out of the 112 responses given by 49 employers, nineteen responses indicated the need for welders. Thirty-six responses out of 112 (32%) are on automobile related trades. Assessing the future needs of employers, out of 112 responses, seventeen clearly indicated that the employers like to employ vocational pass outs in the electrician trade. This study identifies the vocational trainees in the electrician trade as the second highest demanding category in the future labour market.

# **Chapter 03.**

## **Data analysis.**

### 3.1. Overview.

The survey was conducted by means of postal survey using prepared structured questionnaire to collect data. Total sample size was 15 000 out of which 10 000 are NVQ certificate holders and 5000 are Non NVQ certificate holders. The responded number is 4686 and the rate is 31% which is significantly high. To analyze data findings SPSS package was used for graphical representations in this chapter. The key findings of this study try to explore the relationship between employability and effectiveness of Tertiary and Vocational education training certificate holders.

### 3.2. Key findings.

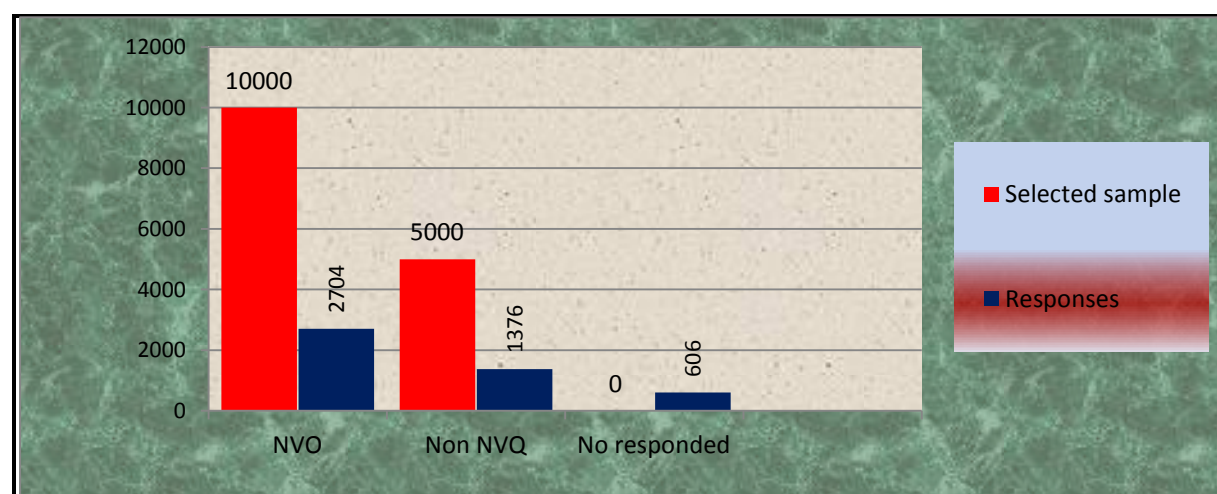
According to table 3.1, in this tracer survey total response rate is 31.2 % of the total sample which is respectively high compared to other similar postal surveys.

**Table-3.1. details of questionnaire posted and responses**

	Total Questionnaire posted	Total responded amounts	Responses percentage
NVQ	10 000	2704	27.04
Non NVQ	5000	1376	27.52
Not Indicated	-	606	04.04
Total	15 000	4686	31.2

Source- tracer survey details 2013.

**Figure-3.1. details of questionnaire posted and responses**



Source- tracer survey details 2013.

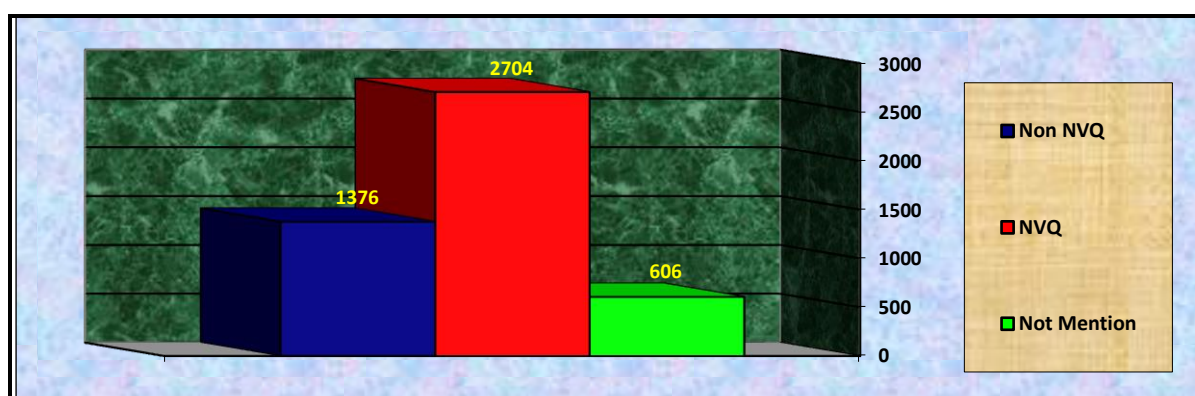
Above 3.1 table and figure shows total of 6686 response received. Numbers of 2704 represent NVQ, as a percentage 27 and Non NVQ certificate holders responded 1376, as percentage 27.5. Only 606 training holders as a percentage 04 have not given whether they are NVQ or Non NVQ category.

**Table-3.2. Distribution of Total respondents by NVQ and Non NVQ**

	Number	Percent	Valid Percent
Non NVQ	1376	29.4	33.7
NVQ	2704	57.7	66.3
<b>Total</b>	<b>4080</b>	<b>87.1</b>	<b>100.0</b>
Not Mention	606	12.9	
Total	4686	100.0	

Source- tracer survey details 2013.

**Figure-3.2. Distribution of Total respondents by NVQ or Non NVQ**



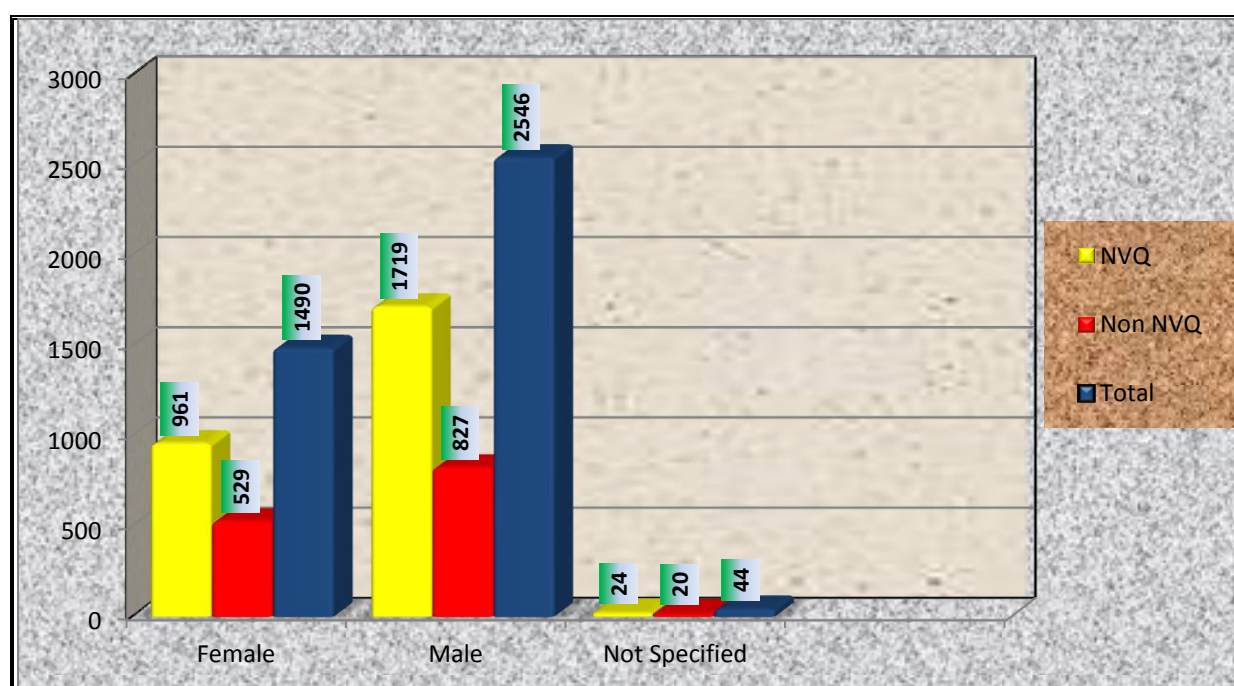
Source- tracer survey details 2013.

Above 3.2 table and 3.2 figure based is on the findings of the study. The total number of valid sample is 4080 which is the total respondents of both NVQ and Non NVQ. The other 606 is ignored as it is fallen in to non categorical data. It's 66.3% and 33.7% of the responded sample of NVQ and Non NVQ certificate holders respectively.

**Table-3.3. Distribution of Total NVQ and Non NVQ respondents by Gender**

Gender	Non NVQ	%	NVQ	%	Total	%
Female	529	38.4	961	35.5	1490	36.5
Male	827	60.1	1719	63.6	2546	62.5
Not specified	20	1.5	24	1.9	44	1.0
<b>Total</b>	<b>1376</b>	<b>100</b>	<b>2704</b>	<b>100</b>	<b>4080</b>	<b>100</b>

Source- tracer survey details 2013.

**Figure-3.3. Distribution of Total NVQ and Non NVQ respondents by Gender**

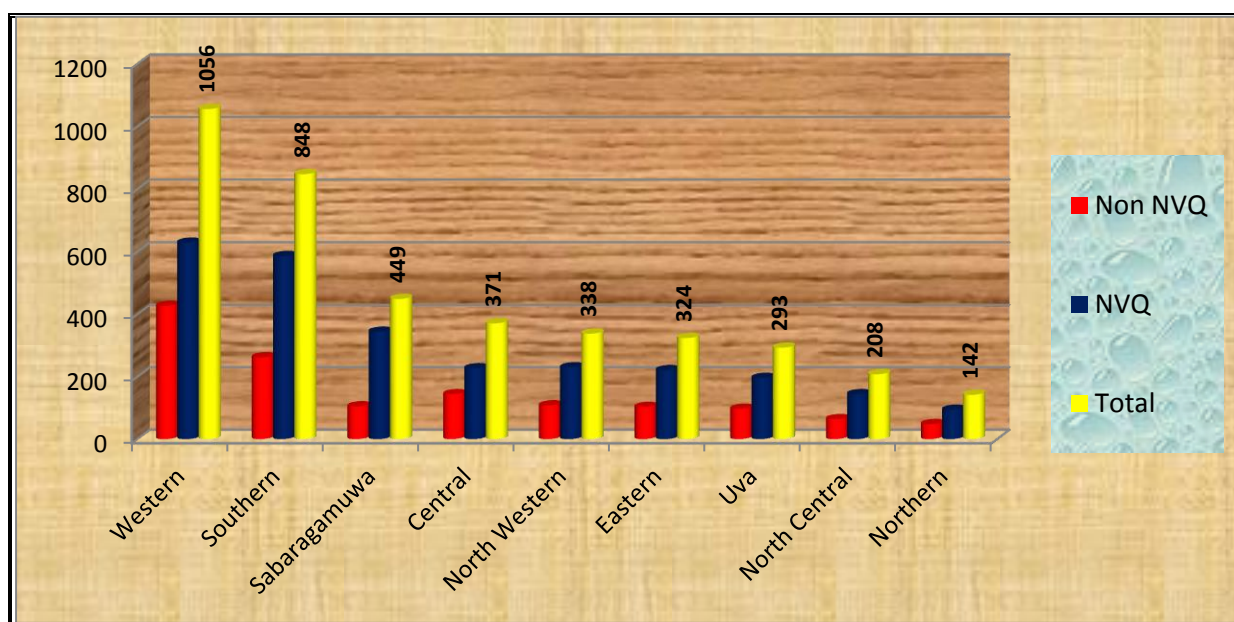
Source- tracer survey details 2013.

Above 3.3 table and 3.3 figure shows that Distribution of total NVQ and Non NVQ respondents by Gender. The majority of Both NVQ responses and Non NVQ responses are male certificate holders which is 63%. Female represent of this study is 37 percent which is not represented in general demographics of Sri Lanka. There for promoting female population to study in TVET is essential.

**Table 3.4. Distribution of Total NVQ and Non NVQ respondents by Province**

Province	Non NVQ	%	NVQ	%	Total	%
Western	427	31.4	629	23.3	1056	26.2
Southern	262	19.4	586	21.7	848	21.0
Sabaragamuwa	105	7.7	344	12.7	449	11.1
Central	144	10.6	227	8.4	371	9.2
North Western	108	7.8	230	8.5	338	8.3
Eastern	103	7.7	221	8.2	324	8.0
Uva	97	7.1	196	7.2	293	7.2
North Central	64	4.7	144	5.3	208	5.1
Northern	48	3.5	94	3.5	142	3.5
Not Mention	18		33	1.1	51	1.2
<b>Total</b>	<b>1376</b>	<b>100</b>	<b>2704</b>	<b>100</b>	<b>4080</b>	<b>100</b>

Source- tracer survey details 2013.

**Figure.3.4. Distribution of Total NVQ and Non NVQ respondents by Province**

Source- tracer survey details 2013.

The above 3.4 table shows the number of respondents of NVQ and Non NVQ certificate holders by province. Highest population among all provinces represents western province which is 1056 consist of NVQ certificate holders and Non NVQ holders of 629 and 427 respectively. Other high response provinces are Southern, Sabaragamuwa and Central provinces. Those are amounting to 848, 449 and 371 respectively. Further above 3.4 table shows that the lowest number of NVQ and Non NVQ certificate holders has responded from



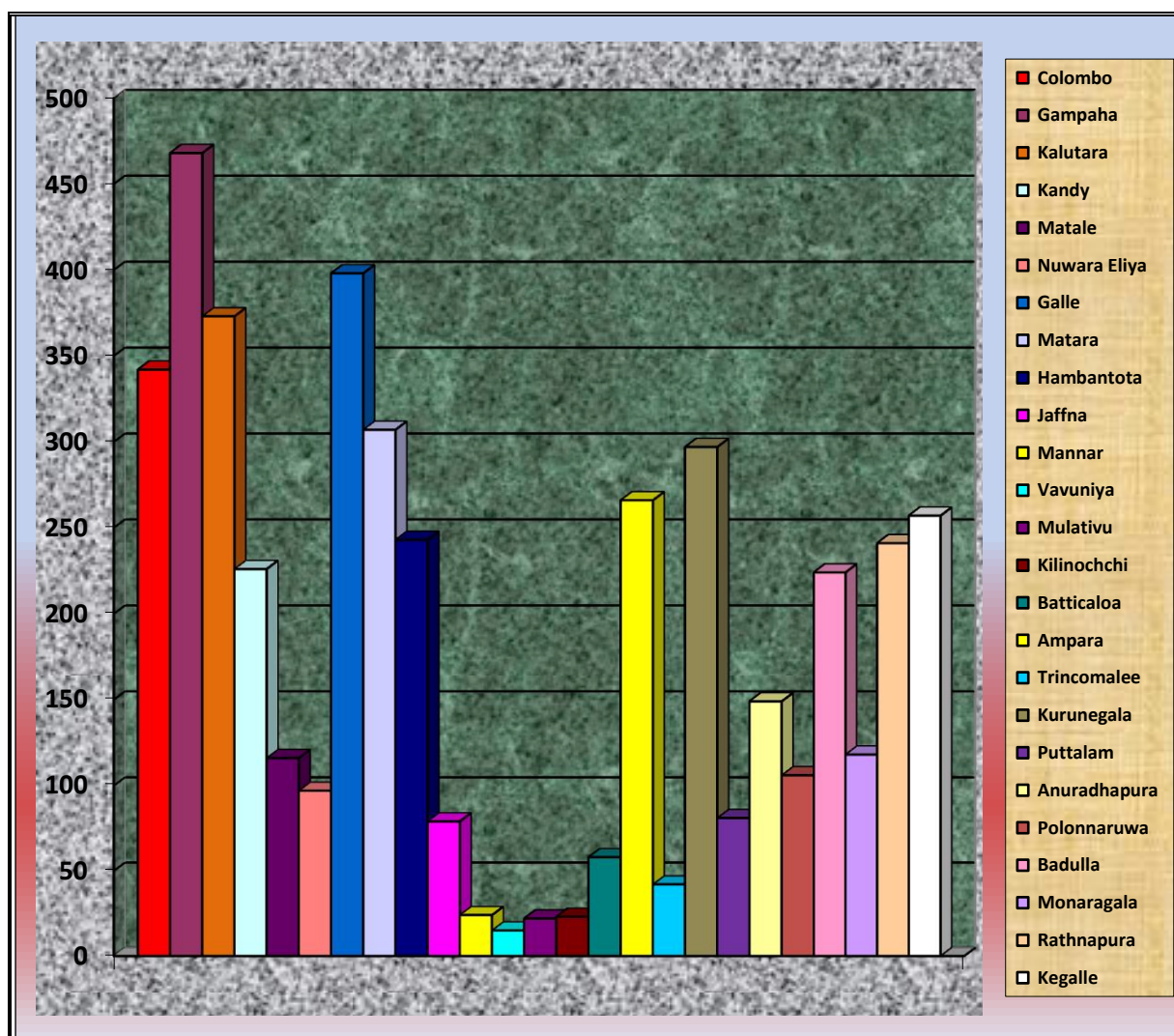
Northern Province which is 142. Other low response provinces are North central, Uva, and Eastern. Those amounting to 208, 293 and 324 respectively.

**Table-3.5. Distribution of Total respondents by district**

<b>District</b>	<b>Number</b>	<b>Percent</b>	<b>Valid Percent</b>
Colombo	342	7.3	7.5
Gampaha	468	10.0	10.2
Kalutara	373	8.0	8.2
Kandy	226	4.8	4.9
Matale	116	2.5	2.5
Nuwara Eliya	97	2.1	2.1
Galle	398	8.5	8.7
Matara	307	6.6	6.7
Hambantota	243	5.2	5.3
Jaffna	79	1.7	1.7
Mannar	24	.5	.5
Vavuniya	15	.3	.3
Mulativu	22	.5	.5
Kilinochchi	23	.5	.5
Batticaloa	58	1.2	1.3
Ampara	266	5.7	5.8
Trincomalee	42	.9	.9
Kurunegala	297	6.3	6.5
Puttalam	81	1.7	1.8
Anuradhapura	149	3.2	3.3
Polonnaruwa	106	2.3	2.3
Badulla	224	4.8	4.9
Monaragala	118	2.5	2.6
Rathnapura	241	5.1	5.3
Kegalle	257	5.5	5.6
Total	<b>4572</b>	<b>97.6</b>	100.0
System (missing)	114	2.4	
<b>Total</b>	<b>4686</b>	<b>100.0</b>	

*Source- tracer survey details 2013.*

**Figure-3.5. Distribution of Total respondents by district**



*Source- tracer survey details 2013.*

The table 3.5 shows the responded numbers of both NVQ and Non NVQ certificate holders and distribution by districts. Among certificate holders 4572 out of total respondents of 4686 have specified their province which is 97.6% and 114 training holders which is 2.4% have not specified. The highest number of respondents is from Gampaha district which is 468 (10.2%) and the lowest amount of respondents is reported from Vavuniya district. It is amounted to 15 and as a percentage 0.3. However, it shows that eastern and Northern Provinces have low respondent rate as well. i.e. vavuniya-0.3%, Mulative-0.5%, kilinochchi-0.5%, batticalo-1.2% and Trincomalee-0.9%. This shows that more attention is required for these areas.

**Table-3.6. Distribution of Gender by province and district**

Province	District	Female	Male	Total	Provincial Total
Western	Colombo	149	179	342	1183
	Gampaha	127	340	468	
	Kalutara	133	240	373	
Central	Kandy	47	179	226	439
	Matale	45	71	116	
	Nuwara Eliya	38	58	97	
Southern	Galle	160	237	398	948
	Matara	132	175	307	
	Hambantota	100	142	243	
Northern	Jaffna	42	37	79	163
	Mannar	3	21	24	
	Vavuniya	3	12	15	
	Mulativu	4	18	22	
	Kilinochchi	4	19	23	
Eastern	Batticaloa	41	16	58	366
	Ampara	114	151	266	
	Trincomalee	12	30	42	
North Western	Kurunegala	86	210	297	378
	Puttalam	37	44	81	
North Central	Anuradhapura	58	91	149	255
	Polonnaruwa	39	67	106	
Uva	Badulla	54	169	224	342
	Monaragala	39	79	118	
Sabaragamuwa	Rathnapura	109	132	241	498
	Kegalle	100	155	257	
Not mentioned		15	15	30	30
<b>Total</b>		<b>1691</b>	<b>2887</b>	<b>4578</b>	<b>4578</b>
Not Specified				108	108
<b>Grand Total</b>				<b>4686</b>	<b>4686</b>

Source- tracer survey details 2013.

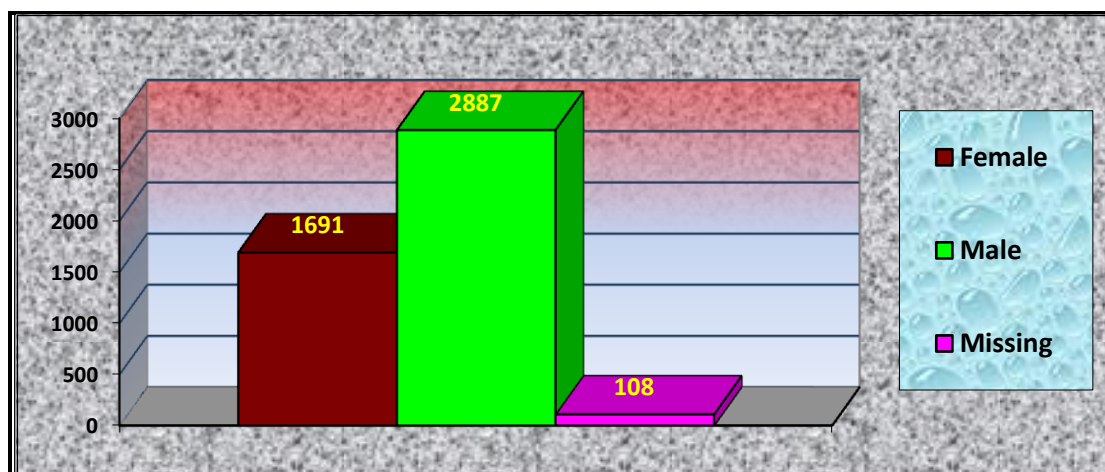
According to table 3.6 based on the findings of this study it is a visible factor that participation from northern and eastern province for vocational education programmed are significantly less compared to western, Southern, sabaragamuwa and central provinces. This might be a major factor for prevailing unemployment issues in those areas which represent in central bank statistics.

**Table-3.7. Distribution of Total respondents by Gender**

	Number	%
Female	1691	36.1
Male	2887	61.6
Missing	108	2.3
Total	4686	100.0

Source- tracer survey details 2013.

**Figure-3.6. Distribution of Total respondents by Gender**



Source- tracer survey details 2013.

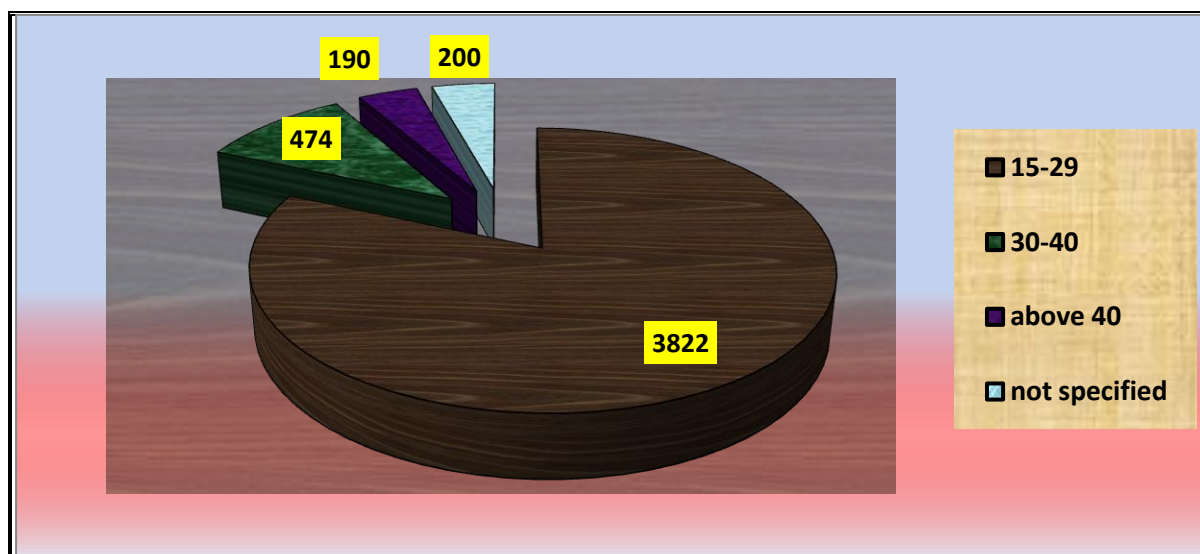
The table-3.7 and figure 3.6- Shows the gender distribution of respondents of Vocational certificate holders. The majority is male certificate holders of 2887 and 61.6%. The number of female certificate holder's is 1691 and the percentage is 36.1%, which is of approximately 50 percent difference in participation in tertiary and vocational education stream.

**Table 3.8 Distribution of Total respondents by age groups.**

Age Range			Age not specified	Total
15 - 29	30 - 40	More than 40		
3822	474	190	200	4686
81.5%	10.1%	4.1%	4.2%	100%

Source- tracer survey details 2013.

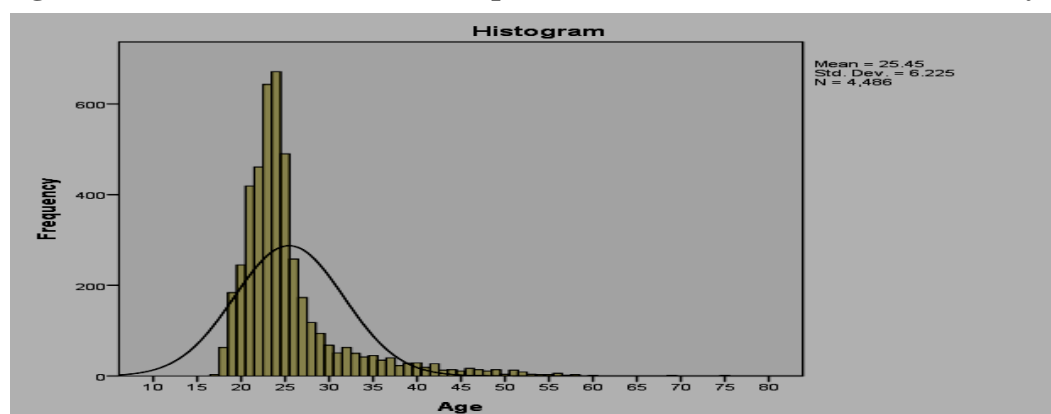
**Figure 3.7. Distribution of Total respondents by age groups**



Source- tracer survey details 2013.

The age range distribution of the respondents is shown in above 3.8 table and 3.7 figure. The majority of the age group has fallen in to 15-29 amounting to 3822 and the percentage is 81.5%. More than 91 percent of certificate holders are less than 40 years.

**Figure-3.8. Distribution of Total respondents of TVET certificate holders by Age**



Source- tracer survey details 2013.

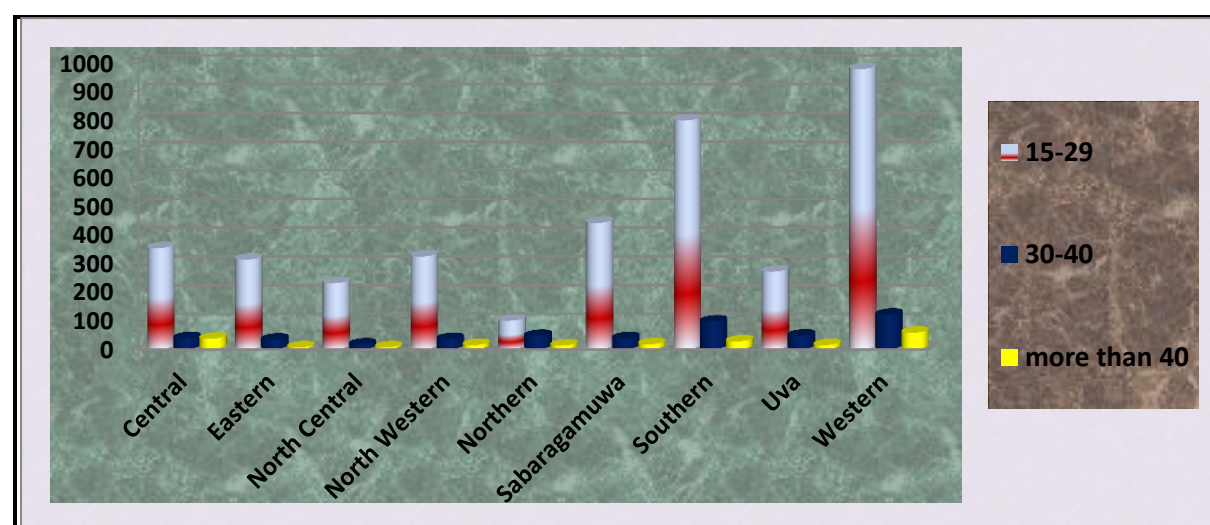
The figure 3.8 shows the age distribution of tertiary and vocational education training certificate holders in Sri Lanka. The majority of TVET certificate holders are of 24 years old and the average age of the sample is 25 years. According to research information people over 50 are also willing to participate in the tertiary and vocational education training courses.

**Table 3.9. Distribution of Total respondent's age range by province.**

Province	Age Range			Age not specified	Total
	15 - 29	30 - 40	More than 40		
Central	352	38	36	13	439
Eastern	312	33	6	15	366
North Central	230	16	6	3	255
North Western	323	35	14	6	378
Northern	99	46	12	6	163
Sabaragamuwa	440	38	17	3	498
Southern	797	96	27	28	948
Uva	270	47	14	11	342
Western	976	120	57	30	1183
<b>Total</b>	<b>3799</b>	<b>469</b>	<b>189</b>	<b>115</b>	<b>4572</b>
Province not specified	23	5	1	85	114
<b>Grand Total</b>	<b>3822</b>	<b>474</b>	<b>190</b>	<b>200</b>	<b>4686</b>

Source- tracer survey details 2013.

**Figure 3.9. Distribution of age range of total respondents by province**



Source- tracer survey details 2013.



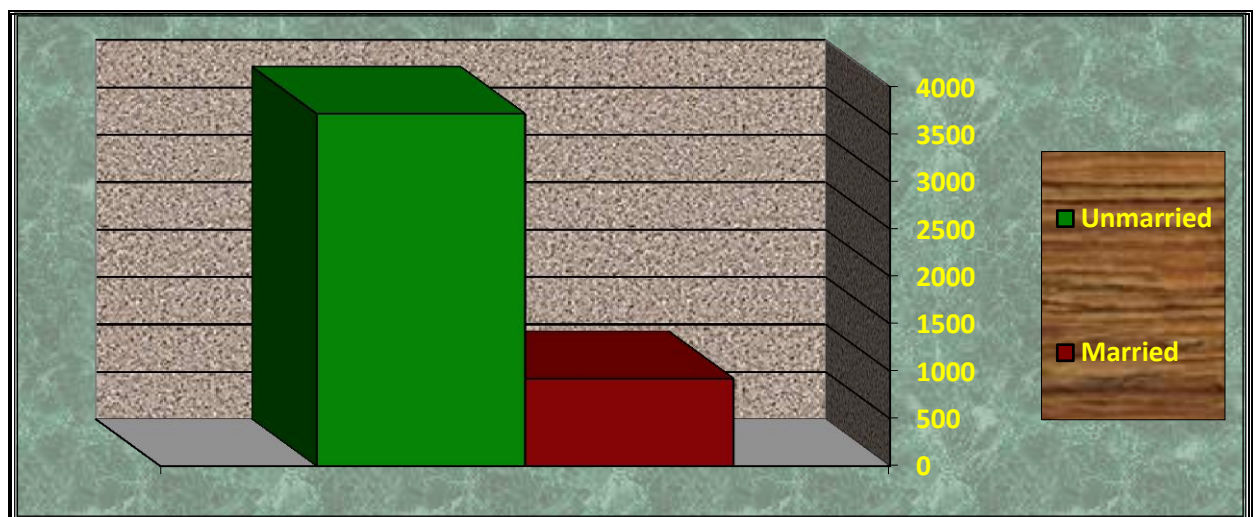
According to above table 3.9 shows total respondents of certificate holders by age range in each province. The information indicates the high tendency for vocational education among youth is between 15 to 29 years. Highest response is indicated from western province. And lowest response is indicated from Northern Province.

**Table-3.10. Distribution of Total respondents by marital status**

	Number	Percent	Valid Percent
Unmarried	3717	79.3	80.1
Married	923	19.7	19.9
<b>Total</b>	<b>4640</b>	<b>99.0</b>	<b>100.0</b>
Not mentioned	46	1.0	
<b>Total</b>	<b>4686</b>	<b>100.0</b>	

Source- tracer survey details 2013.

**Figure-3.10. Distribution of Total respondents by Marital Status**



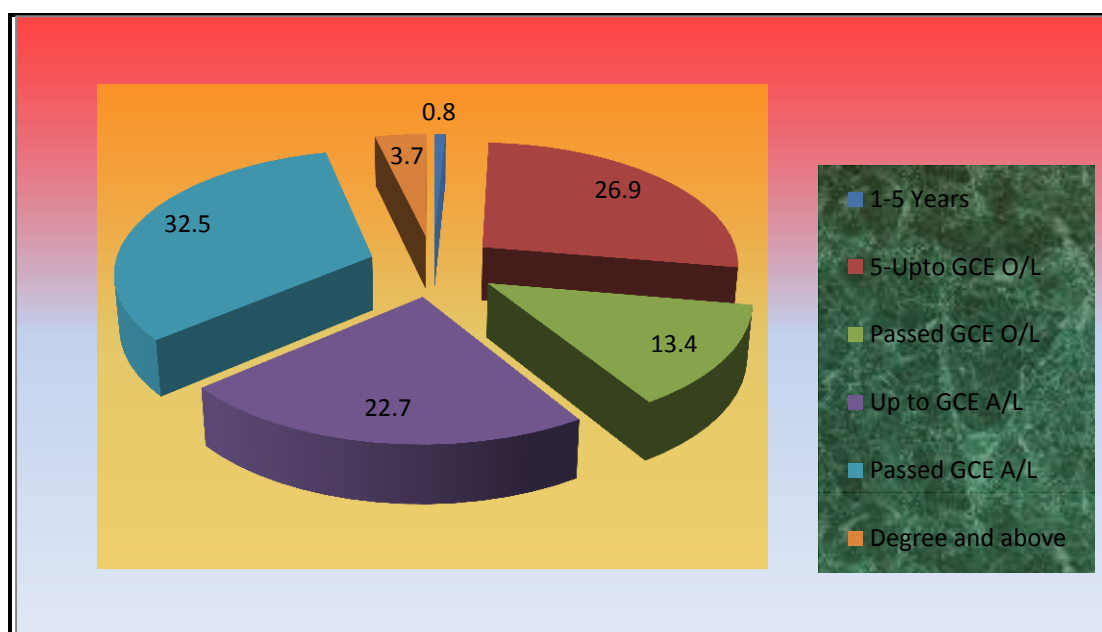
Source- tracer survey details 2013.

Above table 3.10 shows the distribution of Marital Status of total respondents. The details show that 3717 respondents are unmarried which is 80.1 per cent, and 923 respondents are married and the percentage is 20 %, which indicates that people believe that TVET is supportive in their career development.

**Table-3.11. Distribution of Total respondents by Educational Qualification**

Level	Number	Percentage	Valid Percentage
1-5 Years	36	.8	.8
5-Upto GCE O/L	1229	26.2	26.9
Passed GCE O/L	610	13.0	13.4
Up to GCE A/L	1037	22.1	22.7
Passed GCE A/L	1485	31.7	32.5
Degree and above	168	3.6	3.7
Total	4565	97.4	100.0
Not mentioned	121	2.6	
Total	4686	100.0	

Source- tracer survey details 2013.

**Figure-3.11. Distribution of Total respondents by Educational Qualification (%)**

Source- tracer survey details 2013.

The above table 3.11 shows the distribution of total vocational education certificate holders by general education. A majority of participant population are above Ordinary Level qualification which is about 72.3 percent. Among them Advance level passed certificate holders are 32.5 % and graduate population also among them which represents around 4 percent. That proves TVET is attracted as a way of getting practical knowledge and for career development. Findings show that approximately 28 percent of population enrolled for



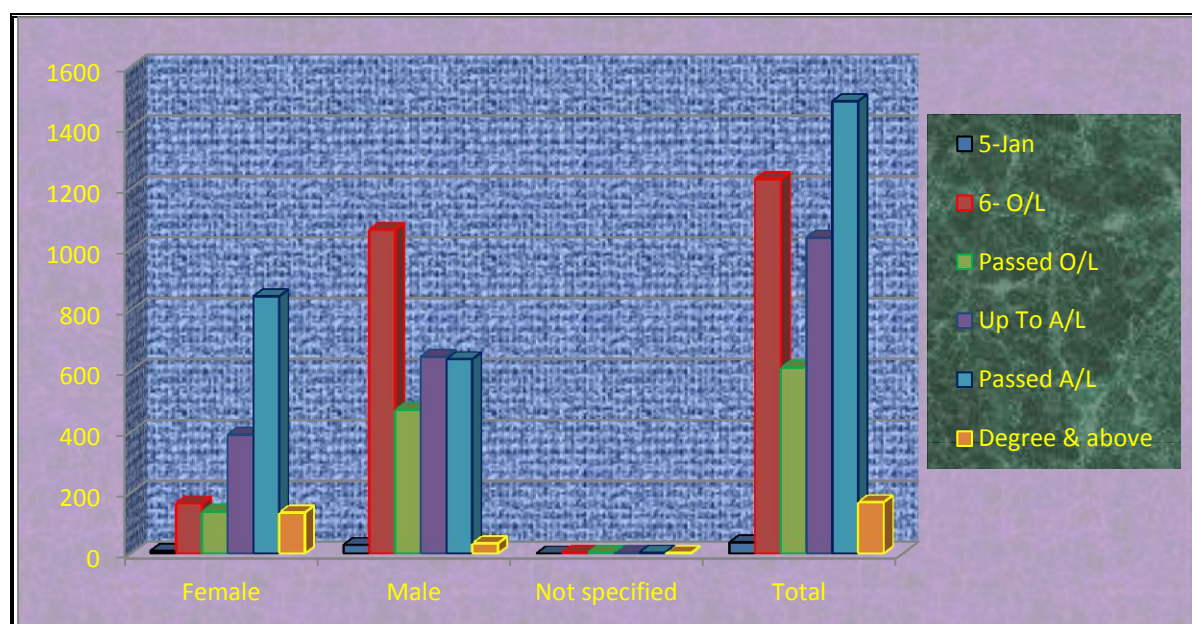
TVET is below ordinary level education. Around 59% of the respondents have either studied or passed A/L.

**Table 3.12. Distribution of respondents Education qualification by Gender**

Gender	Educational Qualification							Total
	1-5 Years	5-Upto GCE O/L	Passed GCE O/L	Up to GCE A/L	Passed GCE A/L	Degree and above	Not mentioned	
Female	9	165 (14%)	138	390	846	135 (80%)	20	1691
Male	28	1064 (86%)	472	647	631	33 (20%)		2887
<b>Total</b>	<b>36</b>	<b>1229</b>	<b>610</b>	<b>1037</b>	<b>1485</b>	<b>168</b>	<b>108</b>	<b>4686</b>

Source- tracer survey details 2013.

**Figure 3.12. Distribution of Education qualification by Gender**



Source- tracer survey details 2013.

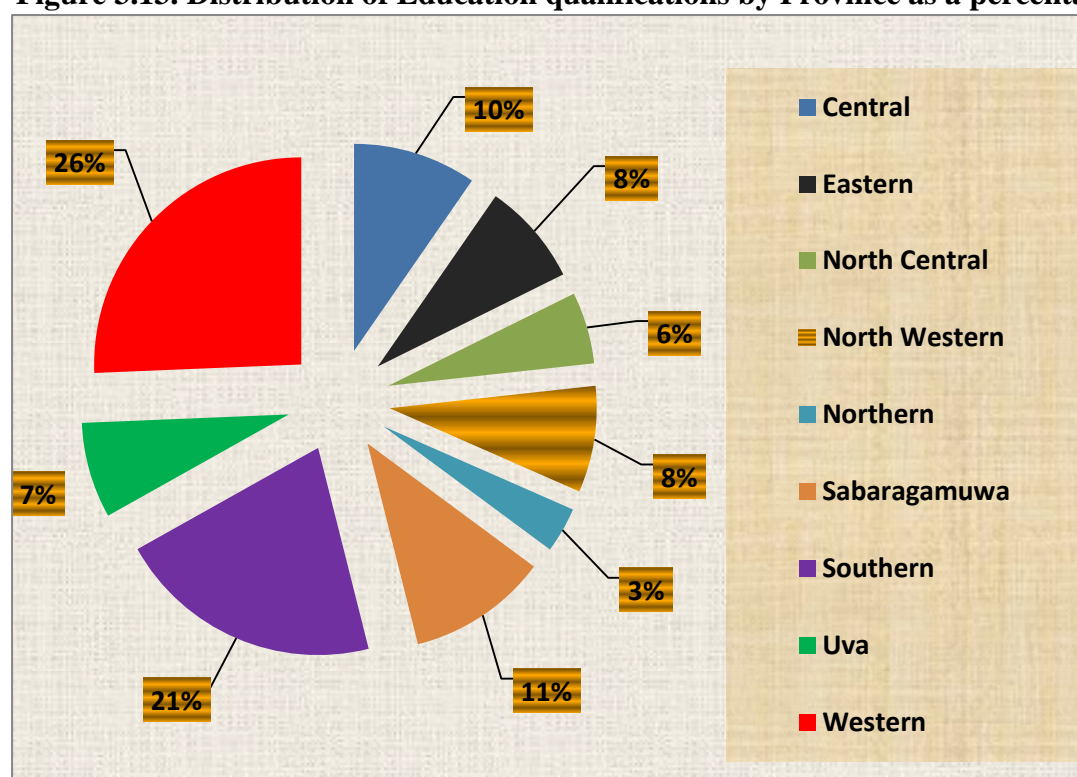
The education qualification distribution by gender is shown above in table 3.12. The female population having education below O/L is 14% and that of male population is 86%. There are 1265 certificate holders who have not passed G.C.E (O/L) examination. Among them 36 persons have educational qualification between grades 1-5 and the majority is male certificate holders. There are 168 certificate holders who have passed degree and above. Among them 80% are Female and 20% are male.

**Table 3.13 –Distribution of Education qualification by Province**

Province	Educational Qualification						Total	%
	1-5 Years	5-Upto GCE O/L	Passed GCE O/L	Up to GCE A/L	Passed GCE A/L	Degree and above		
Central	6	133	73	91	122	12	437	10
Eastern	3	98	53	72	116	22	364	8
North Central	3	91	21	61	73	5	254	6
North Western	2	79	48	105	129	14	377	8
Northern	9	67	13	25	46	1	161	4
Sabaragamuwa	4	118	62	83	197	32	496	11
Southern	5	251	124	207	326	30	943	21
Uva	2	132	56	67	71	11	339	7
Western	2	257	156	313	395	40	1163	26
Not mentioned	-	3	4	13	10	1	121	-
<b>Total</b>	<b>36</b>	<b>1229</b>	<b>610</b>	<b>1037</b>	<b>1485</b>	<b>168</b>	<b>4686</b>	<b>100</b>

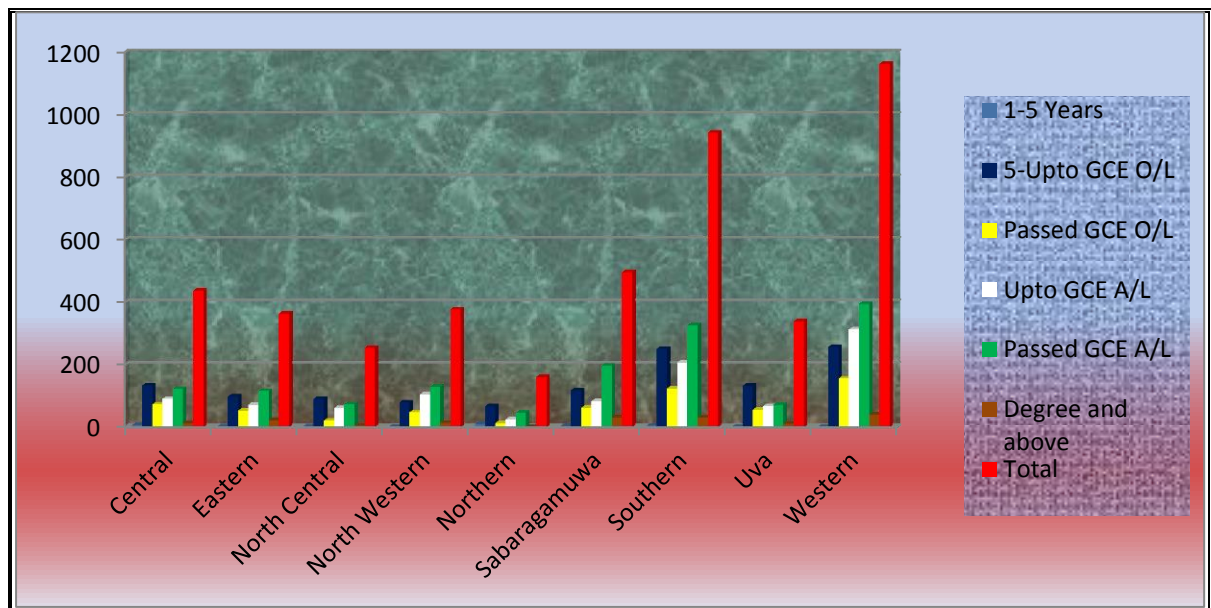
Source- tracer survey details 2013.

**Figure 3.13. Distribution of Education qualifications by Province as a percentage**



Source- tracer survey details 2013.

**Figure 3.14. Distribution of Education qualifications by Province**



Source- tracer survey details 2013.

Above 3.13 table and 3.13, 3.14 figures shows the distribution of Education qualifications by Province. The majority of the total respondents are G.C.E. advance level passed which is 32.5%.

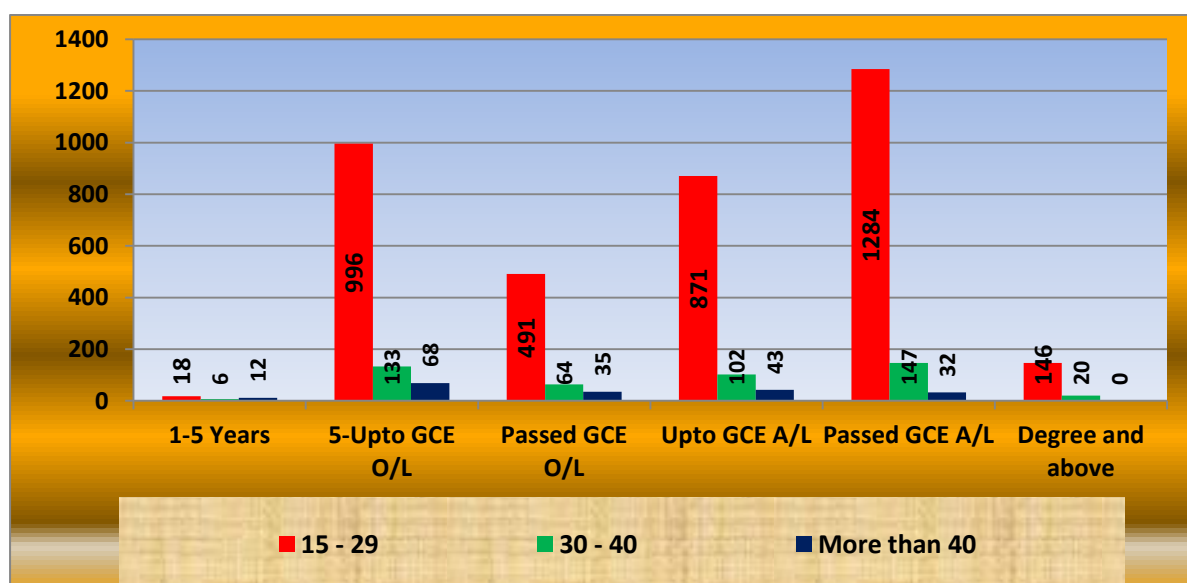
Uva, Northern and North central provinces have shown less number of TVET holders with higher educational qualifications. These provinces show that the majority of vocational certificate holders are below G.C.E. ordinary level qualification.

**Table. 3.14. Distribution of Education qualifications by age range**

Educational Qualification	Age Range					
	15 - 29		30 - 40		More than 40	
	Frequency	%	Frequency	%	Frequency	%
1-5 Years	18	.5	6	1.3	12	6.3
5-Upto GCE O/L	996	26.2	133	28.2	68	35.8
Passed GCE O/L	491	12.9	64	13.6	35	18.4
Up to GCE A/L	871	22.9	102	21.6	43	22.6
Passed GCE A/L	1284	33.7	147	31.1	32	16.8
Degree and above	146	3.8	20	4.2	0	0.0
<b>Total</b>	<b>3806</b>	<b>100</b>	<b>472</b>	<b>100</b>	<b>190</b>	<b>100.</b>

Source- tracer survey details 2013.

**Figure 3.15. Distribution of Education qualifications by age range**



Source- tracer survey details 2013.

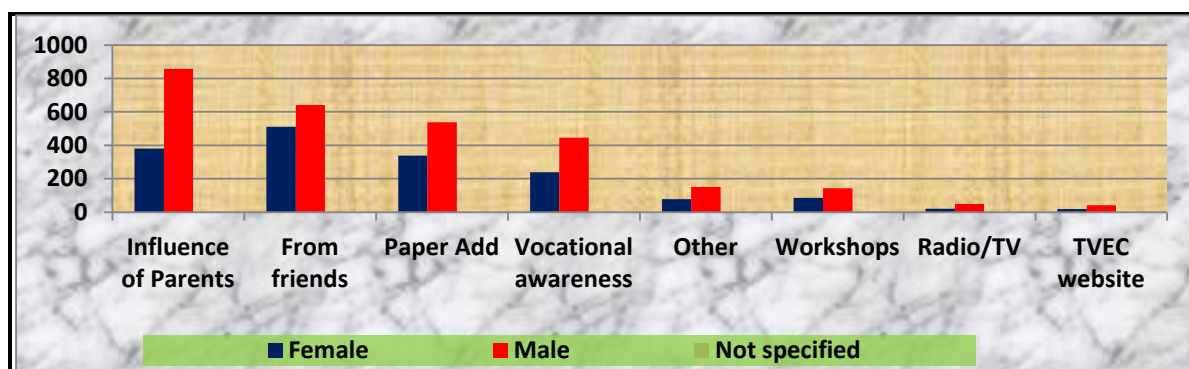
According to the above mentioned data, the majority of the 15 – 29 age group has done GCE A /L and above which the percentage is of 60.4%. Among them 33.7% has passed only GCE A /L. When considering the age group above 40, 42.1% belongs to categories of 1-5 Years and Up to GCE O/L. In this category none of them has studied up to degree level. When analyzed the above mentioned data, the educational level of the young generation is high when compare to the elderly group.

**Table 3.15 - Distribution of certificate holders by influence for joining TVET by Male Female (%)**

Influence for joining TVET	Female	Male	Not specified	Total	%
Influence of Parents	381	858	1	1240	27
Of friends	510	640	12	1152	26
Paper Add	339	538	1	878	19
Vocational awareness programs	238	446	1	685	15
Workshops	85	143	11	229	5
Radio/TV	21	49	0	70	2
TVEC website	18	42	0	60	1
Other	99	171	82	352	5
<b>Total</b>	<b>1691</b>	<b>2887</b>	<b>108</b>	<b>4686</b>	<b>100</b>

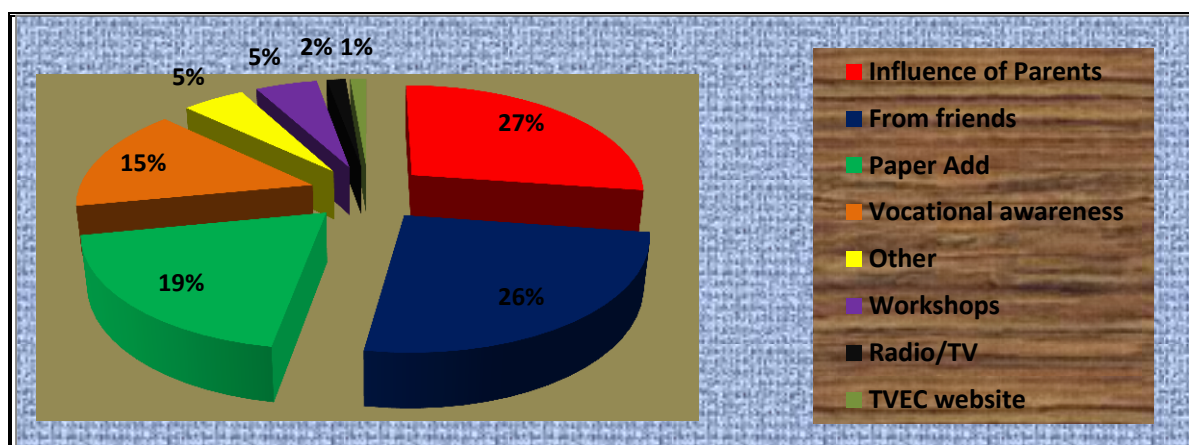
Source- tracer survey details 2013.

**Figure 3.16 - Distribution of certificate holders by influence for joining TVET by Male Female (%)**



Source- tracer survey details 2013.

**Figure 3.17 -Distribution of certificate holders, by influence for joining TVET**



Source- tracer survey details 2013.



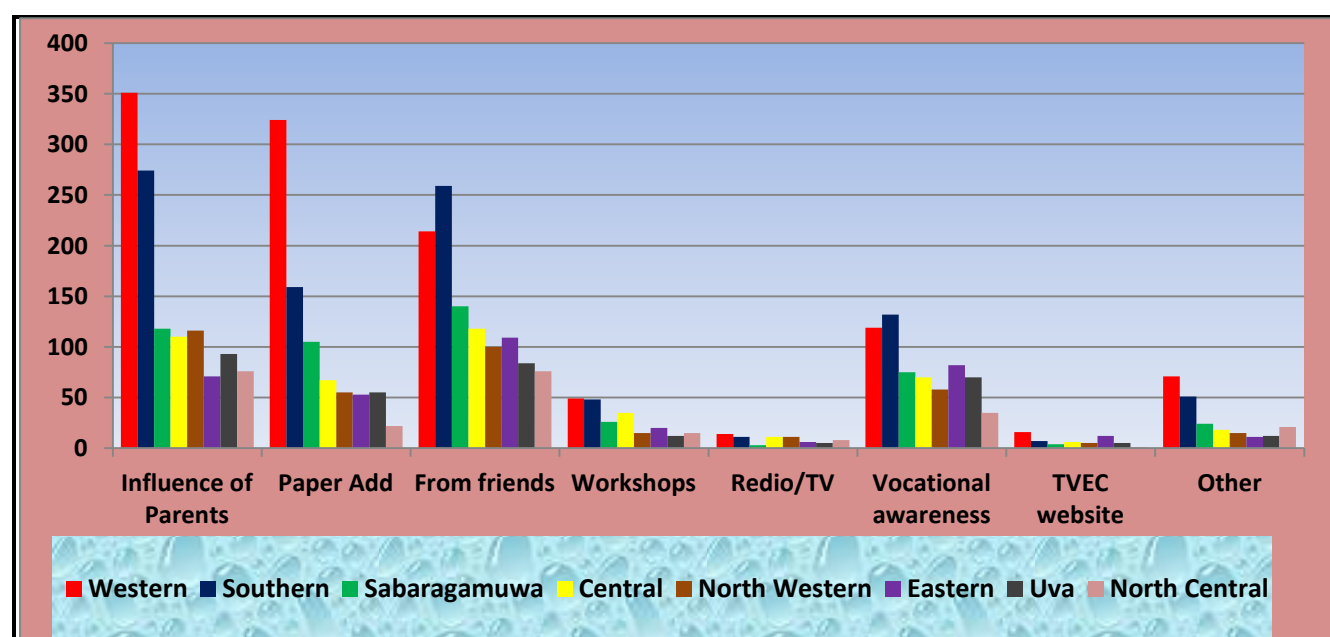
Above 3.15 tables and above two figures show Distribution of certificate holders and reasons for their joining TVET. Influence of Parents, friends and advertising seems to be the most effective ways to attract youth for TVET. Vocational awareness programs and campaigns are also seemed effective. Workshops, radio, TV and other modes of advertizing including TVEC website seem to be of very low effectiveness with the aggregate of 8%.

**Table 3.16 -Distribution of certificate holders by influence for joining TVET by Province**

District	How did you came to VT							
	Influence of Parents	Paper Add	From friends	Workshops	Radio/TV	Vocational awareness	TVEC website	Other
Western	351	324	214	49	14	119	16	71
Southern	274	159	259	48	11	132	7	51
Sabaragamuwa	118	105	140	26	3	75	4	24
Central	110	67	118	35	11	70	6	18
North Western	116	55	100	15	11	58	5	15
Eastern	71	53	109	20	6	82	12	11
Uva	93	55	84	12	5	70	5	12
North Central	76	22	76	15	8	35	1	21
Northern	29	27	43	9	0	42	3	6
Not specified	2	11	9	0	1	2	1	82
<b>Total</b>	<b>1240</b>	<b>878</b>	<b>1152</b>	<b>229</b>	<b>70</b>	<b>685</b>	<b>60</b>	<b>352</b>

Source- tracer survey details 2013.

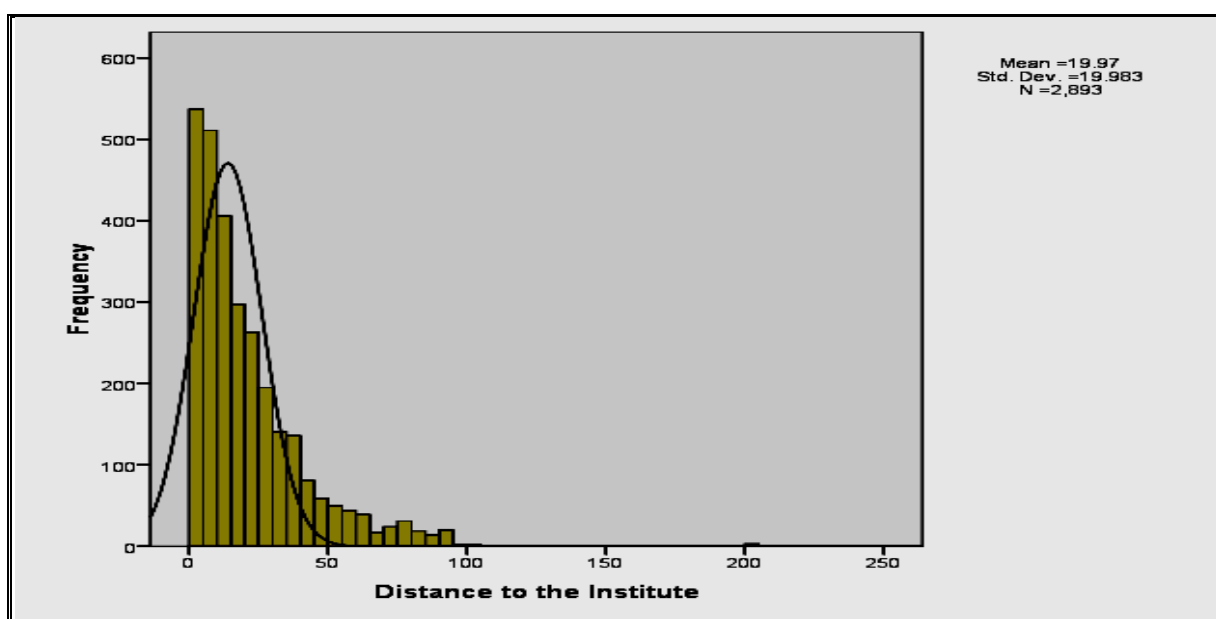
**Figure 3.18 -Distribution of certificate holders, by influence for joining TVET by Province**



Source- tracer survey details 2013.

Above 3.16 table and 3.18. Figure show the distribution of certificate holders by province and influencing factors for joining TVET. Western province has shown that the most influencing factors are parents influence and paper advertisement. However in the southern province the most influencing factors are friends and vocational awareness programmers and the third influencing factor seems to be the paper advertisements.

**Figure 3.19 -Distribution of certificate holders by distance from home to Institute.**



Source- tracer survey details 2013.

**Table 3.17 -Distribution of Distance from home to the institute by province**

Province	Distance Range – KM.					
	Not responded	Less than 2	2 - 10	10 - 20	20 - 30	More than 30 K
Western	440	24	230	187	120	182
Southern	348	22	250	147	63	118
Sabaragamuwa	168	10	119	92	41	68
Central	171	19	109	63	29	48
North Western	142	12	69	62	35	58
Eastern	137	25	120	41	18	25
Uva	135	13	80	48	36	30
North Central	103	4	52	33	30	33
Northern	66	4	57	18	6	12
Not specified	83	0	13	7	6	5
<b>Total</b>	<b>1793</b>	<b>133</b>	<b>1099</b>	<b>698</b>	<b>384</b>	<b>579</b>

Source- tracer survey details 2013.

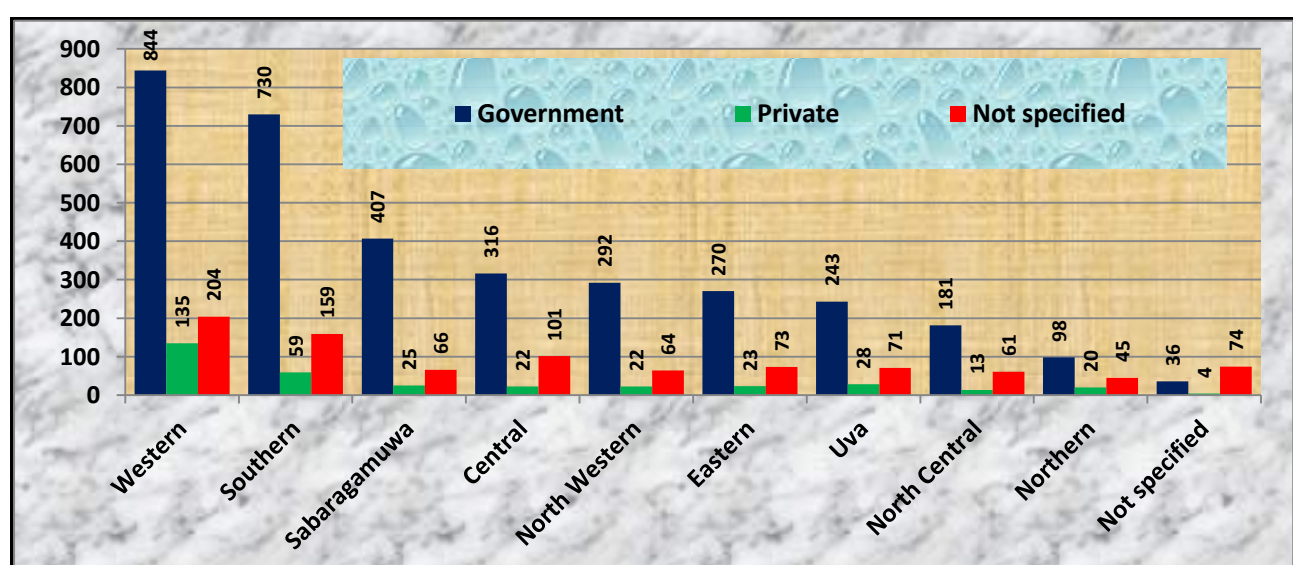
Findings of this study prove that accessibility is an important factor when selecting a training institute. The above 3.17 table and 3.19 figure clearly show that participants are not willing to go more than 50km away from the residential place. Most of certificate holders have not traveled More than 20 Km from their residence which is 77 %. If availability of centers can be increase to some extend in the areas where the demand is existing will be a plus point for future growth of tertiary and vocational education.

**Table 3.18 -Distribution of respondents by the nature of ownership and by province.**

Province	Ownership of the Institute					
	Government		Private		Not specified	
	Frequency	%	Frequency	%	Frequency	%
Western	844	72.3%	135	11.4%	204	17.2%
Southern	730	77.0%	59	6.2%	159	16.8%
Sabaragamuwa	407	81.7%	25	5.0%	66	13.3%
Central	316	72.0%	22	5.0%	101	23.0%
North Western	292	77.2%	22	5.8%	64	16.9%
Eastern	270	73.8%	23	6.3%	73	19.9%
Uva	243	71.1%	28	8.2%	71	20.8%
North Central	181	71.0%	13	5.1%	61	23.9%
Northern	98	60.1%	20	12.3%	45	27.6%
Not specified	36	31.6%	4	3.5%	74	64.9%
<b>Total</b>	<b>3416</b>	<b>72.9%</b>	<b>351</b>	<b>7.5%</b>	<b>918</b>	<b>19.6%</b>

Source- tracer survey details 2013.

**Figure 3.20 -Distribution of respondents training institute by province.**



Source- tracer survey details 2013.



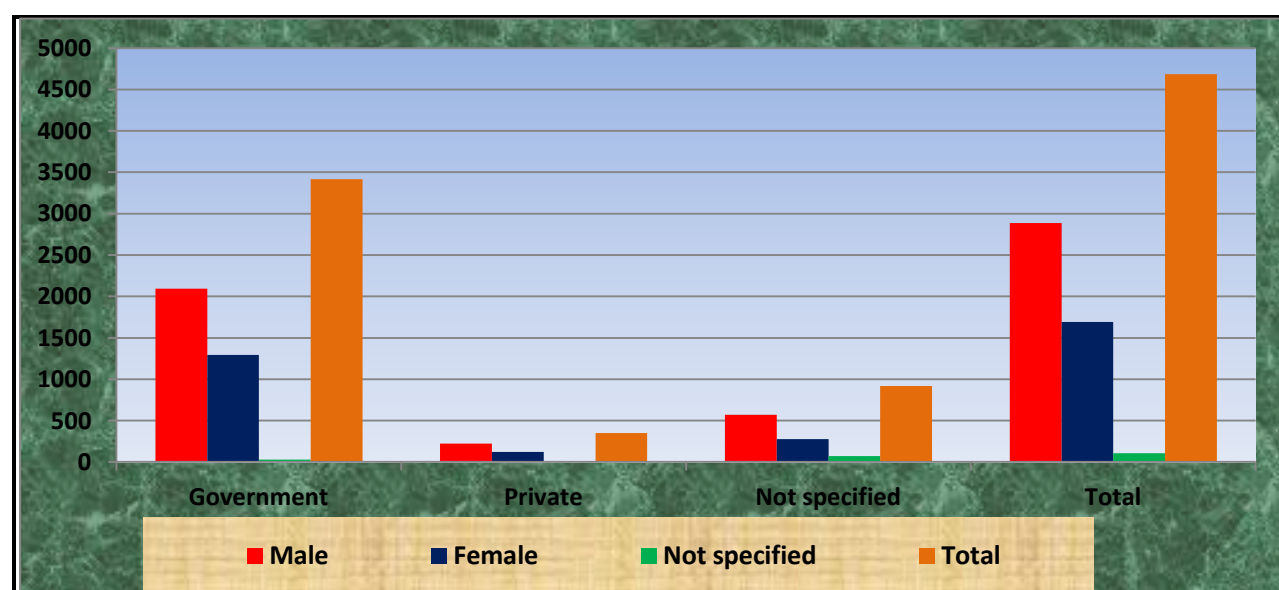
Above 3.18 table and 3.20 figure show the distribution of respondent training institutes by province. In Sri Lanka government vocational training institutes particularly VTA, NAITA, DTET, and NYSC are playing a major role. Out of the total respondents, 3416 are from government training institutes and the percentage is 72.9%. And there are 351 vocational certificate holders from private vocational training providers which is 7.5%. This shows that the majority of certificate holders completed their TVET course through government institutes.

**Table 3.19 - Distribution of respondent by Gender by institutional ownership**

Gender	Ownership of the Institute						Total	
	Government		Private		Not specified			
	Frequency	%	Frequency	%	Frequency	%	Frequency	%
Male	2095	72.6	222	7.7	570	19.7	2887	100
Female	1292	77.3	123	7.3	276	16.3	1691	100
Not specified	30	27.8	6	5.6	72	66.7	108	100
Total	3416	72.9	351	7.5	918	19.6	4686	100

Source- tracer survey details 2013.

**Figure 3.21 - Distribution of respondents by Gender by institutional ownership**



Source- tracer survey details 2013.

Above 3.19 table and 3.21 figure show the distribution of respondents by gender. The majority of vocational training certificate holders are male. The tracer survey information has shown, majority of both male and female vocational training certificate holders are from the government training centers. Both 3416 male and female student have completed their Vocational training from Government VT centers. It is percentage is 72.9%. and Both 351 male and female student

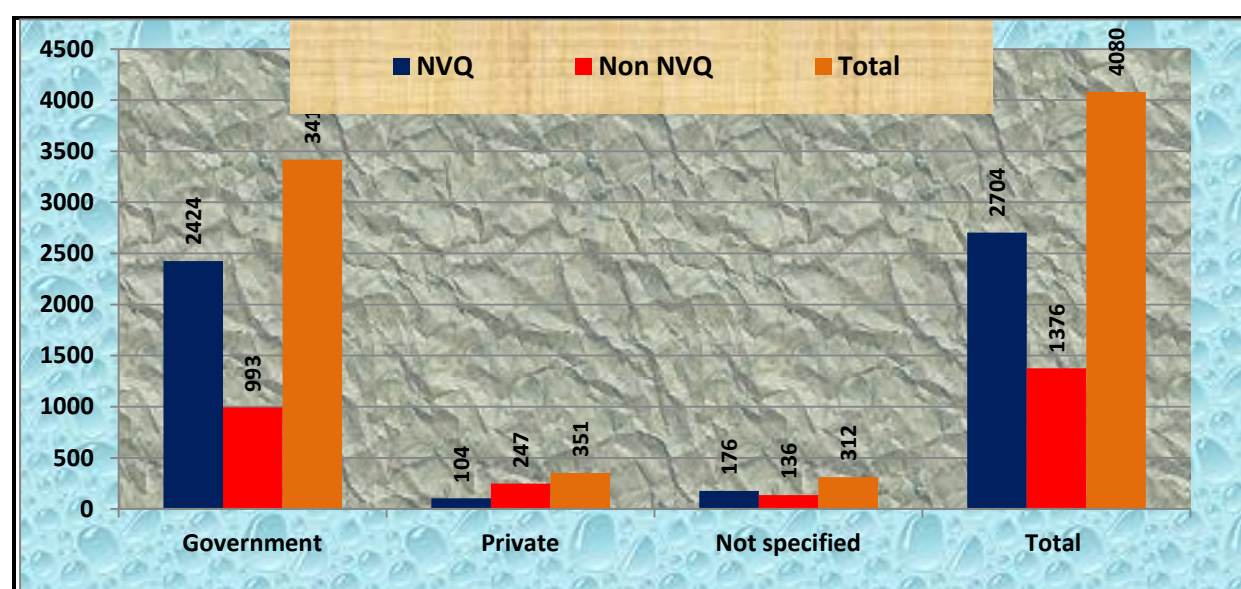
have completed their Vocational training from private VT centers. Its percentage is 7.5%. 918 respondents have not responded regarding this.

**Table 3.20 - Distribution of NVQ and Non NVQ respondents by institute**

Qualification	Ownership of the Institute					
	Government		Private		Not specified	
	Frequency	%	Frequency	%	Frequency	%
NVQ	2424	71%	104	29.6%	176	56%
Non NVQ	993	29%	247	70.4%	136	44%
<b>Total</b>	<b>3417</b>	<b>100%</b>	<b>351</b>	<b>100%</b>	<b>312</b>	<b>100%</b>

Source- tracer survey details 2013.

**Figure 3.22 - Distribution of NVQ and Non NVQ respondents by institute**



Source- tracer survey details 2013.

Above 3.20 table and 3.22 figure shown Distribution of NVQ and Non NVQ respondents by government and private institutes. It is shown government institute has play vital role of TVET sector. There are total 3417 certificate holders from Government VT centers. i.e. 2424 National Vocational Qualification (NVQ) certificate holders which is 71% and 993 Non National Vocational Qualification (NVQ) certificate holders which is 29%. It is well known fact government VT centers offered more NVQ courses and awarded higher number of NVQ certificate.

But there are total 351 certificate holders from Private Vocational Training centers. i.e. 104 National Vocational Qualification (NVQ) certificate holders which is 29.6% and 247 Non

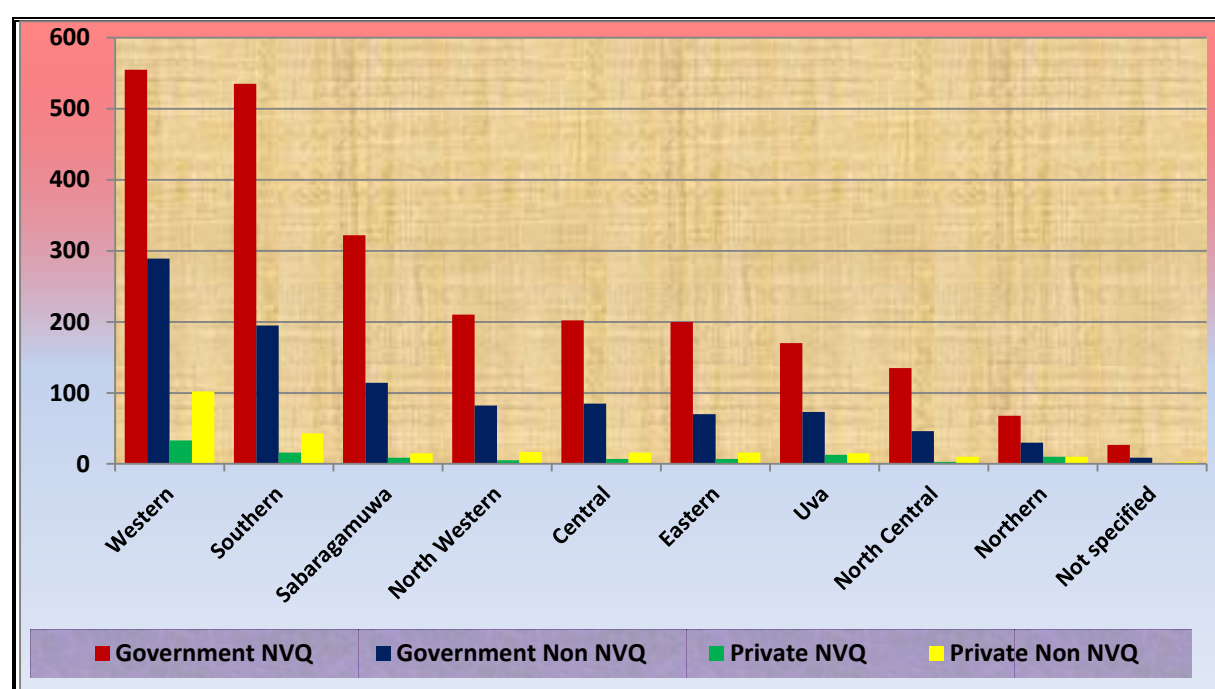
National Vocational Qualification (Non NVQ) certificate holders it is percentage 70.4%. Private VT centers offered more Non NVQ courses and awarded higher number of Non NVQ certificate.

**Table 3.21 -Distribution of NVQ and Non NVQ respondents by province**

Province	Ownership of the Institute						Total	
	Government		Private		Not specified			
	NVQ	Non NVQ	NVQ	Non NVQ	NVQ	Non NVQ	NVQ	Non NVQ
Western	555	289	33	102	41	36	629	427
Southern	535	195	16	43	35	24	586	262
Sabaragamuwa	322	114	9	15	13	15	344	144
North Western	210	82	5	17	15	9	230	108
Central	202	85	7	16	18	4	227	105
Eastern	200	70	7	16	14	17	221	103
Uva	170	73	13	15	13	9	196	97
North Central	135	46	3	10	6	8	144	64
Northern	68	30	10	10	16	8	94	48
Not specified	27	9	1	3	5	6	33	18
Total	2424	992	104	247	176	136	2704	1376

Source- tracer survey details 2013

**Figure 3.23 -Distribution of NVQ and Non NVQ respondents by province**



Source- tracer survey details 2013

The above table 3.21 and 3.23. Figure show the distribution of NVQ and Non NVQ respondents by province. The highest number of respondents is from the western province which comprised of 555 NVQ and 289 non NVQ certificate holders of government sector and also, 33 NVQ and 102 non NVQ certificate holders from private sector respectively.

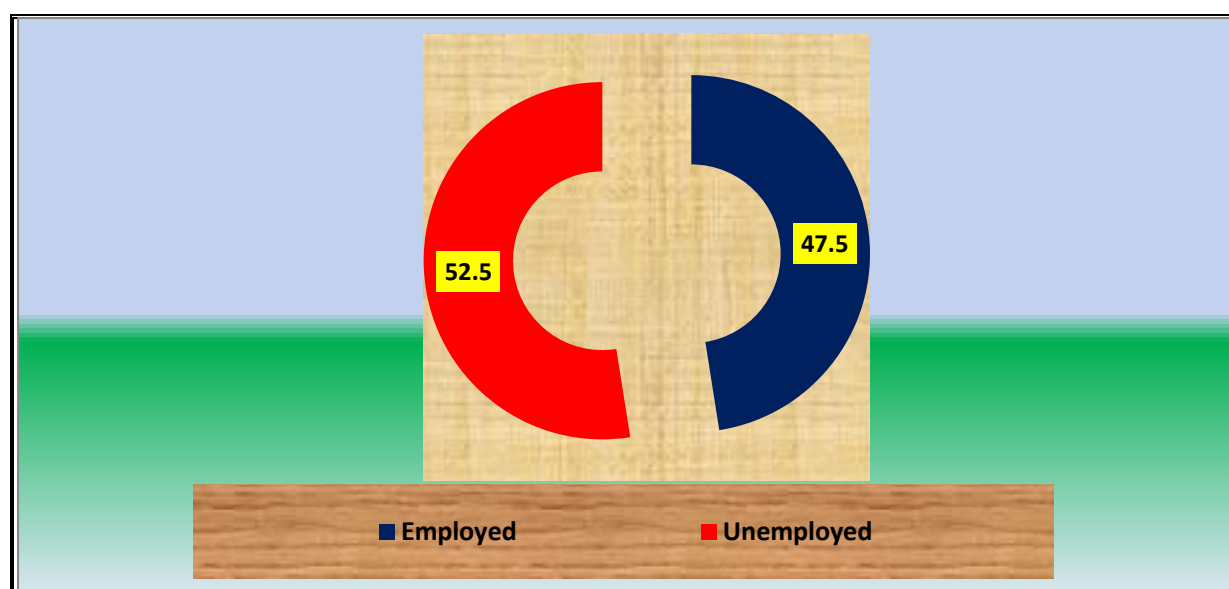
The lowest number of respondents in both government and private sector NVQ and Non NVQ certificate holders are from Northern Province which is 68 NVQ and 30 non NVQ in the Government sector respondents and 10 NVQ and 10 non NVQ certificate holders in the private sector respectively.

**Table 3.22 -Distribution of certificate holders by employment**

Status	Amount	Percentage
Employed	2226	47.5
Unemployed	2460	52.5
Total	4686	100

Source- tracer survey details 2013.

**Table 3.24 -Distribution of Total responded certificate holders by employment. (%)**



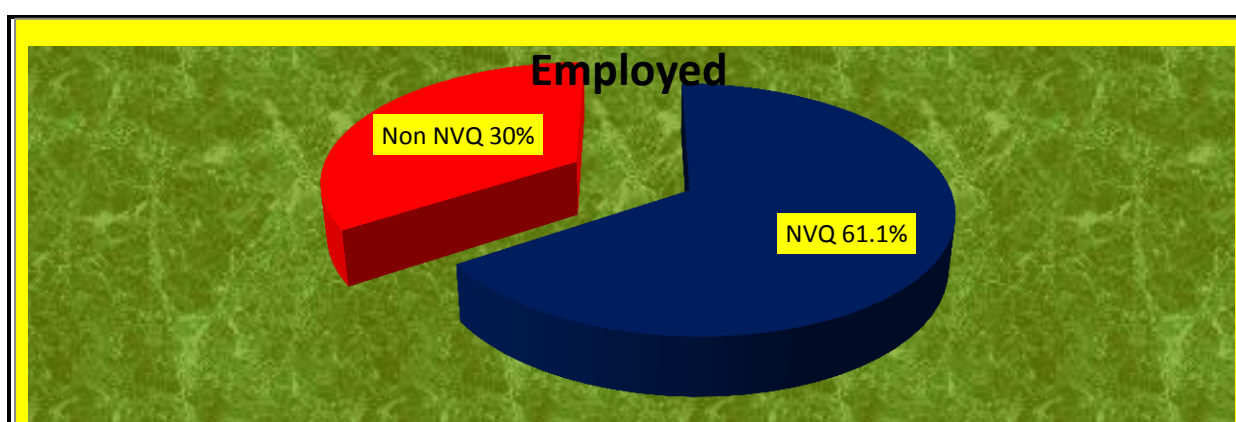
Source- tracer survey details 2013.

Above table 3.22 and 3.24 figure show the distribution of employment and unemployment of Tertiary and Vocational Education Training certificate holders. It shows that 2226 out of 4686 have employed and the percentage is 47.5% and 52.5% of population is still unemployed.

**Table 3.23 - Current Employability by NVQ or Non NVQ**

Qualification Mode	Current Employability	
	Employed	
	Frequency	%
NVQ	1361	61.1
Non NVQ	667	30
Not mentioned	198	8.9
<b>Total</b>	<b>2226</b>	<b>100</b>

Source- tracer survey details 2013.

**Figure 3.25 - Current Employability by NVQ or Non NVQ**

Source- tracer survey details 2013.

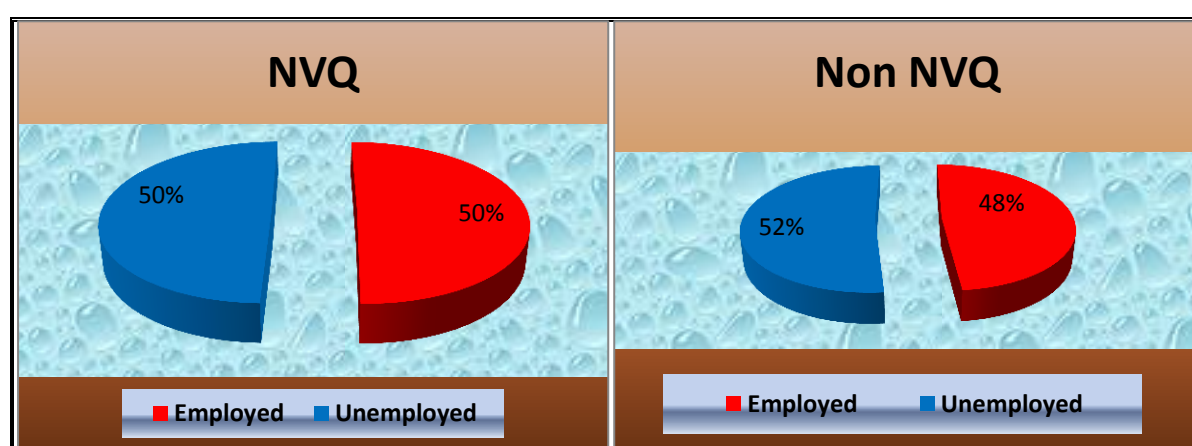
Above 3.23 table and 3.25 figure shows the distribution of Tertiary and Vocational Education Training certificate holders current Employability by NVQ or Non NVQ. Out of the total sample of 4686 the number employed is 2226 out of that 1361 NVQ certificate holders and 667 non NVQ certificate holders are employed. The percentages are 61.1% and 30% respectively. 198 employed certificate holders have not mentioned they are NVQ or Non NVQ which percentage is 8.9%.

**Table 3.24- Current Employability by NVQ or Non NVQ**

Qualification Mode	Current Employability			
	NVQ		Non NVQ	
	Frequency	%	Frequency	%
Employed	1361	50	667	48
Unemployed	1343	50	709	52
<b>Total</b>	<b>2704</b>	<b>100</b>	<b>1376</b>	<b>100</b>

Source- tracer survey details 2013.

**Figure 3.26 – Current Employability by NVQ or Non NVQ**



Source- tracer survey details 2013.

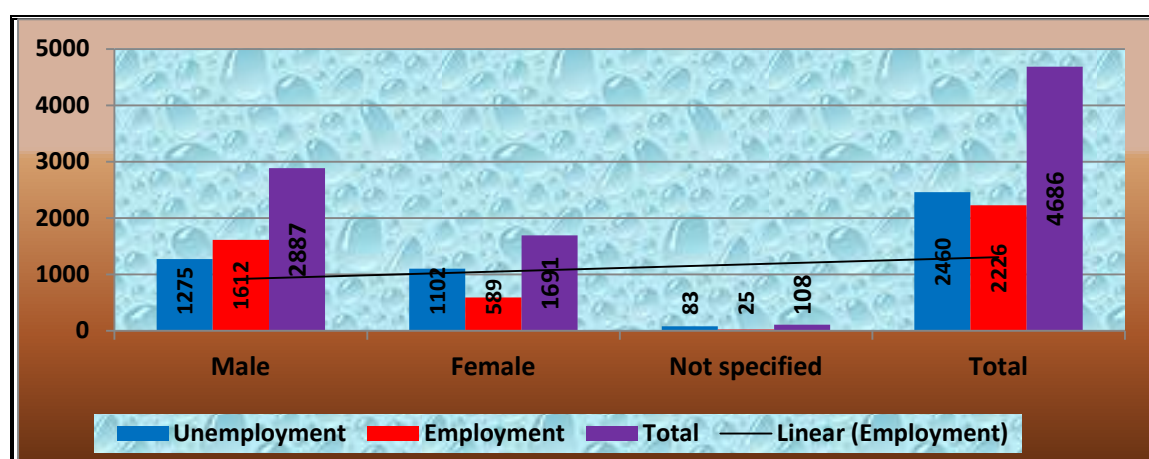
3.24 table and 3.26 figure show the distribution of Tertiary and Vocational Education Training certificate holders Current Employability by NVQ and Non NVQ. 1376 out of total sample are Non NVQ certificate holders and 667 are already employed which is 48.4%. Out of total NVQ holders of 2704, 1361 are employed which is 50%. 1376 out of total sample are Non NVQ certificate holders and 709 are Unemployed which is 52%. Out of total NVQ holders of 2704, 1343 are unemployed which is 50%. However, there is no significant different in employability of NVQ and non-NVQ holders.

**Table 3.25 – Current Employability by gender**

Gender	Current Employability				Total	
	Unemployed		Employed			
	Frequency	%	Frequency	%	Frequency	%
Male	1275	44.2	1612	55.8	2887	100.0
Female	1102	65.2	589	34.8	1691	100.0
Not specified	83	76.9	25	23.1	108	100.0
Total	2460	52.5	2226	47.5	4686	100.0

Source- tracer survey details 2013.

**Table 3.27 – Current Employability by gender**



Source- tracer survey details 2013.

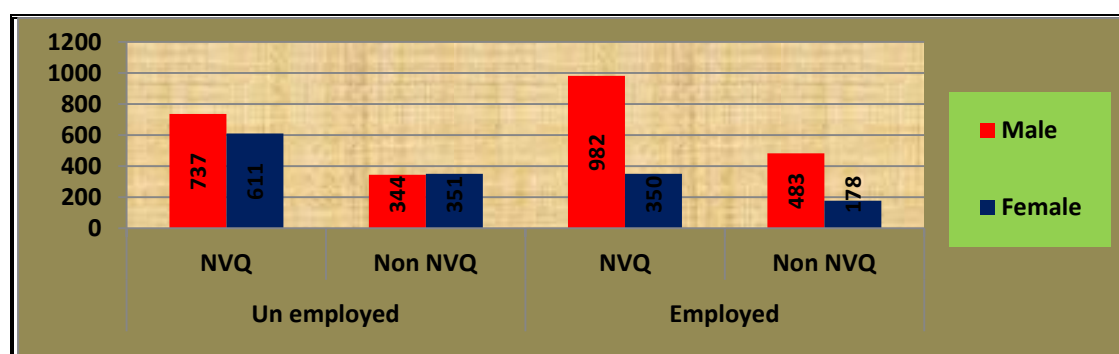
Above 3.25 table and 3.27 figure show the distribution of current employability by male and female. It shows that male employment is high than that of female. 1612 out of 2887 of total male responded is employed which is 55.8%. And male unemployment certificate holders are 1275. Its percentage is 44.2%. Female employed amount among certificate holders are less than the male employment which is 589 and the percentage is 34.8%. The female unemployed amount is 1102. And the percentage is 65.2%.

**Table 3.26 Employability of NVQ and Non NVQ certificate holders by gender**

	unemployed				employed				Total	Total %
	NVQ	%	Non NVQ	%	NVQ	%	Non NVQ	%		
Male	737	29	344	14	982	39	483	19	2546	100
Female	611	41	351	24	350	23	178	12	1490	100
Not specified	13	30	14	32	11	25	6	14	44	100
Total	1361		709		1343		667		4080	

Source- tracer survey details 2013.

**Figure 3.28 Employability of NVQ and Non NVQ certificate holders by gender**



Source- tracer survey details 2013.



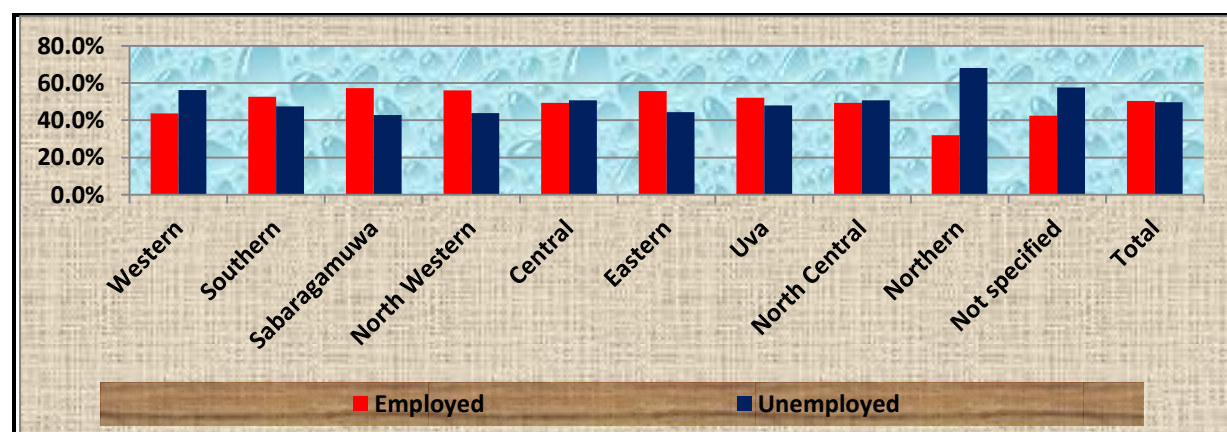
Above 3.26 table and 3.28 figure show female unemployment is higher than that of male certificate holders. Out of 2546 of male respondents, 737 equivalents to 29% of NVQ holders and 14% of non-NVQ holders are unemployed. Similarly, 982 equivalents to 39% of NVQ and 483 equivalents to 19% of non-NVQ are employed. With regard to female respondents out of 1490 of female respondents, 611 equivalents to 41% of NVQ holders and 24% of non-NVQ holders are unemployed. Similarly, 350 equivalents to 23% of NVQ and 178 equivalents to 12% of non-NVQ are employed.

**Table 3.27- Employability of responded NVQ certificate holders by Province**

Province	Current Employability				Total	
	Employed		Unemployed			
	Frequency	%	Frequency	%	Frequency	%
Western	275	43.7	354	56.3	629	100.0
Southern	308	52.6	278	47.4	586	100.0
Sabaragamuwa	197	57.3	147	42.7	344	100.0
North Western	129	56.1	101	43.9	230	100.0
Central	112	49.3	115	50.7	227	100.0
Eastern	123	55.7	98	44.3	221	100.0
Uva	102	52.0	94	48.0	196	100.0
North Central	71	49.3	73	50.7	144	100.0
Northern	30	31.9	64	68.1	94	100.0
Not specified	14	42.4	19	57.6	33	100.0
<b>Total</b>	<b>1361</b>	<b>50.3</b>	<b>1343</b>	<b>49.7</b>	<b>2704</b>	<b>100.0</b>

Source- tracer survey details 2013.

**Figure 3.29 – Employability of responded NVQ certificate holders by Province**



Source- tracer survey details 2013.



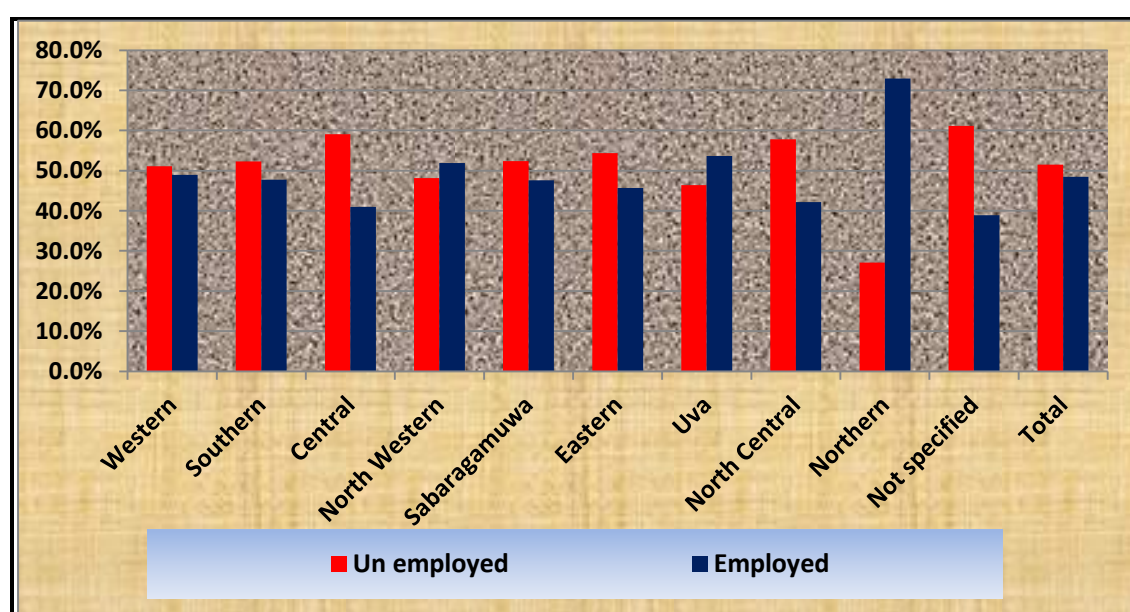
The above 3.27 table and 3.29 chart shows the details of employability among NVQ holders by provinces. The highest employment rate within the province is in Sabaragamuwa which is equivalent to 57.3% followed by North-Western and Eastern with 56.1% and 55.7% respectively. With regard to unemployment, the highest rate has shown in Northern which is 68.1% followed by Western and Central provinces with 56.3% and 50.7% respectively.

**Table 3.28 – Employability of responded Non NVQ certificate holders by Province**

Province	Current Employability				Total	
	Unemployed		Employed			
	Frequency	%	Frequency	%	Frequency	%
Western	218	51.1	209	48.9	427	100.0
Southern	137	52.3	125	47.7	262	100.0
Central	85	59.0	59	41.0	144	100.0
North Western	52	48.1	56	51.9	108	100.0
Sabaragamuwa	55	52.4	50	47.6	105	100.0
Eastern	56	54.4	47	45.6	103	100.0
Uva	45	46.4	52	53.6	97	100.0
North Central	37	57.8	27	42.2	64	100.0
Northern	13	27.1	35	72.9	48	100.0
Not specified	11	61.1	7	38.9	18	100.0
<b>Total</b>	<b>709</b>	<b>51.5</b>	<b>667</b>	<b>48.5</b>	<b>1376</b>	<b>100.0</b>

Source- tracer survey details 2013.

**Figure 3.30 – Employability of responded Non NVQ certificate holders by Province**



Source- tracer survey details 2013.

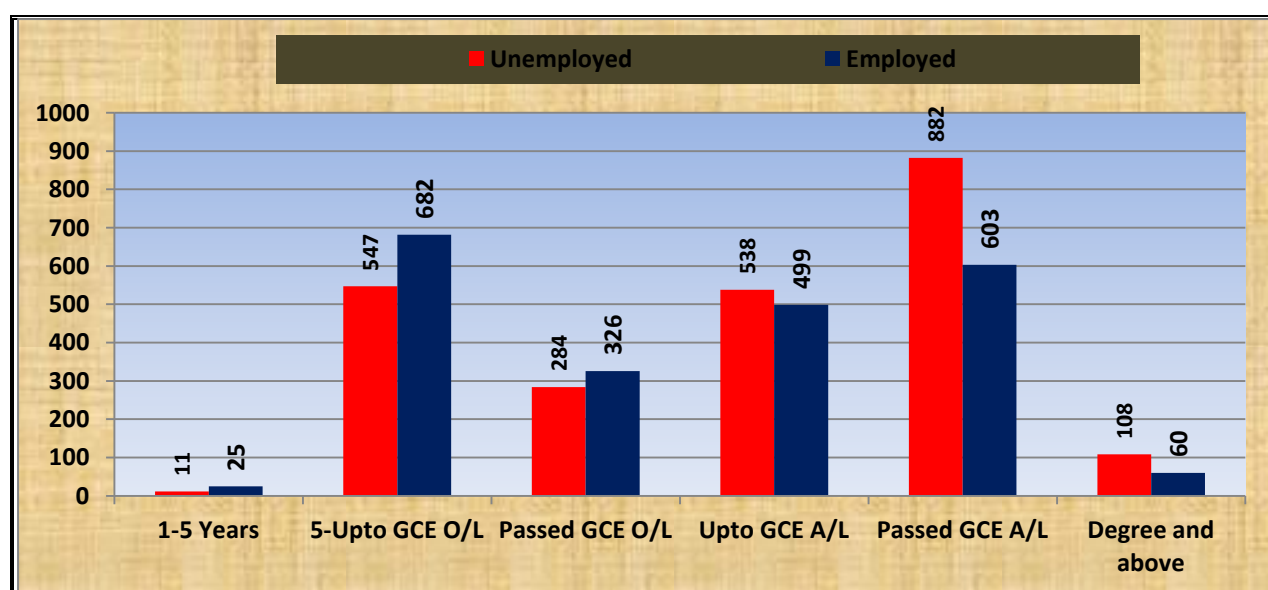
Above table 3.28 and the figure 3.30 show that the employability of non-NVQ certificate holders is 48.9% and the highest percentage of employment is in Northern province which is 72.9% followed by Uva and North-Western with 53.6% and 51.9% respectively. The highest unemployment is reported from Central province which is 59.0% followed by North-Central and Eastern with 57.8% and 54.4% respectively.

**Table 3.29 Employability by educational qualification**

Educational Qualification	Current Employability				Total	
	Unemployed		Employed			
	Frequency	%	Frequency	%	Frequency	%
1-5 Years	11	30.6%	25	69.4%	36	100.0%
5-Upto GCE O/L	547	44.5%	682	55.5%	1229	100.0%
Passed GCE O/L	284	46.6%	326	53.4%	610	100.0%
Up to GCE A/L	538	51.9%	499	48.1%	1037	100.0%
Passed GCE A/L	882	59.4%	603	40.6%	1485	100.0%
Degree and above	108	64.3%	60	35.7%	168	100.0%
Not Mentioned	90	74.4%	31	25.6%	121	100.0%
<b>Total</b>	<b>2460</b>	<b>52.5%</b>	<b>2226</b>	<b>47.5%</b>	<b>4686</b>	<b>100.0%</b>

Source- tracer survey details 2013.

**Figure 3.31 Employability by educational qualification**



Source- tracer survey details 2013.

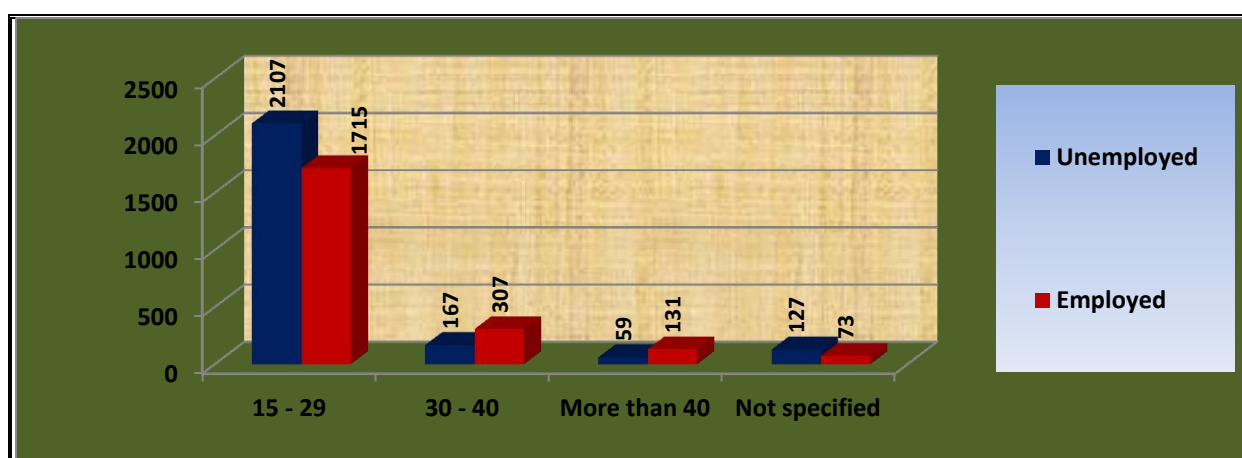
According to the above data, majority with the higher education qualification are unemployed. Unemployed percentage with qualification of Passed GCE A/L is 59.4% and Unemployed percentage with qualification of Degree and above is 64.3%. And also higher numbers of lower education qualification respondents are employed. Employed percentage with qualification of 1-5 Years is 69.4% and Employed percentage with qualification up to GCE O/L is 55.5 %.

**Table 3.30 Employability by age**

Age	Current Employability				Total	
	Unemployed		Employed			
	Frequency	%	Frequency	%	Frequency	%
15 - 29	2107	55.1	1715	44.9	3822	100.0
30 - 40	167	35.2	307	64.8	474	100.0
More than 40	59	31.1	131	68.9	190	100.0
Not specified	127	63.5	73	36.5	200	100.0
Total	2460	52.5	2226	47.5	4686	100.0

Source- tracer survey details 2013.

**Figure 3.32 Employability by age**



Source- tracer survey details 2013.

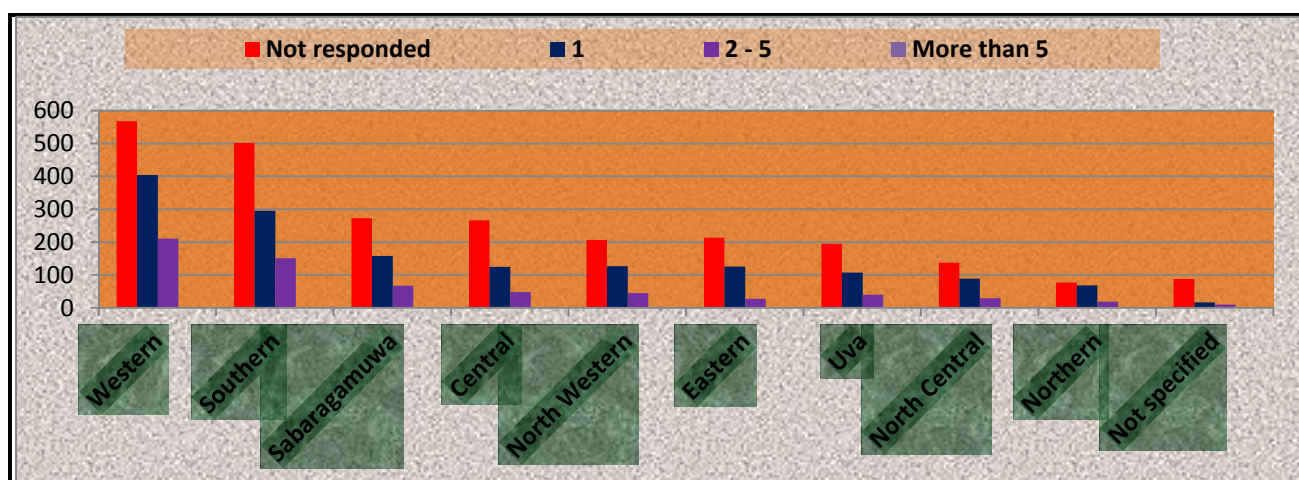
Above table 3.30 and the figure 3.32 show that the employability by age. Higher number of unemployed percentage can be seen between 15-29 age group which is 55.1%. And also majority of both 30-40 and above 40 age categories are employed. Employed percentage of 30-40 categories is 64.8 % and the category of above 40 employed percentage is 68.9 %. According to this analysis, it is seen that the employability of the certificate holders takes place rather late.

**Table- 3.31 No. of Jobs after the training by province**

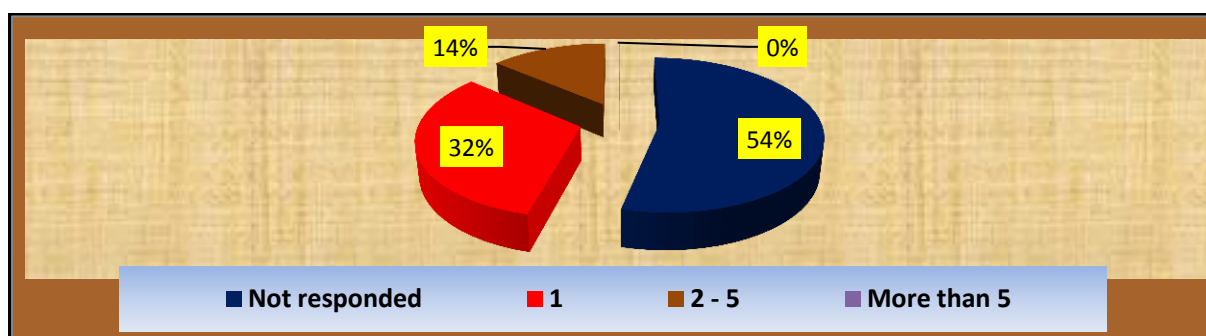
Province	Number of Jobs							
	Not responded		1		2 - 5		More than 5	
	Frequency	%	Frequency	%	Frequency	%	Frequency	%
Western	568	48.	404	34.2	210	17.8	1	.1
Southern	502	53.	295	31.1	151	15.9	0	0
Sabaragamuwa	273	54.8	158	31.7	67	13.5	0	0.
Central	266	60.6	125	28.5	48	10.9	0	0
North Western	206	54.5	127	33.6	45	11.9	0	0
Eastern	213	58.2	126	34.4	27	7.4	0	0
Uva	195	57	107	31.3	40	11.7	0	0
North Central	137	53.7	89	34.9	29	11.4	0	0
Northern	77	47.2	68	41.7	18	11	0	0
Not specified	88	77.2	16	14	10	8.8	0	0
<b>Total</b>	<b>2525</b>	<b>53.9</b>	<b>1515</b>	<b>32.3</b>	<b>645</b>	<b>13.8</b>	<b>1</b>	<b>.1</b>

Source- tracer survey details 2013.

**Figure- 3.33 No. of Jobs after the training by province**



**Figure- 3.34 No. of Jobs after the training (%)**



Source- tracer survey details 2013.

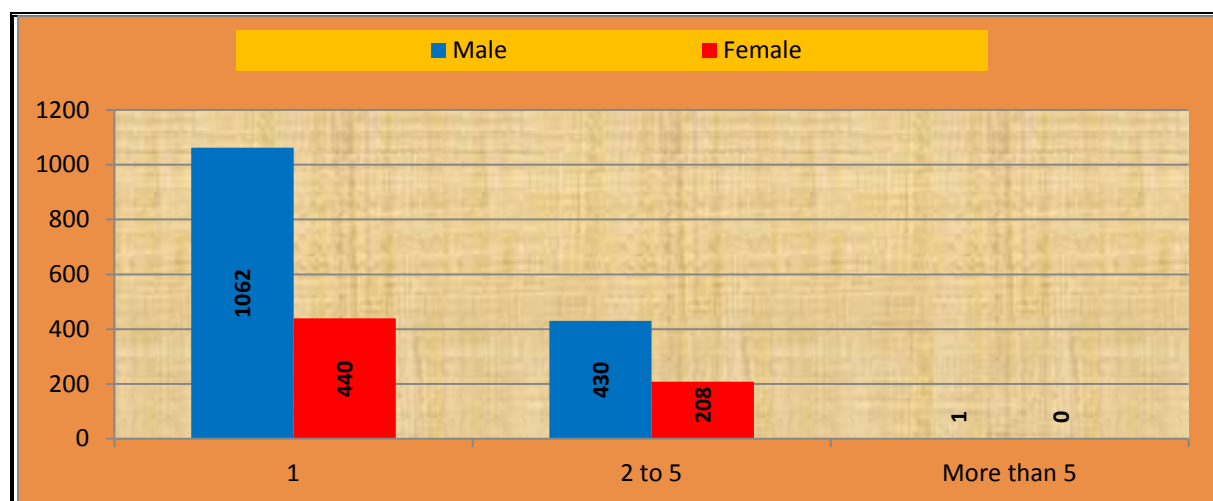
Above table and figures show that number of job done by respondents after their training in each province. It appears that approximately 32. % of the respondents is in their 1<sup>st</sup> job while 14% seem to have changed their jobs more than one time. Only one person has done more than 5 jobs and he is in the western province. In the analysis, high job mobility can be seen from western and southern provinces which are 17.8% and 15.9% respectively. 53.9% out of the total respondents have not responded to this question.

**Table- 3.32 No. of Jobs after the training by gender**

Gender	Number of Jobs						
	Not responded	1		2 - 5		More than 5	
	Frequency	Frequency	%	Frequency	%	Frequency	%
Male	1394	1062	36.8	430	14.9	1	.0
Female	1043	440	26.	208	12.3	0	0.
Not specified	88	13	12.	7	6.5	0	0.
<b>Total</b>	<b>2525</b>	<b>1515</b>	<b>32.3</b>	<b>645</b>	<b>13.8</b>	<b>1</b>	<b>.0</b>

Source- tracer survey details 2013.

**Figure- 3.35 No. of Jobs after the training by gender**



Source- tracer survey details 2013.

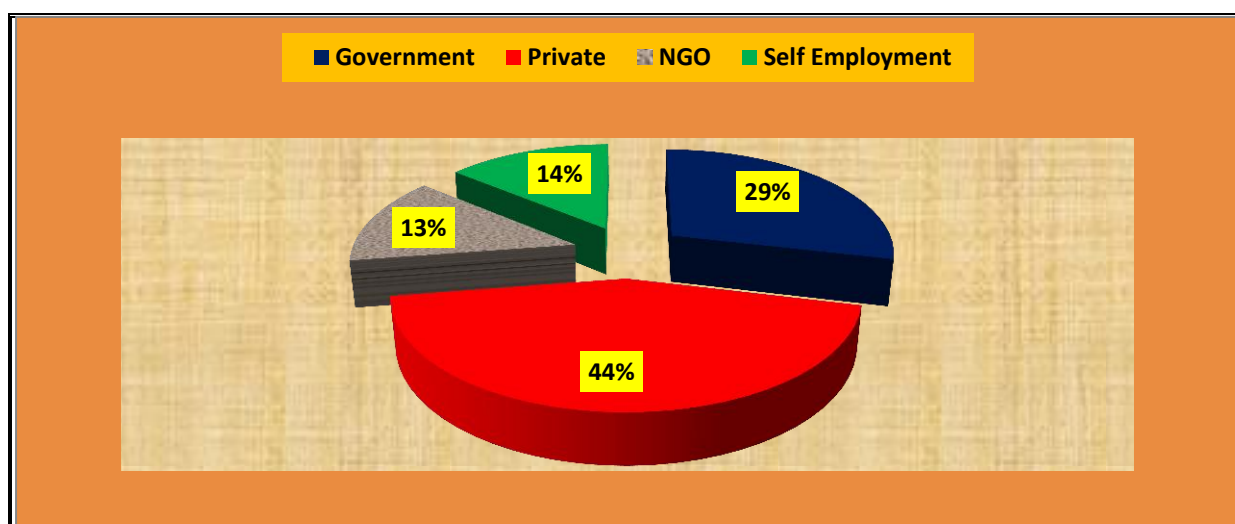
Above 3.32 table and 3.35 figure describe male employability is higher than the female. As well as job mobility is also high in male category. To enhance the female attraction for vocational training, we can propose both government and private training providers to start the new training programs for them.

**Table 3.33 distribution of Current employment by Sector**

Sector	Number	Percent	Valid Percent	Cumulative Percent
Government	639	13.6	28.7	28.7
Private	978	20.9	43.9	72.6
NGO	299	6.4	13.4	86.0
Self Employment	310	6.7	14.0	100.0
Total	<b>2226</b>	47.5	100.0	
Un employed	2460	52.5		
Total	4686	100.0		

Source- tracer survey details 2013.

**Figure – 3.36 distribution of Current employment by Sector**



Source- tracer survey details 2013.

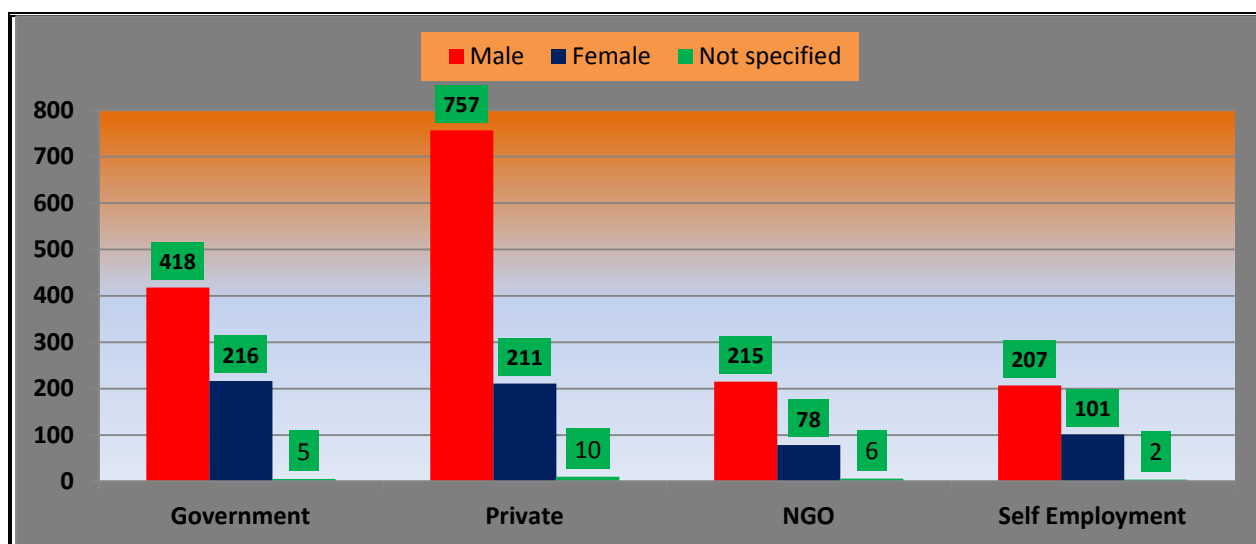
According to the above 3.33. table and 3.36. Chart, employment of certificate holders in the private sector is higher which is around 44%. Government, NGO and self employment sectors are 29%, 13% and 14% respectively.

**Table- 3.34 distribution of current employment by sector and by gender**

Gender	Current Occupation Sector							
	Government		Private		NGO		Self Employment	
	Frequency	%	Frequency	%	Frequency	%	Frequency	%
Male	418	26.2	757	47.4	215	13.5	207	13.
Female	216	35.6	211	34.8	78	12.9	101	16.7
Not Mentioned	5	20.0	10	40.	6	24.	2	16
<b>Total</b>	<b>639</b>	<b>28.7</b>	<b>978</b>	<b>43.9</b>	<b>299</b>	<b>13.4</b>	<b>310</b>	<b>14</b>

Source- tracer survey details 2013.

**Figure- 3.37 distribution of current employment by sector and by gender**



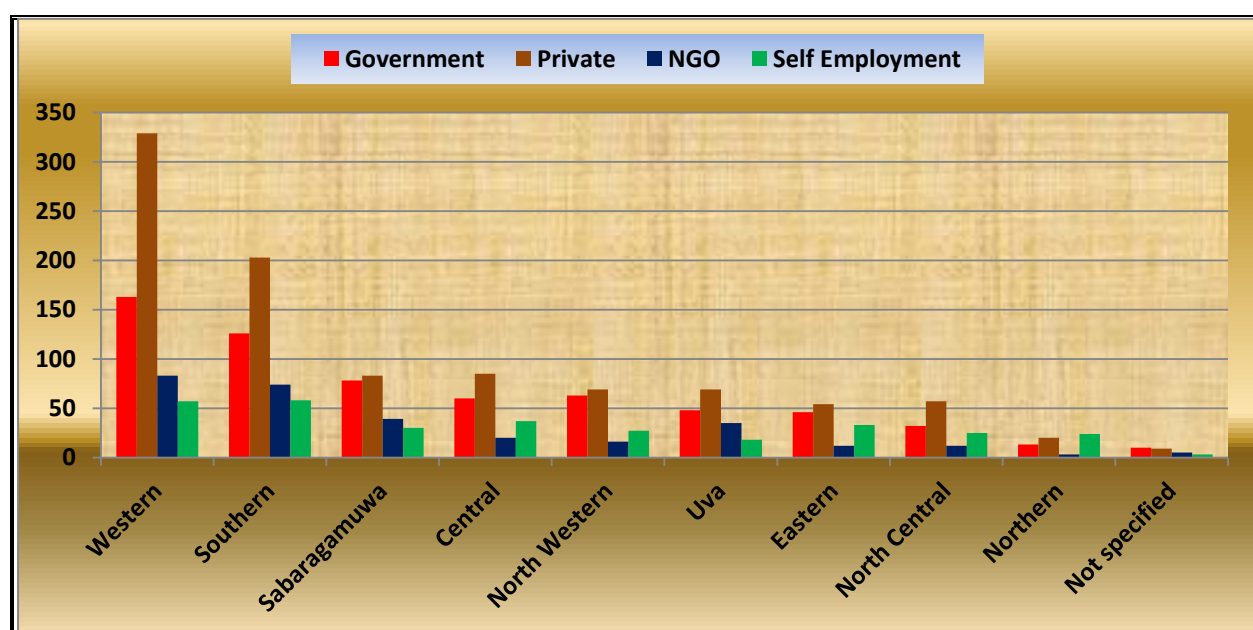
Source- tracer survey details 2013.

Above 3.34 table and 3.37 figure show the distribution of current employment by sector and by gender. It clearly shows that the male employability is higher than the female in all sectors. Especially in private sector male employability is very high when comparing to the other sectors. When considering the self employment the female self employment is higher than that of the male.

**Table- 3.35 distribution of current employment sector by province**

Province	Current Occupation Sector								Total	
	Government		Private		NGO		Self Employment			
	Frequency	%	Frequency	%	Frequency	%	Frequency	%	Frequency	%
Western	163	25.8	329	52.1	83	13.1	57	9	632	100
Southern	126	27.3	203	44	74	16.1	58	12.6	461	100
Sabaragamuwa	78	33.9	83	36.1	39	17	30	13	230	100
Central	60	29.7	85	42.1	20	9.9	37	18.3	202	100
North Western	63	36	69	39.4	16	9.1	27	15.4	175	100
Uva	48	28.2	69	40.6	35	20.6	18	10.6	170	100
Eastern	46	31.7	54	37.2	12	8.3	33	22.8	145	100
North Central	32	25.4	57	45.2	12	9.5	25	19.8	126	100
Northern	13	21.7	20	33.3	3	5	24	40	60	100
Not specified	10	37	9	33.3	5	18.5	1	11.1	27	100
Total	639	28.7	978	43.9	299	13.	310	14	2226	100

Source- tracer survey details 2013.

**Figure - 3.38 distribution of current employment sector by province**

Source- tracer survey details 2013.

Above table and figure show the distribution of current occupational sector in each province. Private sector is playing a major role in providing employment in all provinces. Mainly the Western province contribution is 52.1 %, and Southern, North central, Central provinces contributions are 44 %, 45.2 % and 42.1% respectively. In the NGO category high



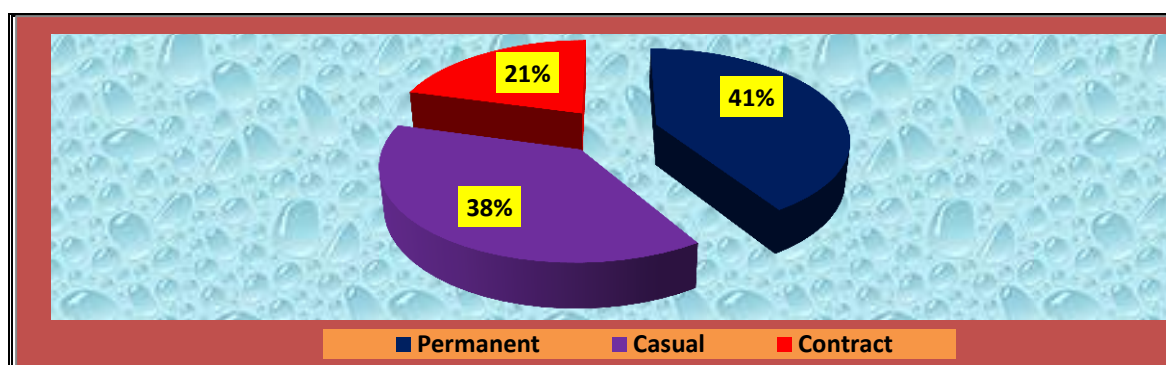
employment can be seen in Sothorn, Sabaragamuwa and Uva provinces. That is 16.1%, 17 % and 20.6% respectively. When considering self employment sector in Northern, Eastern, North Central and North Western provinces have higher percentages than others such as 40%, 22.8%, 19.8 and 15.4% respectively.

**Table- 3.36 distribution of Employed respondents by Job Type.**

Gender	Job Type						Total	
	Permanent		Casual		Contract			
	Frequency	%	Frequency	%	Frequency	%	Frequency	%
Male	663	41.1	598	37.1	351	21.8	1612	100
Female	243	41.3	239	40.6	107	18.2	589	100
Not specified	9	36	12	48.	4	16	25	100
Total	915	41.1	849	38.1	462	20.8	2226	100

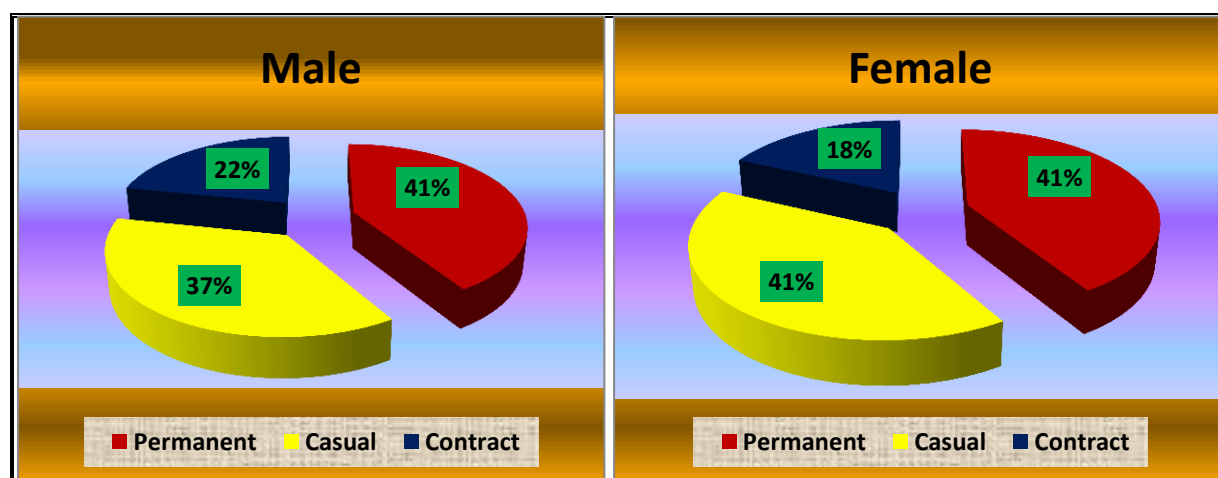
Source- tracer survey details 2013.

**Figure – 3.39 distributions of Employed respondents by Job type**



Source- tracer survey details 2013.

**Figure – 3.40 -distribution of Employed respondent's nature of employment and by gender**



Source- tracer survey details 2013.

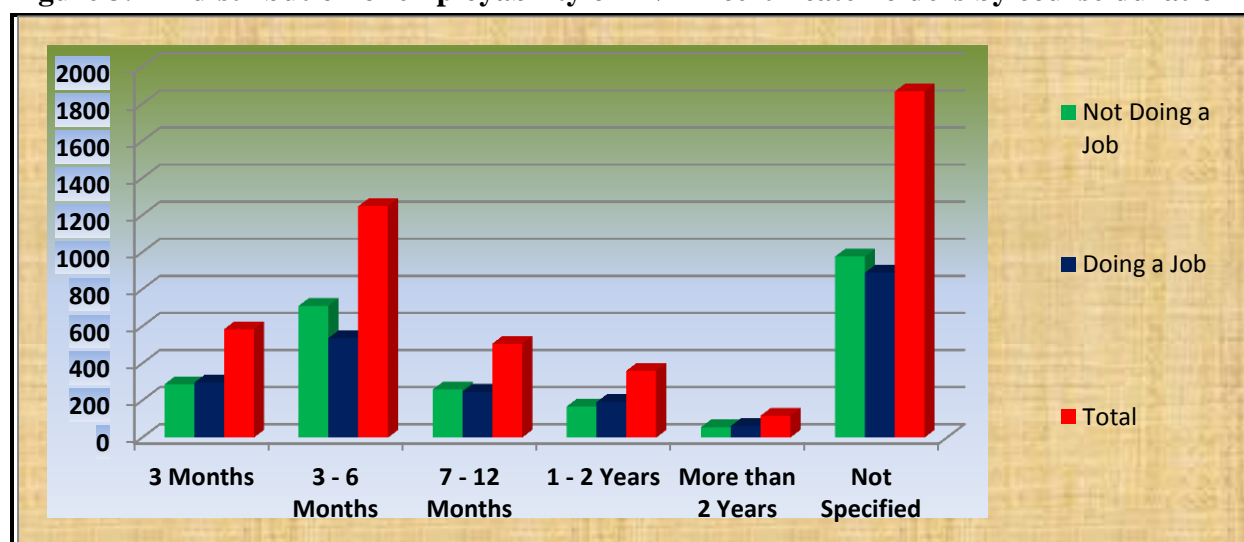
Above 3.36 table and figures describe the distribution of employability by the nature of employment. Accordingly, the permanent category is 41.1%. Casual employment is 38.1% and Contract employment is 20.8%. When comparing the employment nature by gender, there is no big difference between male and female.

**Table 3.37- distribution of employability of TVET certificate holders by course duration**

Course Duration	Current Employability				Total	
	Unemployed		Employed			
	No. of respondents	%	No. of respondents	%	No. of respondents	%
3 Months	288	49.2	297	50.8	585	100
3 - 6 Months	711	57.0	537	43.0	1248	100
7 - 12 Months	259	51.1	248	48.9	507	100
1 - 2 Years	169	46.8	192	53.2	361	100
More than 2 Years	56	47.5	62	52.5	118	100
Not Specified	977	52.3	890	47.7	1867	100
Total	2460	52.5	2226	47.5	4686	100

Source- tracer survey details 2013.

**Figure 3.41 - distribution of employability of TVET certificate holders by course duration**



Source- tracer survey details 2013.

Above 3.37 table and 3.41 figure shown the distribution of employability of TVET certificate holder's by course duration. The majority of certificate holders have completed their VET courses with 3-6 months duration which is 1248. Among them 57% are unemployed and 43% employed. 585 certificate holders have completed 3 months courses of which the employment rate is 50.8%. High employability has been reported by courses of more than one year durations.

i.e. courses of 1-2 duration have reported 53.2% and courses with duration more than 2 years have reported 52.5%.

**Table 3.38 - distribution of employability of TVET certificate holders by training course.**

No	Course Name	Current Employability				Total	
		Unemployed		Employed			
		Count	%	Count	%	Count	%
1	Computer Applications Assistant	557	64.5	306	35.5	863	100
2	Electrician	133	40.2	198	59.8	331	100
3	Others	139	51.5	131	48.5	270	100
4	Welder	83	44.9	102	55.1	185	100
5	Wood Craftsman (Furniture)	51	33.3	102	66.7	153	100
6	Tailor	104	69.3	46	30.7	150	100
7	Automobile Mechanic	49	33.3	98	66.7	147	100
8	Beautician	77	57.5	57	42.5	134	100
9	Computer Graphic Designer	67	53.2	59	46.8	126	100
10	Computer Hardware Technician	45	39.1	70	60.9	115	100
11	Professional Course (AAT, Accounting, CIMA, .....etc.)	64	63.4	37	36.6	101	100
12	Construction Craftsman (Masonry)	38	43.2	50	56.8	88	100
13	Refrigeration & Air Conditioning Mechanic	31	35.6	56	64.4	87	100
14	Motor Cycle Mechanic	24	30.4	55	69.6	79	100
15	Machinist	23	32.9	47	67.1	70	100
16	Aluminum Fabricator	25	40.3	37	59.7	62	100
17	Information And Communication Technology Technician	33	54.1	28	45.9	61	100
18	Draughts person	29	50.9	28	49.1	57	100
19	Plumber	21	38.9	33	61.1	54	100
20	Wood Craftsman (Buildings)	30	62.5	18	37.5	48	100
21	Cook	22	52.4	20	47.6	42	100
22	Languages	28	66.7	14	33.3	42	100
23	Outboard Motor Mechanic	15	37.5	25	62.5	40	100
24	Industrial Sewing Machine Operator	26	72.2	10	27.8	36	100
25	Radio, TV And Allied Equipment Repairer	17	48.6	18	51.4	35	100
26	Industrial Electronic Craftsman	14	42.4	19	57.6	33	100

27	Assistant Quantity Surveyor	8	25	24	75	32	100
28	Electric Motor Winder	17	60.7	11	39.3	28	100
29	Construction Equipment Mechanic	10	37	17	63	27	100
30	Waiter/ Steward	15	60	10	40	25	100
31	Hair Dresser	11	45.8	13	54.2	24	100
32	Automobile Air Conditioning Mechanic	12	52.2	11	47.8	23	100
33	Automobile Electrician	9	45	11	55	20	100
34	Household Electrical Appliance Repairer	9	45	11	55	20	100
35	Landscaping Technician	9	50	9	50	18	100
36	Baker	7	41.2	10	58.8	17	100
37	Computer Network Technician	4	25	12	75	16	100
38	Automobile Painter	5	35.7	9	64.3	14	100
39	Pattern Maker	4	28.6	10	71.4	14	100
40	Photographer	8	66.7	4	33.3	12	100
41	Secretary(Secretarial Practices)	6	50	6	50	12	100
42	Automobile Tinker	5	45.5	6	54.5	11	100
43	Basic Competencies to Work	6	54.5	5	45.5	11	100
44	Construction Site Supervisor	7	63.6	4	36.4	11	100
45	Offset Litho Machine Operator	1	9.1	10	90.9	11	100
46	Quality Controller(Apparel Production)	6	54.5	5	45.5	11	100
47	Store Keeper	6	54.5	5	45.5	11	100
48	Bar Bender	6	60	4	40	10	100
49	Municipal Solid Waste Operation Assistant	2	20	8	80	10	100
50	Printing Machine Mechanic	3	33.3	6	66.7	9	100
51	Agricultural Equipment Mechanic	6	75	2	25	8	100
52	Jeweler Maker (Goldsmith)	2	25	6	75	8	100
53	Telecommunication Technician	7	87.5	1	12.5	8	100
54	Three Wheeler Mechanic	5	62.5	3	37.5	8	100
55	Domestic House Keeping Assistant	3	42.9	4	57.1	7	100
56	Room Attendant	6	85.7	1	14.3	7	100
57	Sewing Machine Mechanic	5	71.4	2	28.6	7	100
58	Computer Aided Color Matcher	4	66.7	2	33.3	6	100
59	Construction Equipment Operator	4	66.7	2	33.3	6	100

60	Fitter (General)	2	33.3	4	66.7	6	100
61	Footwear Craftsman	2	33.3	4	66.7	6	100
62	Heavy Vehicle Operator	5	83.3	1	16.7	6	100
63	Pre-School Teacher	4	66.7	2	33.3	6	100
64	Make-Up Artist	3	60	2	40	5	100
65	Plant Nursery Development Assistant	5	100	0	0.0	5	100
66	Production Supervisor (Sewing )	2	40	3	60	5	100
67	Desk Top Publisher	2	66.7	1	33.3	3	100
68	Fabricator (Metal)	1	33.3	2	66.7	3	100
69	Jeweler Stone Setter	2	66.7	1	33.3	3	100
70	Vehicle Serviceman and Interior Cleaner	1	33.3	2	66.7	3	100
71	Boiler Operator	2	100	0	0.0	2	100
72	Fabric Cutter	2	100	0	0.0	2	100
73	Florist	2	100	0	0.0	2	100
74	Fruit & Vegetable Processor	2	100	0	0.0	2	100
75	Linesman (Electrical)	1	50	1	50	2	100
76	Nurse Assistant	1	50	1	50	2	100
77	Pneumatic Technician	1	50	1	50	2	100
78	Video Editor / Assistant Editor	2	100	0	0.0	2	100
79	Work Study Officer	1	50	1	50	2	100
80	Animal Feed Mill Operator	1	100	0	0.0	1	100
81	Animal Feed Production Assistant ( Field Operations )	0	0.0	1	100	1	100
82	Bartender	1	100	0	0.0	1	100
83	Clerk (General)	1	100	0	0.0	1	100
84	Industrial Plumber	0	0.0	1	100	1	100
85	Lapidaries	1	100	0	0.0	1	100
86	Milking Machine Operator	0	0.0	1	100	1	100
87	Painter (Building)	0	0.0	1	100	1	100
88	Road Construction Site Equipment Operator	0	0.0	1	100	1	100
89	Survey Field Assistant	1	100	0	0.0	1	100
90	Tea Factory Mechanic	0	0.0	1	100	1	100
91	Wharf Clerk	1	100	0	0.0	1	100
92	Not Mention	419	62.7	249	37.2	668	100
	<b>Total</b>	<b>2460</b>	<b>52.5</b>	<b>2226</b>	<b>47.5</b>	<b>4686</b>	<b>100</b>

Source- tracer survey details 2013.

Above 3.38 table has shown distribution of TVET certificate holder's employability by their training courses. The highest numbers among the responded certificate holders are those who have completed computer application assistant course which amounts to 863. Among them 306 certificate holders are employed which is 35.5% and 557 certificate holders are unemployed which is 64.5%. Electrician, welder, wood craftsman (furniture), tailor, automobile mechanic etc have the highest respondent rates among the certificate holders amounting to 331, 185, 153, 150, and 147 respectively. More than 60% Unemployment rate have reported in Computer application assistant, Tailor, Professional courses ( AAT,CIMA etc ), wood craftsman (building) industrials sewing machine operator, electric motor winder, waiter, languages, photographer, constriction site supervisor, bar bender, agriculture equipment mechanic, telecommunication technician, room attendants, Sewing Machine Mechanic, Computer Aided Color Matcher, Construction Equipment Operator, Heavy Vehicle Operator, Pre-School Teacher, Plant Nursery Development Assistant, Jeweler Stone Setter, Boiler Operator, Fabric Cutter, Florist, Fruit & Vegetable Processor, Video Editor / Assistant Editor, Animal Feed Mill Operator, Bartender, Clerk (General), Survey Field Assistant, etc. Among those courses, Boiler Operator, Fabric Cutter, Florist, Fruit & Vegetable Processor, Video Editor / Assistant Editor, Animal Feed Mill Operator, Bartender, Clerk (General), Survey Field Assistant, Plant Nursery Development Assistant have reported 100% unemployment rates. However, this may be because of low respondent numbers.

More than 70% employment rates have reported by Assistant Quantity Surveyor, Computer Network Technician, Pattern Maker, Offset Litho Machine Operator, Municipal Solid Waste Operation Assistant, Jeweler Maker (Goldsmith), Animal Feed Production Assistant (Field Operations), Industrial Plumber, Milking Machine Operator, Painter (Building), Road Construction Site Equipment Operator, and Tea Factory Mechanic etc. 100% employment or unemployment is visible due to single response.

**Table- 3.39. Distribution of employability by Non NVQ Courses**

Course Name	Current Employability				Total
	Unemployed		Employed		
	amount	%	amount	%	
Computer Applications Assistant	100	58.5	71	41.5	171
Others	94	56.3	73	43.7	167
Professional Course (AAT, Accounting, CIMA, .....etc.)	54	63.5	31	36.5	85
Electrician	28	35.9	50	64.1	78
Tailor	48	73.8	17	26.2	65
Computer Graphic Designer	36	63.2	21	36.8	57
Wood Craftsman (Furniture)	12	24.5	37	75.5	49
Welder	19	43.2	25	56.8	44
Computer Hardware Technician	16	42.1	22	57.9	38
Draughts person	17	50.0	17	50.0	34
Languages	20	64.5	11	35.5	31
Automobile Mechanic	6	20.7	23	79.3	29
Information And Communication Technology Technician	12	42.9	16	57.1	28
Cook	13	52.0	12	48.0	25
Outboard Motor Mechanic	10	41.7	14	58.3	24
Beautician	13	56.5	10	43.5	23
Construction Craftsman (Masonry)	8	42.1	11	57.9	19
Refrigeration & Air Conditioning Mechanic	10	52.6	9	47.4	19
Industrial Sewing Machine Operator	13	72.2	5	27.8	18
Machinist	8	47.1	9	52.9	17
Waiter/ Steward	11	64.7	6	35.3	17
Construction Equipment Mechanic	4	25.0	12	75.0	16
Assistant Quantity Surveyor	3	21.4	11	78.6	14
Computer Network Technician	3	21.4	11	78.6	14
Landscaping Technician	7	53.8	6	46.2	13
Plumber	3	27.3	8	72.7	11
Radio, TV And Allied Equipment Repairer	7	63.6	4	36.4	11
Aluminum Fabricator	3	33.3	6	66.7	9
Photographer	7	77.8	2	22.2	9
Bar Bender	5	62.5	3	37.5	8
Basic Competencies to Work	4	50.0	4	50.0	8
Hair Dresser	7	87.5	1	12.5	8

Industrial Electronic Craftsman	2	25.0	6	75.0	8
Pattern Maker	1	12.5	7	87.5	8
Household Electrical Appliance Repairer	4	57.1	3	42.9	7
Printing Machine Mechanic	2	33.3	4	66.7	6
Secretary(Secretarial Practices)	3	50.0	3	50.0	6
Store Keeper	5	83.3	1	16.7	6
Telecommunication Technician	5	83.3	1	16.7	6
Wood Craftsman (Buildings)	4	66.7	2	33.3	6
Motor Cycle Mechanic	3	60.0	2	40.0	5
Quality Controller(Apparel Production)	3	60.0	2	40.0	5
Room Attendant	5	100.0	0	0.0	5
Automobile Air Conditioning Mechanic	0	0.0	4	100.0	4
Automobile Electrician	1	25.0	3	75.0	4
Automobile Tinker	2	50.0	2	50.0	4
Electric Motor Winder	2	50.0	2	50.0	4
Construction Site Supervisor	1	33.3	2	66.7	3
Heavy Vehicle Operator	2	66.7	1	33.3	3
Offset Litho Machine Operator	1	33.3	2	66.7	3
Plant Nursery Development Assistant	3	100.0	0	0.0	3
Pre-School Teacher	2	66.7	1	33.3	3
Three Wheeler Mechanic	2	66.7	1	33.3	3
Agricultural Equipment Mechanic	2	100.0	0	0.0	2
Automobile Painter	1	50.0	1	50.0	2
Boiler Operator	2	100.0	0	0.0	2
Florist	2	100.0	0	0.0	2
Jeweler Maker (Goldsmith)	0	0.0	2	100.0	2
Jeweler Stone Setter	1	50.0	1	50.0	2
Make-Up Artist	1	50.0	1	50.0	2
Nurse Assistant	1	50.0	1	50.0	2
Sewing Machine Mechanic	1	50.0	1	50.0	2
Vehicle Serviceman and Interior Cleaner	0	0.0	2	100.0	2
Video Editor / Assistant Editor	2	100.0	0	0.0	2
Work Study Officer	1	50.0	1	50.0	2
Animal Feed Mill Operator	1	100.0	0	0.0	1
Computer Aided Color Matcher	1	100.0	0	0.0	1
Construction Equipment Operator	0	0.0	1	100.0	1
Desk Top Publisher	1	100.0	0	0.0	1



Domestic House Keeping Assistant	0	0.0	1	100.0	1
Fabric Cutter	1	100.0	0	0.0	1
Footwear Craftsman	1	100.0	0	0.0	1
Lapidaries	1	100.0	0	0.0	1
Milking Machine Operator	0	0.0	1	100.0	1
Municipal Solid Waste Operation Assistant	1	100.0	0	0.0	1
Production Supervisor (Sewing )	1	100.0	0	0.0	1
Road Construction Site Equipment Operator	0	0.0	1	100.0	1
Tea Factory Mechanic	0	0.0	1	100.0	1
Not Mention	33	36.1	45	63.9	78
<b>Total</b>	<b>709</b>	<b>51.6</b>	<b>667</b>	<b>48.4</b>	<b>1376</b>

Above 3.39 table has shown distribution of TVET certificate holder's employability by Non NVQ courses. The highest numbers of responded certificate holders are reported from computer application assistant course which amount is 171. Among them 100 certificate holders are Unemployed which is 58.5% and 71 certificate holders are employed which is 41.5%. Professional courses ( AAT,CIMA etc ), Electrician, Tailor, computer graphic designer, wood craftsman (furniture), welder etc have the highest respondent rates among the certificate holders amounting to 85, 78, 65, 57, 49 and 44 respectively.

Among Non NVQ courses (more than 30 persons were responded,) highest Unemployment rate have reported in computer application assistant, Professional Course (AAT, Accounting, CIMA,.....etc, Tailor, Computer graphic designer and languages etc.

Among Non NVQ courses (more than 30 persons were responded,) highest Employment rate have reported in Electrician, wood craftsman (furniture), welder, Computer hardware technician etc. and 100% employment or unemployment is visible due to single response.

**Table- 3.40- Distribution of Employability by NVQ Courses**

Course Name	Current Employability				Total
	Unemployed		Employed		Count
	Count	%	Count	%	
Computer Applications Assistant	457	66.0	235	34.0	692
Electrician	105	41.5	148	58.5	253
Welder	64	45.4	77	54.6	141
Automobile Mechanic	43	36.4	75	63.6	118
Beautician	64	57.7	47	42.3	111
Wood Craftsman (Furniture)	39	37.5	65	62.5	104
Others	45	43.7	58	56.3	103
Tailor	56	65.9	29	34.1	85
Computer Hardware Technician	29	37.7	48	62.3	77
Motor Cycle Mechanic	21	28.4	53	71.6	74
Computer Graphic Designer	31	44.9	38	55.1	69
Construction Craftsman (Masonry)	30	43.5	39	56.5	69
Refrigeration & Air Conditioning Mechanic	21	30.9	47	69.1	68
Aluminum Fabricator	22	41.5	31	58.5	53
Machinist	15	28.3	38	71.7	53
Plumber	18	41.9	25	58.1	43
Wood Craftsman (Buildings)	26	61.9	16	38.1	42
Information And Communication Technology Technician	21	63.6	12	36.4	33
Industrial Electronic Craftsman	12	48.0	13	52.0	25
Electric Motor Winder	15	62.5	9	37.5	24
Radio, TV And Allied Equipment Repairer	10	41.7	14	58.3	24
Draughts person	12	52.2	11	47.8	23
Automobile Air Conditioning Mechanic	12	63.2	7	36.8	19
Assistant Quantity Surveyor	5	27.8	13	72.2	18
Industrial Sewing Machine Operator	13	72.2	5	27.8	18
Baker	7	41.2	10	58.8	17
Cook	9	52.9	8	47.1	17
Automobile Electrician	8	50.0	8	50.0	16
Hair Dresser	4	25.0	12	75.0	16
Outboard Motor Mechanic	5	31.3	11	68.8	16
Professional Course (AAT, Accounting, CIMA, .....etc.)	10	62.5	6	37.5	16
Household Electrical Appliance Repairer	5	38.5	8	61.5	13

Automobile Painter	4	33.3	8	66.7	12
Construction Equipment Mechanic	6	54.5	5	45.5	11
Languages	8	72.7	3	27.3	11
Municipal Solid Waste Operation Assistant	1	11.1	8	88.9	9
Construction Site Supervisor	6	75.0	2	25.0	8
Offset Litho Machine Operator	0	0.0	8	100.0	8
Waiter/ Steward	4	50.0	4	50.0	8
Automobile Tinker	3	42.9	4	57.1	7
Agricultural Equipment Mechanic	4	66.7	2	33.3	6
Domestic House Keeping Assistant	3	50.0	3	50.0	6
Fitter (General)	2	33.3	4	66.7	6
Jeweler Maker (Goldsmith)	2	33.3	4	66.7	6
Pattern Maker	3	50.0	3	50.0	6
Quality Controller(Apparel Production)	3	50.0	3	50.0	6
Secretary(Secretarial Practices)	3	50.0	3	50.0	6
Computer Aided Colour Matcher	3	60.0	2	40.0	5
Construction Equipment Operator	4	80.0	1	20.0	5
Footwear Craftsman	1	20.0	4	80.0	5
Landscaping Technician	2	40.0	3	60.0	5
Sewing Machine Mechanic	4	80.0	1	20.0	5
Store Keeper	1	20.0	4	80.0	5
Three Wheeler Mechanic	3	60.0	2	40.0	5
Production Supervisor (Sewing )	1	25.0	3	75.0	4
Basic Competencies to Work	2	66.7	1	33.3	3
Fabricator (Metal)	1	33.3	2	66.7	3
Heavy Vehicle Operator	3	100.0	0	0.0	3
Make-Up Artist	2	66.7	1	33.3	3
Photographer	1	33.3	2	66.7	3
Pre-School Teacher	2	66.7	1	33.3	3
Printing Machine Mechanic	1	33.3	2	66.7	3
Bar Bender	1	50.0	1	50.0	2
Computer Network Technician	1	50.0	1	50.0	2
Desk Top Publisher	1	50.0	1	50.0	2
Fruit & Vegetable Processor	2	100.0	0	0.0	2
Linesman (Electrical)	1	50.0	1	50.0	2
Plant Nursery Development Assistant	2	100.0	0	0.0	2
Pneumatic Technician	1	50.0	1	50.0	2

Room Attendant	1	50.0	1	50.0	2
Telecommunication Technician	2	100.0	0	0.0	2
Animal Feed Production Assistant ( Field Operations )	0	0.0	1	100.0	1
Bartender	1	100.0	0	0.0	1
Clerk (General)	1	100.0	0	0.0	1
Fabric Cutter	1	100.0	0	0.0	1
Industrial Plumber	0	0.0	1	100.0	1
Jeweler Stone Setter	1	100.0	0	0.0	1
Painter (Building)	0	0.0	1	100.0	1
Survey Field Assistant	1	100.0	0	0.0	1
Vehicle Serviceman and Interior Cleaner	1	100.0	0	0.0	1
Wharf Clerk	1	100.0	0	0.0	1
Degree	1	100.0	0	0.0	1
Not Mention	24	49	25	51	49
<b>Total</b>	<b>1361</b>	<b>50.4</b>	<b>1343</b>	<b>49.6</b>	<b>2704</b>

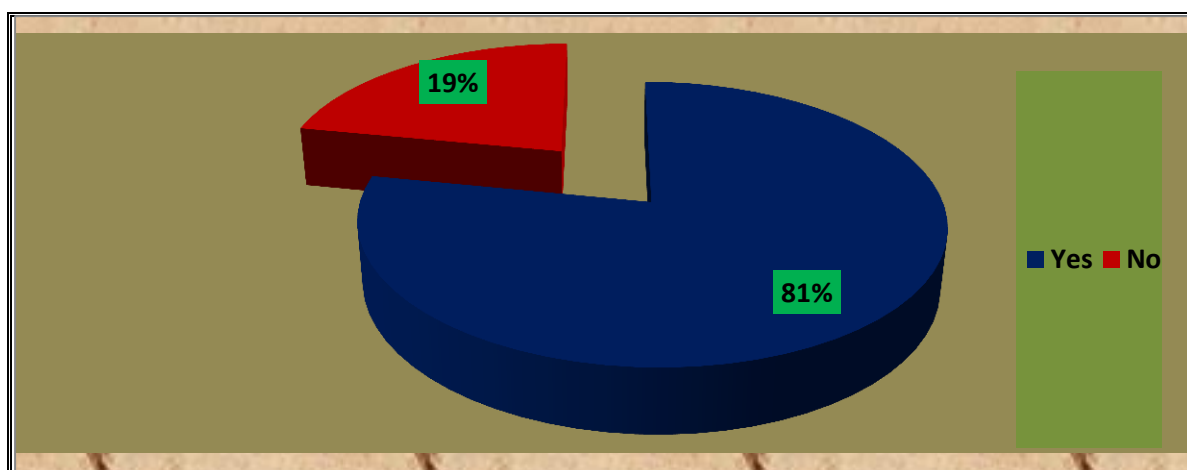
Above 3.40 table has shown distribution of TVET certificate holder's employability by NVQ course wise. The highest numbers of responded certificate holders are reported from computer application assistant course which amount is 692. Among them 457 certificate holders are Unemployed which is 66% and 235 certificate holders are employed which is 34%. Electrician, Welder, Automobile Mechanic, Beautician, wood craftsman (furniture), Tailor, Computer hardware technician, Motor cycle mechanic, Computer graphic designer, Construction Craftsman (Masonry), Refrigeration & Air Conditioning Mechanic, Machinist etc have the highest respondent rates among the certificate holders amounting to 253, 141, 118, 111, 104, 103, 85, 77, 74, 69, 69, 68, 53, and 53 respectively.

Among Non NVQ courses (more than 50 persons were responded,) highest Unemployment rate have reported in Computer application assistant, Beautician, Tailor etc, and Among NVQ courses (more than 50 persons were responded,) highest Employment rate have reported in Electrician, Welder, Automobile Mechanic, wood craftsman (furniture), Computer hardware technician, Motor cycle mechanic, Computer graphic designer, Construction Craftsman (Masonry), Refrigeration & Air Conditioning Mechanic, Machinist etc. and 100% employment or unemployment is visible due to single response.

**Table- 3.41. Relevance of the Job**

	Number	Percentage
Yes	1801	81
No	425	19
Total	2226	100.0

Source- tracer survey details 2013.

**Figure 3.42- Relevance of the Job**

Source- tracer survey details 2013.

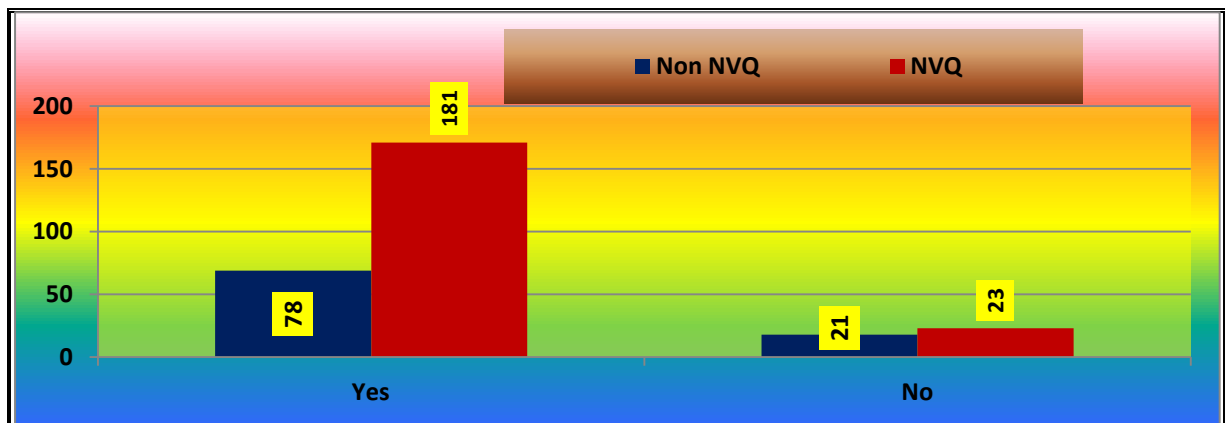
Above 3.41 table and 3.42 figure describe the relevance of Vocational Training to their respective jobs. It clearly shows that the training provided by TVET institute is directly relevant to their which is 81%. And 19% of participants say that the training provided by TVET is less relevant to the job.

**Table 3.42 Relevance of TVET to self employment by NVQ and Non NVQ**

Qualification Mode	Relevance of TVET to Self employment				Total	
	Yes		No			
	Frequency	%	Frequency	%	Frequency	%
Non NVQ	78	79.3	21	20.7	99	100
NVQ	181	88.1	23	11.9	204	100
Not mentioned	5	55.5	4	44.5	9	100
Total	264	85.6	45	14.4	312	100

Source- tracer survey details 2013.

**Figure 3.43 Relevance of TVET to self employment by NVQ and Non NVQ**



Source- tracer survey details 2013.

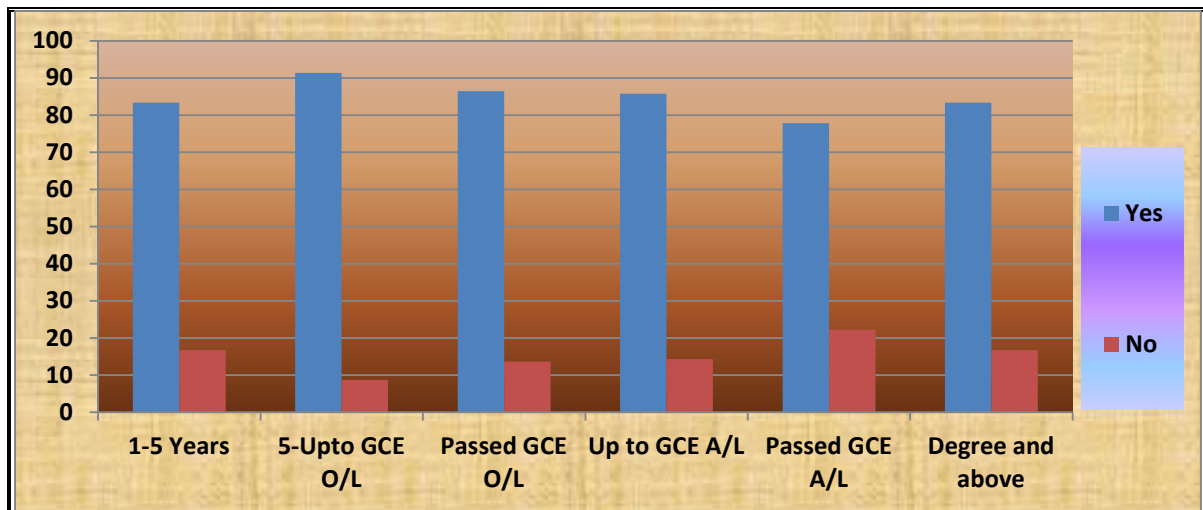
Above 3.42 table and 3.43 figure describe about the relevance of Vocational Training to their self employment. 264 respondents out of 312 mentioned their VET is relevant to their self employment which is 85.6%. Among those respondents 181 is NVQ certificate holders and 78 is Non NVQ certificate holders.

**Table 3.43 - TVET relevance to the Self employment by educational qualification.**

Educational Qualification	Relevance of job to TVET received				Total	
	Yes		No			
	Frequency	%	Frequency	%	Frequency	%
1-5 Years	5	83.3	1	16.7	6	100
5-Upto GCE O/L	94	91.3	9	8.7	103	100
Passed GCE O/L	38	86.4	6	13.6	44	100
Up to GCE A/L	54	85.7	9	14.3	63	100
Passed GCE A/L	63	77.8	18	22.2	81	100
Degree and above	5	83.3	1	16.7	6	100
Not Mentioned	5	55.5	4	44.5	9	100
Total	264	85.6	48	14.4	312	100

Source- tracer survey details 2013.

**Figure 3.44 - TVET relevance to the Self employment by educational qualification.**



Source- tracer survey details 2013.

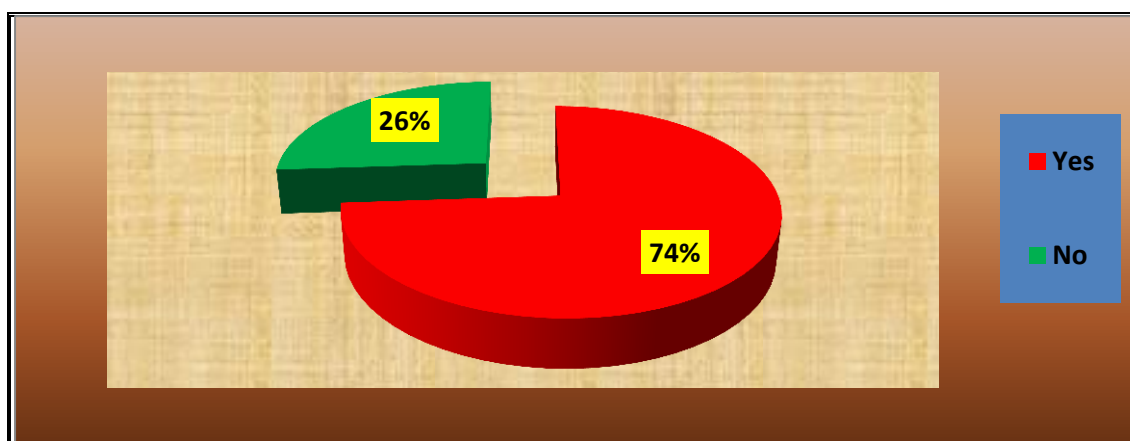
Above data shows the relevance of Vocational Training to self employment by educational qualifications. Most respondents of all educational categories have mentioned that vocational training is highly relevant to their self employment. 103 respondents out of 303 represent between grades 5 to GCE O/L educational category out of which 91.3% say that the TVET training received is relevant to their self employment.

**Table-3.44. Sufficiency of Vocational Training to perform on the job**

Status	Number	Valid Percent
Yes	1647	74
No	578	26
Total	2226	100

Source- tracer survey details 2013.

**Figure-3.45. Sufficiency of Vocational Training to perform on the job**



Source- tracer survey details 2013.

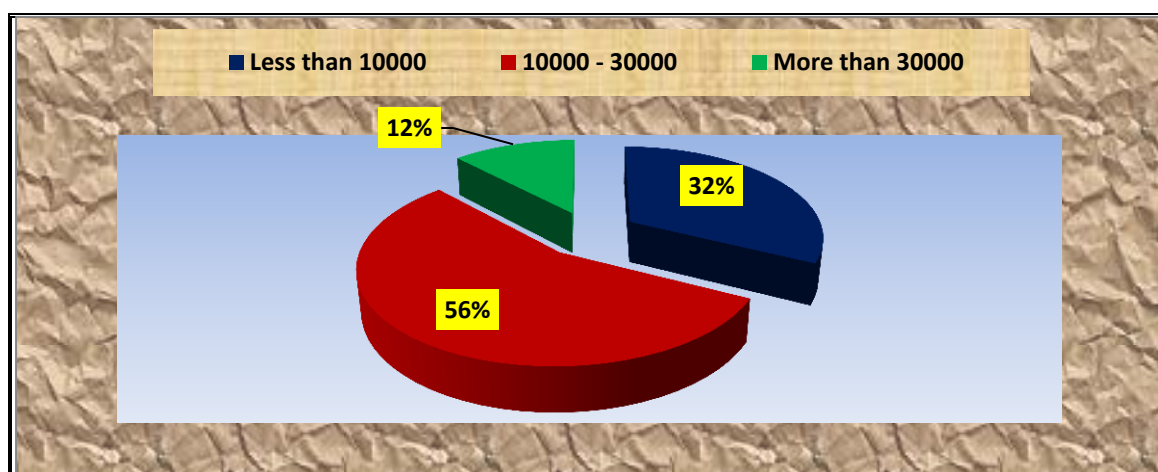
Above 3.44 table and 3.45 figure show the details of the sufficiency of vocational training for performing on the current job. 1647 certificate holders are fully satisfied with their vocational training provided by Tertiary and Vocational Education Training centers which is 74% and 578 of respondents are not satisfied about their vocational training, provided by both government and private TVET centers which is 26%.



**Table-3.45. Distribution of Monthly Income**

Income Range	Number	Percentage
Less than Rs. 5000	263	11.1
Rs. 5000-10000	506	21.3
Rs. 10000-20000	940	39.6
Rs. 20000-30000	378	15.9
Rs. 30000-50000	186	7.8
Greater than Rs. 50000	101	4.3
Total	2226	100.0

Source- tracer survey details 2013.

**Figure-3.46. Distribution of already employed respondents Monthly Income**

Source- tracer survey details 2013.

Above 3.45 table and 3.46 figure show the distribution of employed respondent's by monthly income. 769 of already employed certificate holders are drawing less than Rs.10, 000 salary per month which is 32%. And 1318 of already employed certificate holders are drawing between Rs.10000 and Rs. 30 000 salary per month which is 56%. No. of 287 equivalent to 12 % of the employed are drawing more than Rs.30 000 income per month. It is noticeable factor that 101 peoples are earning more than Rs.50,000 per month those who have completed TVET programmes.

**Table 3.46 – Distribution of monthly income by training programmers**

Course Name	Income Category			Not mentioned	Total
	Less than 10000	10000 - 30000	More than 30000		
Computer Applications Assistant	138	171	19		328
Electrician	61	119	27		207
Others	44	72	20		136
Wood Craftsman (Furniture)	19	67	22		108
Welder	27	63	15		105
Automobile Mechanic	30	63	8		101
Computer Hardware Technician	25	43	7		75
Beautician	37	29	5		71
Computer Graphic Designer	23	32	9		64
Motor Cycle Mechanic	21	31	8		60
Refrigeration & Air Conditioning Mechanic	12	35	10		57
Tailor	41	12	3		56
Construction Craftsman (Masonry)	9	36	8		53
Machinist	9	27	11		47
Professional Course (AAT, Accounting, CIMA, .....etc.)	14	21	6		41
Not Mention	10	26	5		41
Aluminum Fabricator	11	26	3		40
Plumber	13	16	3		32
Information And Communication Technology Technician	9	16	3		28
Outboard Motor Mechanic	3	19	6		28
Draughts person	9	16	2		27
Assistant Quantity Surveyor	1	16	7		24
Cook	8	13	1		22
Industrial Electronic Craftsman	3	12	4		19
Wood Craftsman (Buildings)	3	11	4		18
Radio, TV And Allied Equipment Repairer	6	8	4		18
Construction Equipment Mechanic	3	13	1		17
Languages	7	9	0		16
Hair Dresser	3	9	4		16

Automobile Electrician	3	10	3		16
Industrial Sewing Machine Operator	8	3	2		13
Electric Motor Winder	3	8	1		12
Household Electrical Appliance Repairer	5	6	1		12
Computer Network Technician	2	7	3		12
Waiter/ Steward	5	5	1		11
Automobile Air Conditioning Mechanic	4	6	1		11
Baker	2	6	3		11
Pattern Maker	6	4	1		11
Offset Litho Machine Operator	2	8	1		11
Landscaping Technician	2	4	3		9
Automobile Painter	2	5	2		9
Automobile Tinker	0	7	1		8
Municipal Solid Waste Operation Assistant	2	6	0		8
Photographer	1	5	0		6
Secretary(Secretarial Practices)	1	5	0		6
Printing Machine Mechanic	2	2	2		6
Basic Competencies to Work	2	2	1		5
Construction Site Supervisor	1	3	1		5
Quality Controller(Apparel Production)	4	1	0		5
Store Keeper	0	4	1		5
Jeweler Maker (Goldsmith)	0	3	2		5
Footwear Craftsman	3	2	0		5
Bar Bender	1	3	0		4
Domestic House Keeping Assistant	1	3	0		4
Fitter (General)	2	1	1		4
Production Supervisor (Sewing )	1	3	0		4
Three Wheeler Mechanic	0	3	0		3
Pre-School Teacher	0	2	1		3
Make-Up Artist	2	1	0		3
Agricultural Equipment Mechanic	2	0	0		2
Telecommunication Technician	0	2	0		2
Sewing Machine Mechanic	0	2	0		2

Computer Aided Colour Matcher	2	0	0		2
Construction Equipment Operator	1	1	0		2
Desk Top Publisher	2	0	0		2
Fabricator (Metal)	2	0	0		2
Vehicle Serviceman and Interior Cleaner	0	1	1		2
Heavy Vehicle Operator	0	1	0		1
Plant Nursery Development Assistant	1	0	0		1
Jeweler Stone Setter	0	1	0		1
Linesman (Electrical)	0	1	0		1
Nurse Assistant	0	1	0		1
Pneumatic Technician	0	1	0		1
Video Editor / Assistant Editor	0	1	0		1
Work Study Officer	0	1	0		1
Animal Feed Production Assistant ( Field Operations )	0	1	0		1
Industrial Plumber	0	1	0		1
Milking Machine Operator	0	1	0		1
Painter (Building)	0	0	1		1
Road Construction Site Equipment Operator	1	0	0		1
Tea Factory Mechanic	0	0	1		1
Room Attendant	0	0	0		0
Boiler Operator	0	0	0		0
Fabric Cutter	0	0	0		0
Florist	0	0	0		0
Fruit & Vegetable Processor	0	0	0		0
Animal Feed Mill Operator	0	0	0		0
Bartender	0	0	0		0
Clerk (General)	0	0	0		0
Lapidaries	0	0	0		0
Survey Field Assistant	0	0	0		0
Wharf Clerk	0	0	0		0
Degree	0	0	0		0
<b>Total</b>	<b>677</b>	<b>1175</b>	<b>260</b>	<b>114</b>	<b>2226</b>

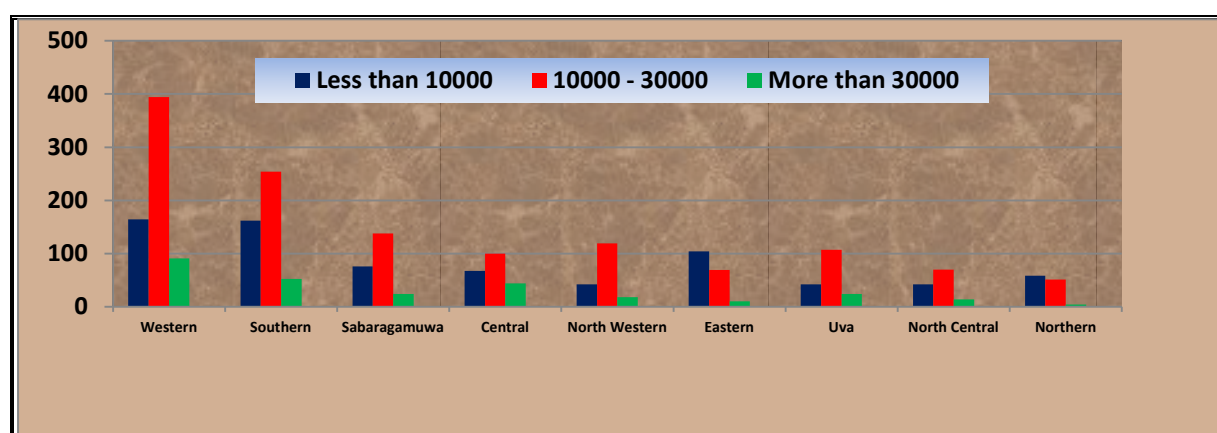
Above 3.46 table has shown Distribution of monthly income by training programmes. Regarding this question highest numbers of responded certificate holders are reported from computer application assistant course which is 328. Among them very few certificate holders are earning more than Rs. 30,000 which is 19 certificate holders. Electrician, wood craftsman (furniture), Welder, Automobile Mechanic, Computer hardware technician, Beautician, Computer graphic designer, Motor cycle mechanic....etc have been reported highest respondent rates among the certificate holders. Among them a very few certificate holders earn more than Rs. 30 000 which are 27, 22, 15, 8, 7, 5, 9, and 8 respectively.

**Table-3.47. Distribution of employed respondents Monthly Income by province**

Province	Monthly Income							
	Less than 10000		10000 - 30000		More than 30000		Total	
	Frequency	%	Frequency	%	Frequency	%	Frequency	%
Western	164	23.6	394	56.7	91	13.1	694	100
Southern	162	34.6	254	54.2	52	11.1	468	100
Sabaragamuwa	76	32	138	58	24	10	238	100
Central	67	31.7	100	47.3	44	21	211	100
North Western	42	23.5	119	66.5	18	10	179	100
Eastern	104	56.8	69	37.7	10	5.5	183	100
Uva	42	24.2	107	61.8	24	13.8	173	100
North Central	42	33.3	70	55.5	14	11.1	126	100
Northern	58	51.4	51	45.1	4	3.5	113	100
Not specified	12	33.3	16	44.4	6	16.6	34	100
<b>Total</b>	<b>769</b>	<b>100</b>	<b>1318</b>	<b>100</b>	<b>287</b>	<b>100</b>	<b>2226</b>	<b>100</b>

Source- tracer survey details 2013.

**Figure-3.47. Distribution of employed respondents Monthly Income by province**



Source- tracer survey details 2013.

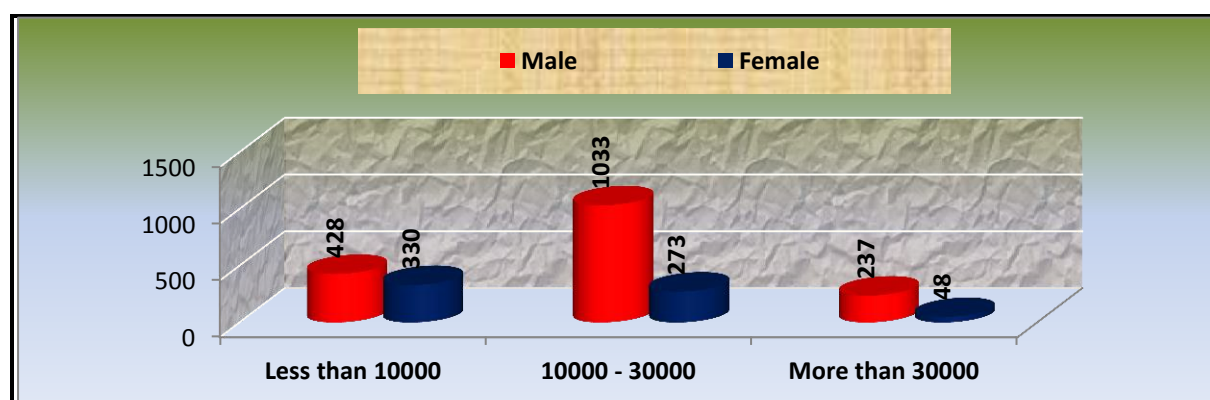
Above 3.47 table and 3.47 figure have shown the distribution of certificate holders' monthly income by province. Only 2374 have responded to this question. Western, southern province, Sabaragamuwa, North western, North, central and Uva provinces have shown majority of employed certificate holders who earn between Rs.10 000 – Rs.30 000 income per month. Especially in the central province 21 % certificate holders earn more than 30 000 salary per month. Northern Province and Eastern province show majority of employed certificate holders earn less than 10 000 income per month i.e. 51.4 % and 51.8 % respectively.

**Table-3.48. Distribution of employed respondents Monthly Income by gender**

Gender	Monthly Income					
	Less than 10000	%	10000 - 30000	%	More than 30000	%
Male	428	25.2	1033	60.8	237	14
Female	330	50.6	273	42	48	7.4
Not specified	11	44	12	48	2	8

Source- tracer survey details 2013.

**Figure-3.48. Distribution of employed respondents Monthly Income by gender**



Source- tracer survey details 2013.

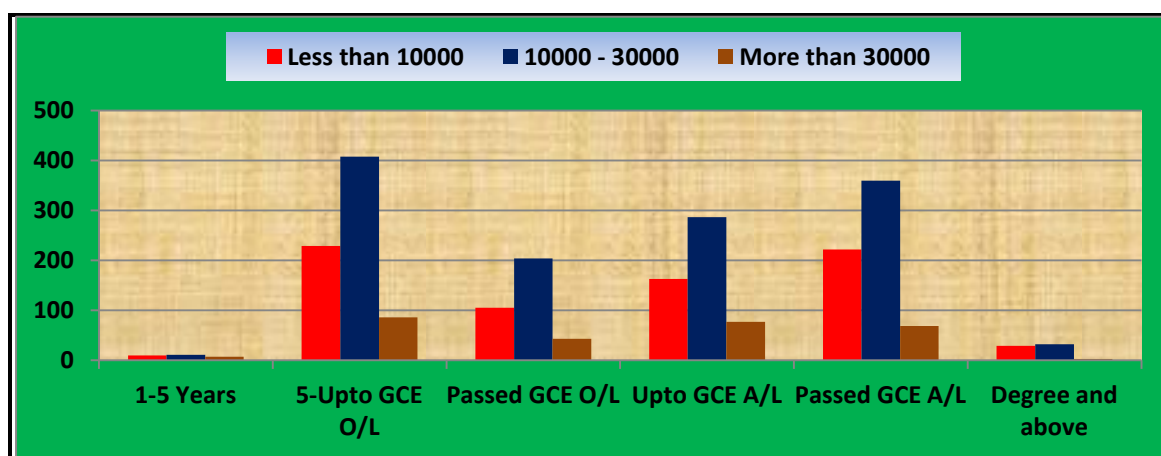
Above 3.48 table and 3.48 figure show the distribution of Employed certificate holders monthly Income by gender. It is shown that the income of male certificate holders is higher than that of female. In all income category male employment rate is also higher. Majority income category of Male respondents are shown between Rs.10 000 – Rs.30 000 per month. It is amounting to 1033 which is 60.3%. Among Female respondents the Majority are in less than Rs. 10 000 income category. It is amounting to 330 which is 50.6%.

**Table-3.49. Distribution of employed respondents' Monthly income by educational qualification**

Educational Qualification	Monthly Income			Total
	Less than 10000	10000 - 30000	More than 30000	
1-5 Years	10	11	7	28
5-Upto GCE O/L	229	408	86	723
Passed GCE O/L	105	204	43	352
Up to GCE A/L	163	287	77	527
Passed GCE A/L	222	360	69	651
Degree and above	29	32	3	64
Not Mentioned	11	16	2	29
<b>Total</b>	<b>769</b>	<b>1318</b>	<b>287</b>	<b>2226</b>

Source- tracer survey details 2013.

**Figure-3.49. Distribution of employed respondents' Monthly income by educational qualification**



Source- tracer survey details 2013.

Above 3.49 table and 3.49 figure show the distribution of Employed Vocational Education & training certificate holders' monthly income by educational qualification. It is shown the majority of already employed certificate holders are drawing a monthly salary between Rs.10 000 – Rs.30 000. 5- Up to GCE O/L category 723, Passed GCE O/L category 352, Up to GCE A/L 527, Passed GCE A/L 651, and degree and above 64. The interesting reveal is that there are employees from all categories drawing less than Rs. 10,000 per month and the highest amount which is 29 is from the category of degree and above (total 64).

**Table-3.50. Importance factors for career development of certificate holders**

Degree	Higher NVQ Level		Other Language		Management Knowledge		Technical Knowledge		Higher Education	
	Frequency	%	Frequency	%	Frequency	%	Frequency	%	Frequency	%
Very Important	873	19%	265	6%	188	4%	456	10%	402	9%
Important	392	8%	397	8%	301	6%	601	13%	243	5%
Average	256	5%	409	9%	466	10%	398	8%	326	7%
Below average	236	5%	362	8%	531	11%	314	7%	350	7%
Not important	194	4%	458	10%	350	7%	204	4%	465	10%
Not at all	21	0%	34	1%	30	1%	21	0%	46	1%
Not responded	2714	58%	2761	59%	2820	60%	2692	57%	2854	61%
<b>Total</b>	<b>4686</b>	<b>100%</b>	<b>4686</b>	<b>100%</b>	<b>4686</b>	<b>100%</b>	<b>4686</b>	<b>100%</b>	<b>4686</b>	<b>100%</b>

Source- tracer survey details 2013.

Above 3.50 table shows the perception of respondents in important things for career development. 873 (19%) employees have mentioned receiving a Higher National Vocational Qualification (NVQ) level is the main contributor among others for their career development. Technical knowledge also seems to be important in career development which was mentioned by 10% of respondents.

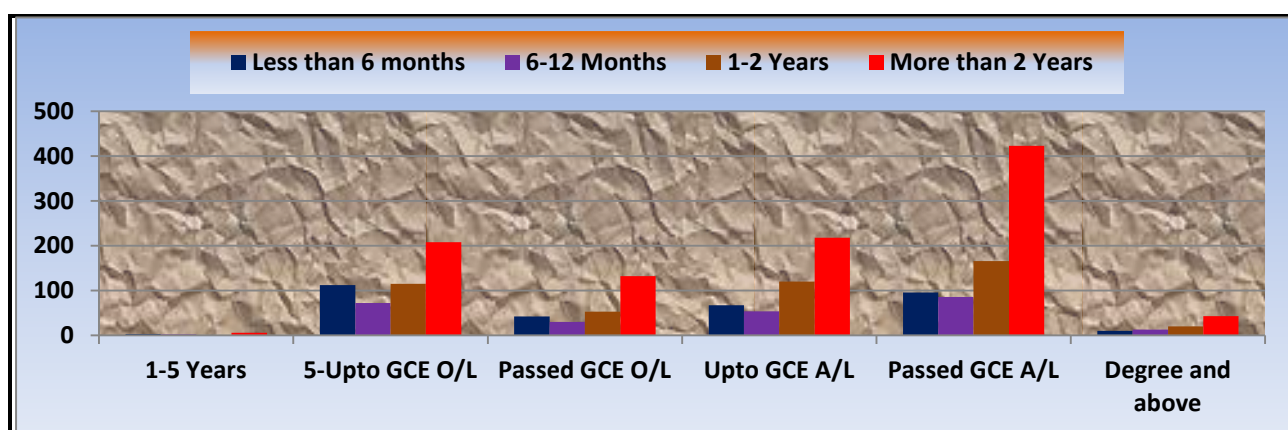


**Table 3.51- Duration of Unemployment by Educational Qualification.**

Educational Qualification	Duration of Unemployment									Total	
	Less than 6 months		6-12 Months		1-2 Years		More than 2 Years		Not responded		
	Frequency	%	Frequency	%	Frequency	%	Frequency	%	Frequency	Frequency	%
1-5 Years	3	25.	2	16.7	1	8.3	5	50	-	11	100
5-Upto GCE O/L	112	22.1	72	14.2	115	22.7	208	41	40	547	100
Passed GCE O/L	42	16.3	30	11.7	53	20.6	132	51.4	27	284	100
Up to GCE A/L	67	14.6	54	11.8	120	26.1	218	47.5	79	538	100
Passed GCE A/L	96	12.5	86	11.2	166	21.5	423	54.9	111	882	100
Degree and above	10	11.6	13	15.1	20	23.3	43	50	22	108	100
Not responded									90	90	100
Total	330	15.8	257	12.3	475	22.7	1030	49.2	369	2460	100

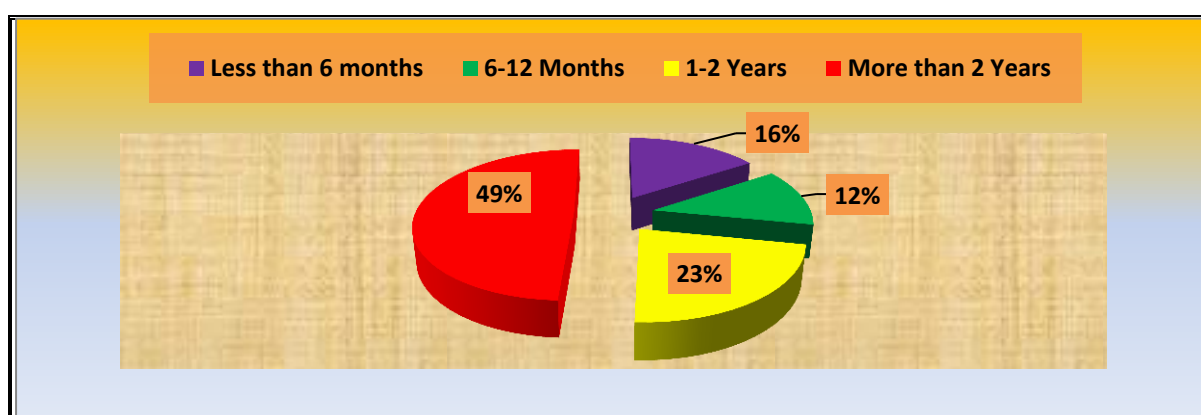
Source- tracer survey details 2013.

**Figure 3.50 Duration of Unemployment by Educational Qualification**



Source- tracer survey details 2013.

**Figure 3.51- Duration of Unemployment by Educational Qualification (total)**



Source- tracer survey details 2013.

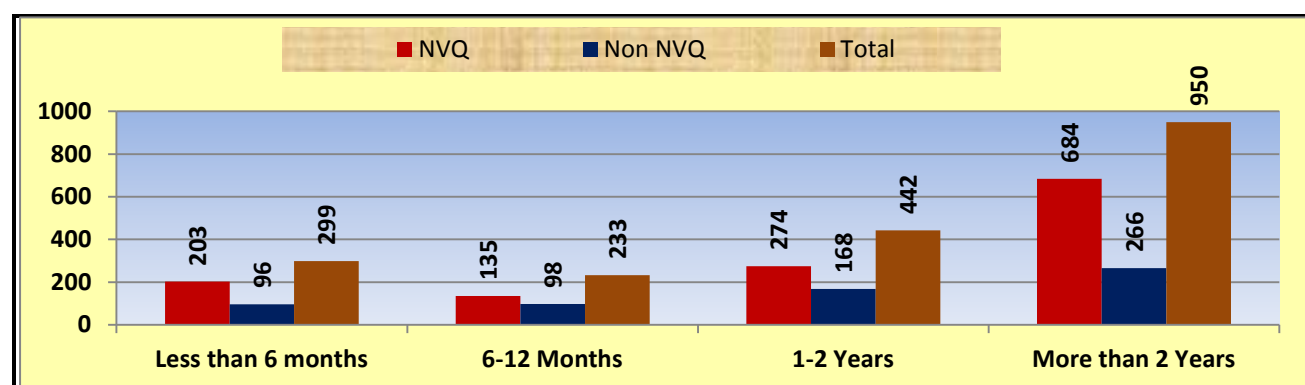
This table and figures explain about the unemployment duration after completion of the TVET program by education qualification. Out of 2092 (49.2%) respondents had been waited for more than 2 years without a job. And also 22.7% respondents have waited between 1-2 years without a job. Certificate holders with low educational levels seem to have waited shorter time compared to the higher educational levels.

**Table 3.52- Duration of Unemployment by NVQ or Non NVQ.**

Qualification Mode	Duration of Unemployment								Not Responded	Total
	Less than 6 months		6-12 Months		1-2 Years		More than 2 Years			
	Frequency	%	Frequency	%	Frequency	%	Frequency	%	Frequency	Frequency
NVQ	203	15.7	135	10.4	274	21.1	684	52.8	47	1343
Non NVQ	96	15.3	98	15.6	168	26.8	266	42.4	81	709
Not Responded									408	408
Total	299	15.5	233	12.1	442	23	950	49.4	536	2460

Source- tracer survey details 2013.

**Figure 3.52- Duration of Unemployment by NVQ or Non NVQ.**



Source- tracer survey details 2013.

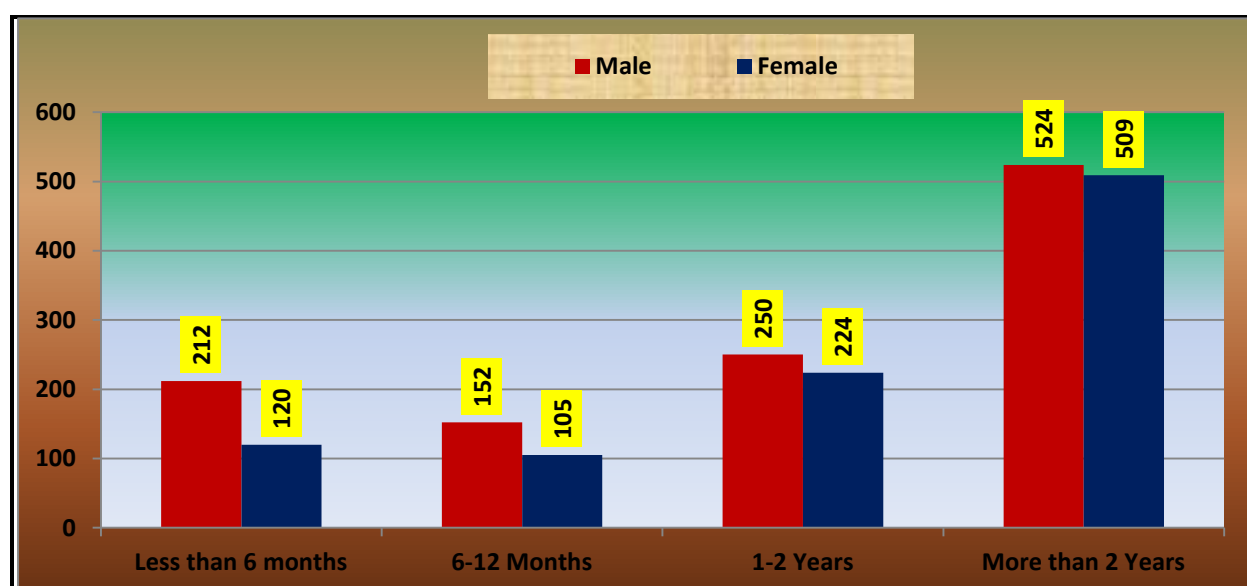
Above data shows the duration of unemployment by NVQ and Non NVQ certificate holders. From of the responded unemployment certificate holders the majority have been waited without jobs for more than one year. Out of them, 52.8% NVQ certificate holders and 42.4% Non NVQ certificate holders have been waited for more than 2 years. It may be important to carry out further research to identify the reasons.

**Table 3.53 - Duration of Unemployment Duration by Gender.**

Gender	Duration of Unemployment								Not responded	Total
	Less than 6 months		6-12 Months		1-2 Years		More than 2 Years			
	Frequency	%	Frequency	%	Frequency	%	Frequency	%		
Male	212	18.6	152	13.4	250	22	524	46.0	137	1275
Female	120	12.5	105	11	224	23.4	509	53.1	144	1102
Not specified	3	9.1	4	12.1	9	27.3	17	51.5	50	83
Total	335	15.7	261	12.3	483	22.7	1050	49.3	331	2460

Source- tracer survey details 2013.

**Figure 3.53- Duration of Unemployment Duration by Gender**



Source- tracer survey details 2013.

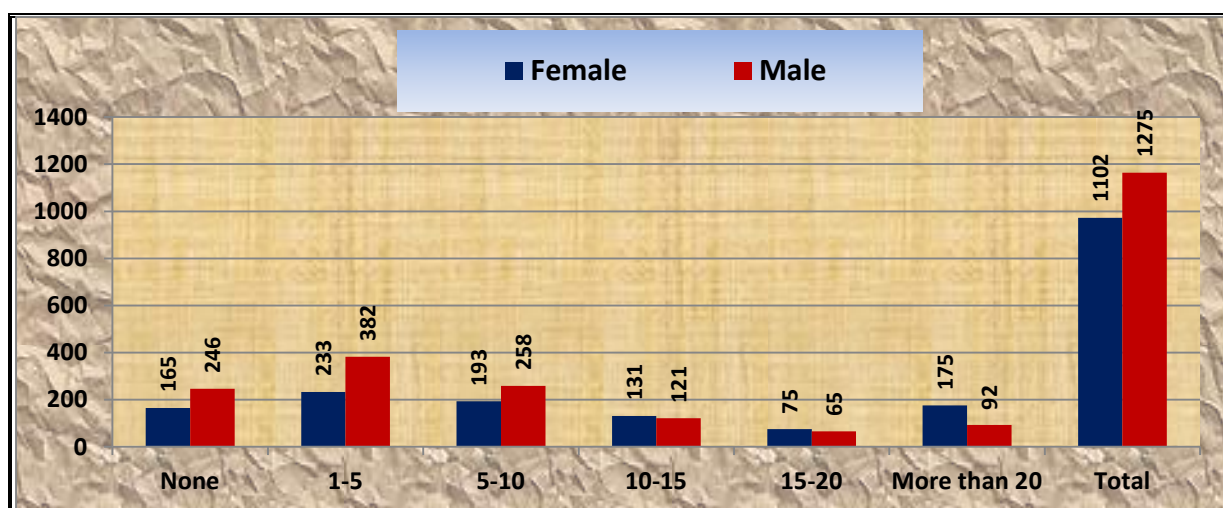
The above 3.53 table shows the duration of unemployment of certificate holders by gender. 524 out of 1275 male respondents have been waited for more than 2 years which is 46%. And also, 509 out of 1102 female respondents have been waited for more than 2 years which is 53.1%. (Percentage was calculated from responded certificate holders)

**Table 3.54- No of applications sent by Gender before finding a job**

No of applications sent for jobs	Gender			Total
	Female	Male	Not responded	
None	165	246	83	411
1-5	233	382		615
5-10	193	258		451
10-15	131	121		252
15-20	75	65		140
More than 20	175	92		267
Not responded	130	111		241
<b>Total</b>	<b>1102</b>	<b>1275</b>	<b>83</b>	<b>2460</b>

Source- tracer survey details 2013.

**Figure 3.54 No of applications sent by Gender before find a job**



Source- tracer survey details 2013.

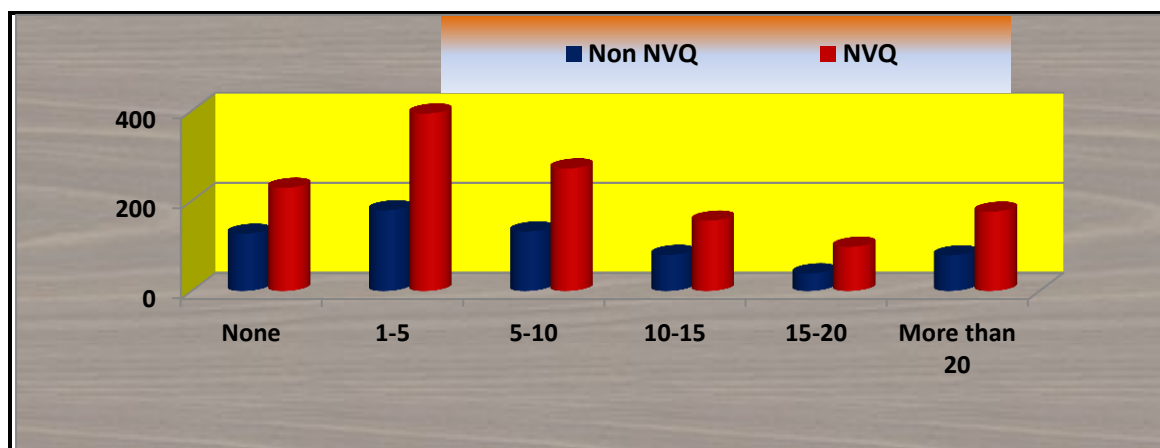
According to above data 615 respondents out of 2460 have sent 1-5 applications to find a job. Among them 233 are females and 382 are males. 175 female respondents have sent more than 20 applications and it is almost double when comparing to male respondents.

**Table 3.55- No. of applications sent for jobs by NVQ and Non NVQ before finding a job.**

No of applications sent for jobs	Qualification Mode			
	Non NVQ		NVQ	
	Frequency	%	Frequency	%
None	127	17.9	229	17
1-5	179	25.2	394	29.3
5-10	132	18.6	272	20.2
10-15	80	11.2	156	11.6
15-20	39	5.5	98	7.3
More than 20	79	11.1	176	13.1
Not responded	73	10.2	18	1.3
<b>Total</b>	<b>709</b>	<b>100</b>	<b>1343</b>	<b>100</b>

Source- tracer survey details 2013.

**Figure 3.55- No. of application sent for jobs by NVQ and Non NVQ**



Source- tracer survey details 2013.

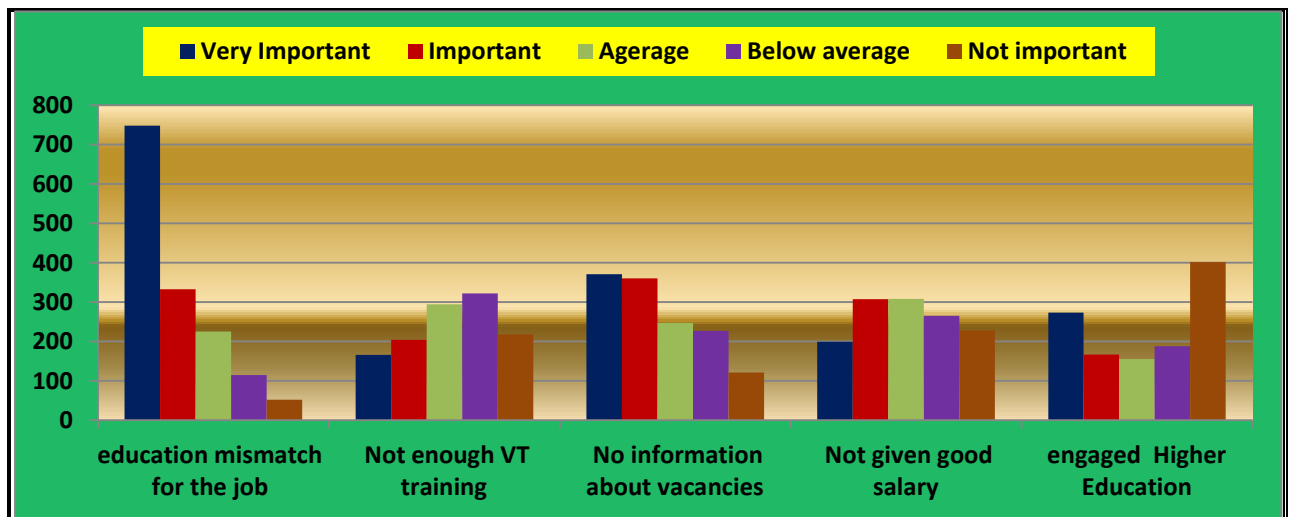
Above 3.55 table shows Number of applications sent by NVQ & Non NVQ certificate holders looking for jobs. It can be seen that Both NVQ and Non NVQ certificate holders who have sent applications to find a job is almost equal.

**Table 3.56- Importance of Reason for Unemployment**

<b>Reason for Unemployment</b>	<b>education mismatch for the job</b>	<b>Not enough VT training</b>	<b>No information about vacancies</b>	<b>Not given good salary</b>	<b>engaged Higher Education</b>
Very Important	748	166	371	199	273
Important	333	204	360	307	167
Average	225	294	247	308	155
Below average	115	322	227	265	188
Not important	52	218	121	228	402
Not at all	11	20	7	14	32
Not responded	976	1246	1127	1139	1243
<b>Total</b>	<b>2460</b>	<b>2460</b>	<b>2460</b>	<b>2460</b>	<b>2460</b>

Source- tracer survey details 2013.

**Figure 3.56- Importance of Reason for Unemployment**



Source- tracer survey details 2013.

Above 3.56 table and 3.56 figure explains about the reasons for unemployment among Vocational Training certificate holders. According to data education mismatch for the job is the main reason for their unemployment. It can be listed that other reasons for unemployment as lack of information on vacancies, poor salary, engaged in higher education and not enough Vocational training.

**Chapter- 04**

**Conclusion  
Final summary  
&  
Suggestions**

#### **04.1. Conclusion and final summary**

- The private vocational training institutes are offering more non NVQ courses than NVQ courses which is 70.4%.
- The majority of Both NVQ and Non NVQ respondents are male of which the percentage is 63%.
- The majority of TVET certificate holders represent the government VT centers which are 72 %.
- Participation from Northern and Eastern provinces for vocational education programmes are significantly less compared to western, Southern, Sabaragamuwa and central provinces. This might be a major factor for prevailing unemployment issues in those areas which is given in the central bank statistics.
- Highest respondents are from western province which is 1056. Other high responded provinces are Southern, Sabaragamuwa and Central. Those are 848, 449 and 371 respectively. Lowest both NVQ and Non NVQ certificate holders response is from Northern Province. The total amount is 142. Other low responded provinces are North central, Uva, and Eastern. Those are 208, 293 and 324 respectively.
- Highest numbers of responded certificate holders are from computer application assistant course. Electrician, wood craftsman (furniture), Welder, Automobile Mechanic, Computer hardware technician, Beautician, Computer graphic designer, Motor cycle mechanic also have been reported highest respondent rates among the certificate holders.
- The majority respondents' age group is 15-29 years which is 81.5%. And More than 91% of certificate holders are less than 40 years.
- The majority of responses are unmarried which is 80.1%.
- 1485 respondents have passed advance level and 3300 certificate holders have passed Ordinary level. 168 vocational certificate holders have completed a degree or above.
- 77 % of certificate holders are residing within 20 Km from their residence.



- 2226 certificate holders are already employed which is 47.5 %. And 2460 Certificate holders are currently unemployed which is 52.5 %.
- 1361 of NVQ certificate holders, are employed which is 50%. 667 Non NVQ certificate holders are employed which is 48% and 709 are Unemployed which is 52%. However, there is no significant different in employability of NVQ and non-NVQ holders.
- 59.4% of respondents with GCE A/L are unemployed and the percentage for unemployment with degree and above is 64.3%. Conversely, most respondents with lower educational qualifications seem to be employed. The employed rate for 1-5 Year education is 69.4% and up to GCE O/L is 55.5 %. Unemployment of 15-29 age group is 55.1%. Majority of elders are employed. The employment rate of the age group of 30-40 is 64.8 % and that of above 40 is 68.9 %.
- Male employability is higher than that of the female. Of Total male respondents, 1612 are employed which is 55.8% and 1275 are unemployed which is 44.2%. Of Female respondents, 589 are employed which is 34.8% and 1102 are Unemployed which is 65.2%.
- Respondents working in the private sector seem higher which percentage is around 44%. Government, NGO and self employment sector contributions are 29%, 13% and 14% respectively and those employed on permanent basis is 41.1%. Percentage on casual basis is 38.1% and on contract is 20.8%.
- 769 certificate holders are drawing less than Rs.10, 000 salaries per month which is 32%. And 1318 are drawing between Rs.10,000 and Rs. 30,000 salary which is 56%. Only 287 which is 12 % are drawing more than Rs.30 000 income per month. Among them 101 are earning more than Rs.50 000 per month.
- With regard to employability, the majority (which is 1248) have undergone 3-6 months duration. Among them 57% are unemployed and 43% employed. For 3 months courses employment rate is 50.8%. For the courses of 1-2 Years duration, the employability rate is 53.2% and more than 2 years courses have reported 52.5% employability rate.

- The employability of NVQ certificate holders by provinces, Southern, Sabaragamuwa, North western, Eastern and Uva provinces have shown high employability. And Western, North Central, Northern and Central Provinces have shown high unemployment. I.e. Western province unemployment rate is 56.3 % and Northern provinces unemployment is 68.1%.
- The majority of VT certificate holders which percentage is 78% have stated that the training provided by TVET institutes is directly relevant to their job
- Most of the certificate holders seem to have waited long time without a job after their training. I.e. 49.2% of respondents had been waited for more than 2 years without a job. And only 22.7% of Certificate holders were waited between 1-2 years.
- 615 respondents out of 2460 have sent 1-5 applications to find a job. Among them 233 are female and 382 are male. 175 female respondents have sent more than 20 applications.

### **04.3. Suggestions**

- As reasons for joining TVET, Influence of Parents (27%), friends (26%), and advertising (19%) and Vocational awareness programs (15%) are most effective ways to attract youth for TVET. Workshops (5%), radio and TV (2%), and other modes of advertizing including TVEC website (6%) seem to be of very low effectiveness with the aggregate of 13%. Therefore, it is suggested to use the most influential and effective methods as a strategy for the social marketing of the TVET sector.
- The private vocational training institutes are offering more Non NVQ courses (70.4%) and awarding non NVQ certificates. Tertiary and vocational education commission should have to promote the National Vocational Qualification among private vocational training centers.
- The finding of this study says that over 52% of respondents are still unemployed. This significant factor needs to be further studied and also will question the quality and relevance of training programs.

- Many students at certificate levels have not travelled long distances for their VT training. Both government and private VT centers should have been established considering this.
- In this study it was found that degree holders have faced unemployment and under employment problem. It is therefore, proposed to conduct a research to find the reasons for unemployment and the under employment of degree holders.
- Western province has shown high unemployment rate (56.3 %) among the NVQ holders. As there are more vacancies and opportunities in western province, it is proposed to conduct further research to find the reasons of unemployment in western province.