



Entrepreneurship Training Program Impact Assessment



Tracer Study **REPORT**

Labour Market Information and Career Guidance Division
Department of Employment and Entrepreneurship
Ministry of Industry, Commerce and Employment.



Department of Employment and Entrepreneurship
Ministry of Industry, Commerce and Employment
Royal Government of Bhutan

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Table of Contents

Foreword.....	3
I. Executive Summary	4
II. Background and Objectives	5
III. Methodology	5
IV. Results	6
Section A: Demographic Information.....	6
Call Status	6
Distribution of Respondents by Age Group and Gender	6
Distribution of Respondents by Dzongkhag and Gender	7
Marital status of the Respondents.....	7
Distribution of Respondents by Educational Qualification and Gender (CURRENT)	8
Distribution of Respondents by Vocational Qualification and Gender (CURRENT)	8
Distribution of Respondents by Specific Area of Study or Training (CURRENT)	9
Section B: MoICE Entrepreneurship Training Program Information	10
Distribution of the Respondents by the Training Location	10
Source of information about the training program	11
Reasons to take up the Entrepreneurship Training Program	11
Expectations from the training program	11
Section C: Pre-Training Information	13
Distribution of the Respondents by Educational Qualification and Gender (Pre-Training)	13
Pre-Training Vocational Qualification.....	13
Vocational Qualification of the Respondents (Pre-Training)	14
Pre-Training SDP Status.....	14
Distribution of the Respondents by the Skill Development Program (SDP) Course	15
Economic Activity of the Respondents (Pre-Training)	15
Duration of Unemployment before the Training Program	16
Duration of Employment before the Training Program	17
Section D: Post-Training Information	18
First entrepreneurial venture after completing the program.....	18
Method for initiating the entrepreneurial venture	19
Section E: Current Status- (Business/Startup & Employment)	20

Current Status of the Beneficiaries by Gender	20
Classification of Business by Major Industry Group	20
Source of Funding for the Business/Startup	21
Classification of Business/Startup by Investment Scale	22
Employment Generation by Major Industry Group and Gender	22
Types of Support or Guidance Received	23
Types of Support or Guidance Required	23
Adequacy of the knowledge and skills acquired from the training program in starting the current business/startup	24
Helpfulness of the Training in Starting their Current Business/Startup	24
Current Status of the Beneficiaries if Business/Startup is not Started	25
Perspective on Starting a Business/Startup in the Future	26
Awareness on the Existence of Startup Centre and Business Incubation Centre	27
Reason for the Unawareness of the Existence of the Startup Centre and Business Incubation Centre	27
Section F: Program Assessment	28
Rating on the Study Conditions and Provision During the Training Program	28
Ratings on the Program Enrolment Experience: Ease, Time, and Briefing	28
Rating on the Usefulness of the Training Program	29
Satisfaction with the Training Program in general	30
Section G: Beneficiaries Feedback on the Course Experience	31
Section H: Recommendations	33
V. Conclusion	34
VI. Appendices	35
Appendix 1: Survey Questionnaire	35
Appendix 2: Detailed Tables	45
Appendix 3: Glossary of Terms	63

Foreword

The Department of Employment and Entrepreneurship (DoEE) is pleased to share the **Entrepreneurship Training Program Impact Assessment Tracer Study Report (2024)**, which provides a comprehensive analysis of the experiences and outcomes of the beneficiaries who participated in the Basic Entrepreneurship Course, provided by the Ministry of Industry, Commerce, and Employment (MoICE). This report serves as a valuable resource, shedding light on various aspects of the program and offering insights into the challenges and opportunities faced by the trainees.

The objective of this survey was to gather vital information from the beneficiaries regarding their demographic profile, pre-training qualifications, post-training employment status, business creation, and feedback on the program. We received responses from 1,925 beneficiaries, enabling us to draw meaningful conclusions from the collected data.

This tracer report provides crucial insights into the experiences of the beneficiaries engaged in the training program. It also offers recommendations for the Ministry and relevant stakeholders to analyse and address identified areas for improvement, such as extending the course duration, incorporating more practical

sessions and field visits, providing financial assistance for business startups, improving training equipment and resources, and increasing awareness and promotion of the program and its support services.

By utilising the findings presented in this report, we can work towards refining the Basic Entrepreneurship Course and ensuring a more favourable and supportive environment for future beneficiaries.

We express our gratitude to all the beneficiaries who took the time to complete the survey and share their valuable experiences. We hope that this report guides us towards further progress and enhancement of the entrepreneurship training program, ultimately contributing to economic growth and development.



Kunzang Lhamu
Director General, DoEE

I. Executive Summary

This report presents the findings of the Entrepreneurship Training Program Impact Assessment Tracer Study Report conducted among all the beneficiaries who have actively participated in the Basic Entrepreneurship Course, provided by the Ministry of Industry, Commerce, and Employment. The survey aimed to gather detailed insights into various aspects of the program, including the demographic profile of beneficiaries, their pre-training qualifications, post-training employment status, and business creation activities. Additionally, the survey sought to collect feedback from the beneficiaries regarding the quality of training, trainer effectiveness, and the relevance of course content. The survey gathered responses from 1,925 (75.08%) of the beneficiaries from 2,564 beneficiaries.

The survey findings depicted a demographic distribution wherein 56.62% of the beneficiaries were male and 43.38% were female. Majority of the beneficiaries fell within the 20-24 age range (53.1%) and were residents of Thimphu (31.74%). As for the qualification, majority of the beneficiaries were Class 12 graduates (69.19%) and many others with vocational qualifications (66.49%). As for the post training information, within six months post-training, 3.79% started businesses, 14.03% found regular employment, 9.14% held contractual jobs, 16.37% were in part-time work, and 13.29% pursued further education. Currently, only 4.4% have started businesses, mainly in mining and quarrying (41.18%) and wholesale/retail trade (22.35%), funded primarily through personal savings (54.12%). The program was highly rated for training conditions, trainer quality, and content, with beneficiaries finding it useful for employability (89.35%) and career development (89.39%).

The feedback provided by the beneficiaries suggested extending the course duration, increasing practical field visits, and providing financial assistance. Additionally, enhancing equipment, reducing class sizes, and raising program awareness were also recommended. Therefore, implementing these recommendations can significantly enhance the program's ability to empower individuals in their entrepreneurial journeys, contributing to economic growth and development.

II. Background and Objectives

Entrepreneurship is a critical driver of economic growth, innovation, and job creation. Recognizing the importance of fostering a robust entrepreneurial ecosystem, the Department of Employment and Entrepreneurship (DoEE) within the Ministry of Industry, Commerce and Employment (MoICE) has implemented a series of entrepreneurship training programs such as Basic Entrepreneurship Course through the Entrepreneurship Promotion Division (EPD). These programs are designed to equip aspiring and existing entrepreneurs with essential skills, knowledge, and resources, including mentoring, coaching, and financial support, to enhance their entrepreneurial ventures.

This survey is conducted to measure the effectiveness and impact of the Entrepreneurship training programs offered by the Entrepreneurship Promotion Division (EPD) under the DoEE. The beneficiaries include those who availed these trainings in the last three years of the 12th Five Year Plan.

The objective of the survey was:

1. To evaluate the impact of entrepreneurship training programs on the beneficiaries' entrepreneurial skills and knowledge.
2. To assess the changes in employment status and business performance of the beneficiaries post-training.
3. To gather feedback on the quality and relevance of the training programs offered by the EPD.
4. To identify areas for improvement in the training programs to better meet the needs of entrepreneurs.

III. Methodology

The survey was conducted using the Survey Solution App. The pre-test of the questionnaire was done within the department to test the readiness and relevancy of the questionnaire flow.

The questionnaire covered six inter-related sections: Demographic Information, MoICE Training Program Information, Pre-Training Information, Post-Training Employment Status, Current Status, and Program Assessment. The study aimed at assessing the current business/startup or employment status of the entrepreneurship training programs beneficiaries. It further covered the retrospective and subjective assessment of the training institutes and trainer's quality of training facilitation.

The survey consisted of two phases: in the first phase, beneficiaries self-administered the survey through a shared SMS link. Subsequently, in the second phase, eight enumerators were engaged to gather data through Computer-Assisted Personal Interviewing (CAPI) on tablets. This approach was adopted to address incomplete responses and reach those beneficiaries who had not independently filled out the survey.

IV. Results

Section A: Demographic Information

In this section, the following information and explanation are based on data collected during telephonic interviews about the demographic information of the beneficiaries availing the training program provided by the MoICE.

Call Status

Out of the **2,564** beneficiaries, the call was successfully connected with **1,925** of them, which represents **75.08%** of the total. The remaining **24.92%** of the beneficiaries did not respond to the calls, some of their phones being switched off, the number not existing, or the call failing to connect.

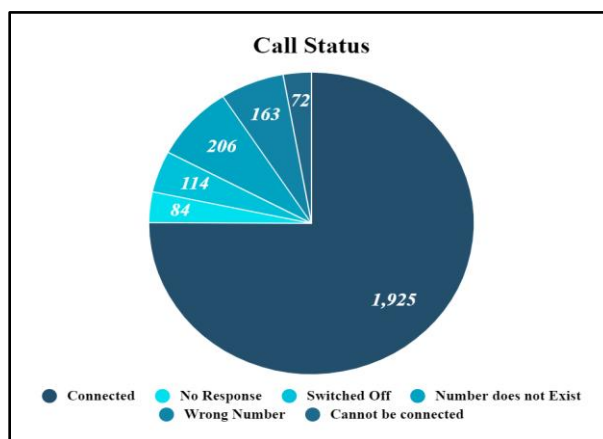


Figure 1.1: Distribution of the Call Status

Distribution of Respondents by Age Group and Gender

Out of **1925** beneficiaries, **56.62%** were male and **43.38%** were female. The age group with the highest number of beneficiaries were 20-24 years (**53.1%**).

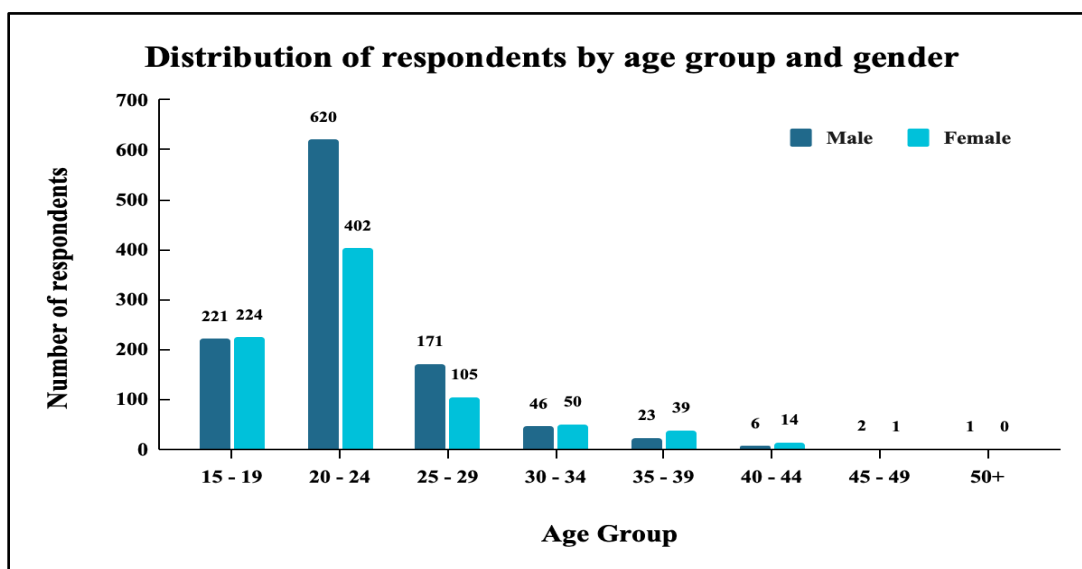


Figure 1.2: Distribution of Respondents by Age Group and Gender

Distribution of Respondents by Dzongkhag and Gender

Out of the total beneficiaries, the majority resided in Thimphu (31.74%), meanwhile (7.5%) of the beneficiaries resided in Chhukha, followed by 6.3% residing in Wangdue Phodrang.

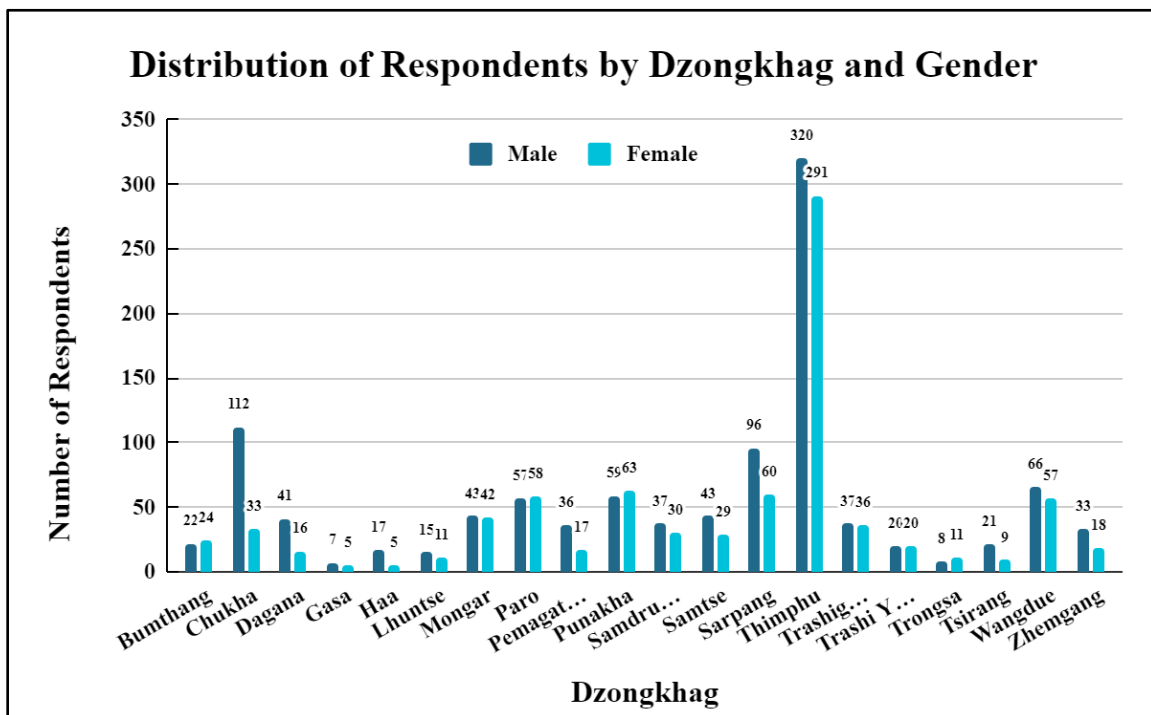


Figure 1.3: Distribution of Respondents by Dzongkhag and Gender

Marital status of the Respondents

The majority of the beneficiaries were never married (72.57%), while 22.39% of the beneficiaries were married.

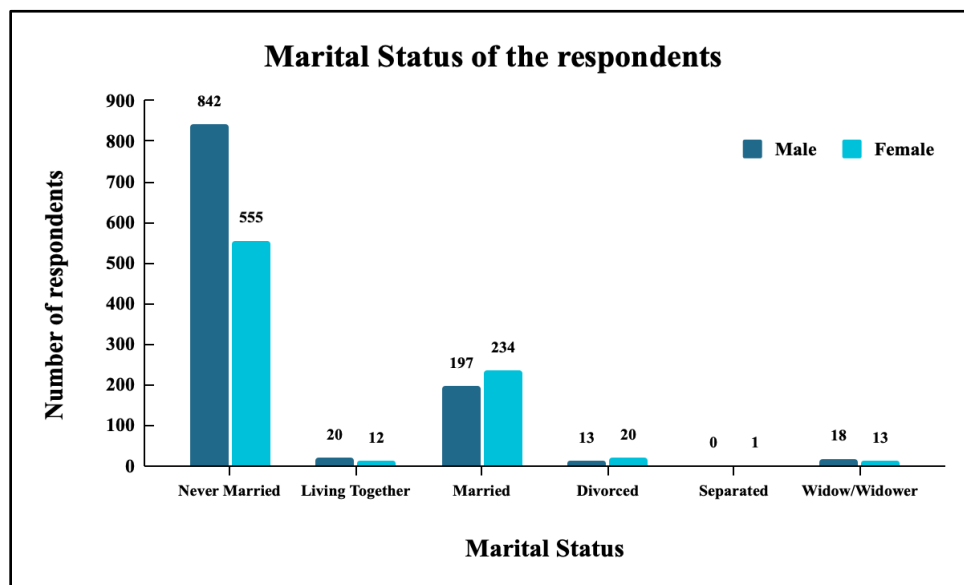


Figure 1.4: Marital Status of the Respondents

Distribution of Respondents by Educational Qualification and Gender (CURRENT)

The majority of the beneficiaries were class 12 graduates (**68.36%**), meanwhile **15.68%** of the beneficiaries were class 10 and 11 graduates, followed by **7.48%** of the beneficiaries with bachelor's degrees.

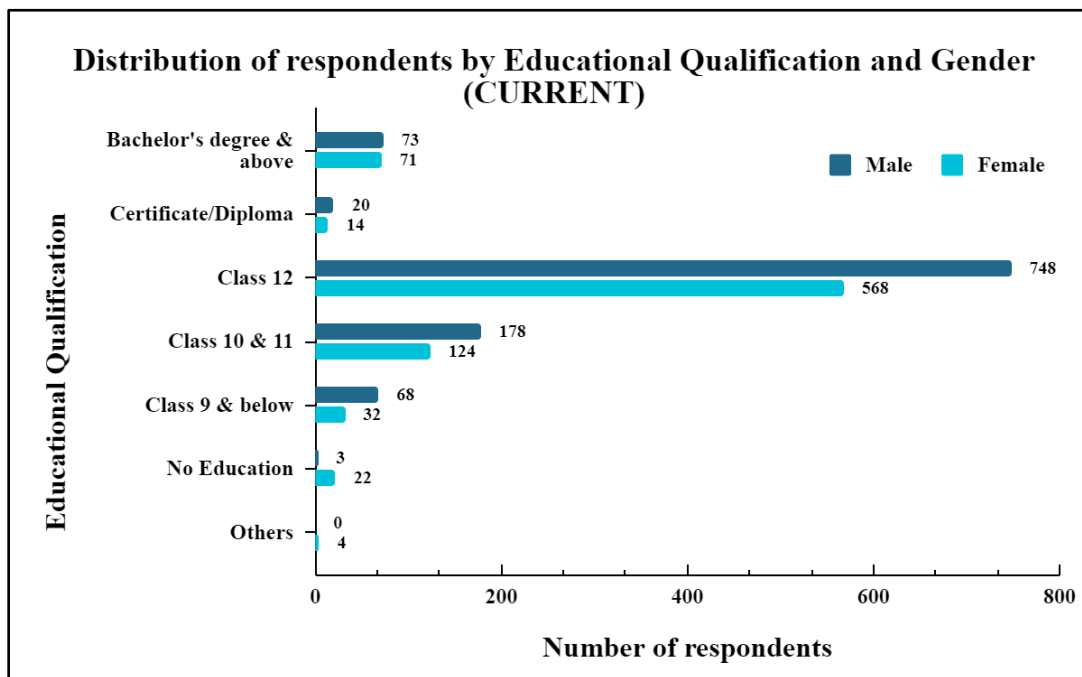


Figure 1.5: Distribution of Respondents by Educational Qualification and Gender (CURRENT)

Distribution of Respondents by Vocational Qualification and Gender (CURRENT)

53.40% of the beneficiaries did not have a vocational qualification, while **46.60%** did. Of those beneficiaries with vocational qualification, the majority of them had **National Certificate (474)**, followed by **Institute Certificate (390)**.

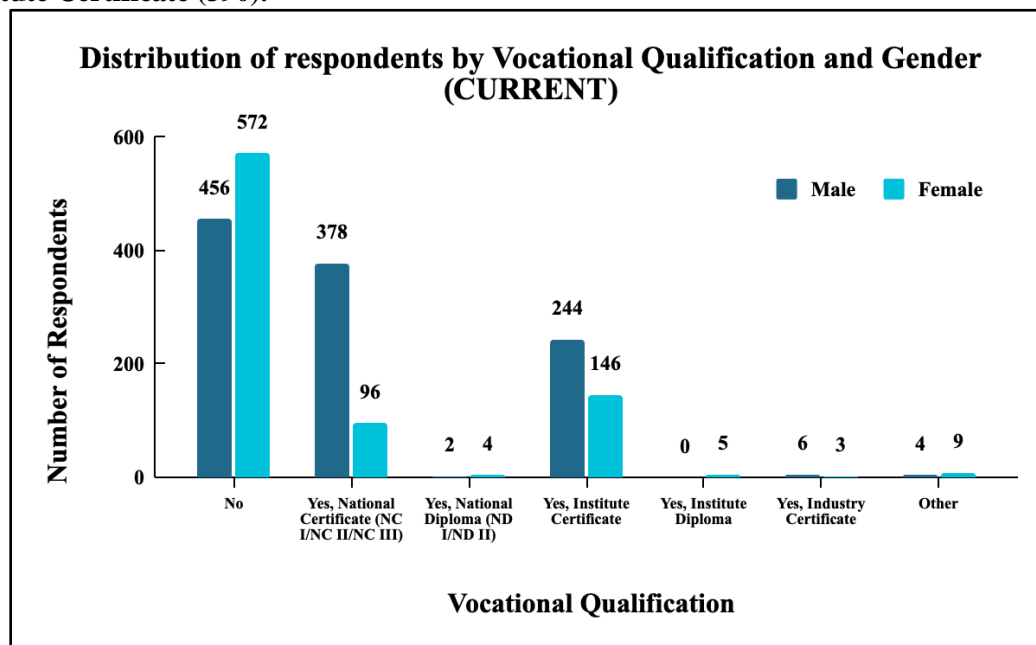


Figure 1.6: Distribution of Respondents by Vocational Qualification and Gender (CURRENT)

Distribution of Respondents by Specific Area of Study or Training (CURRENT)

40.16% of the beneficiaries had vocational qualification in domestic wiring, auto mechanic, auto electrician, and others as represented in the figure below. Meanwhile, **59.84%** of the beneficiaries had vocational training in other courses as represented in Appendix II.

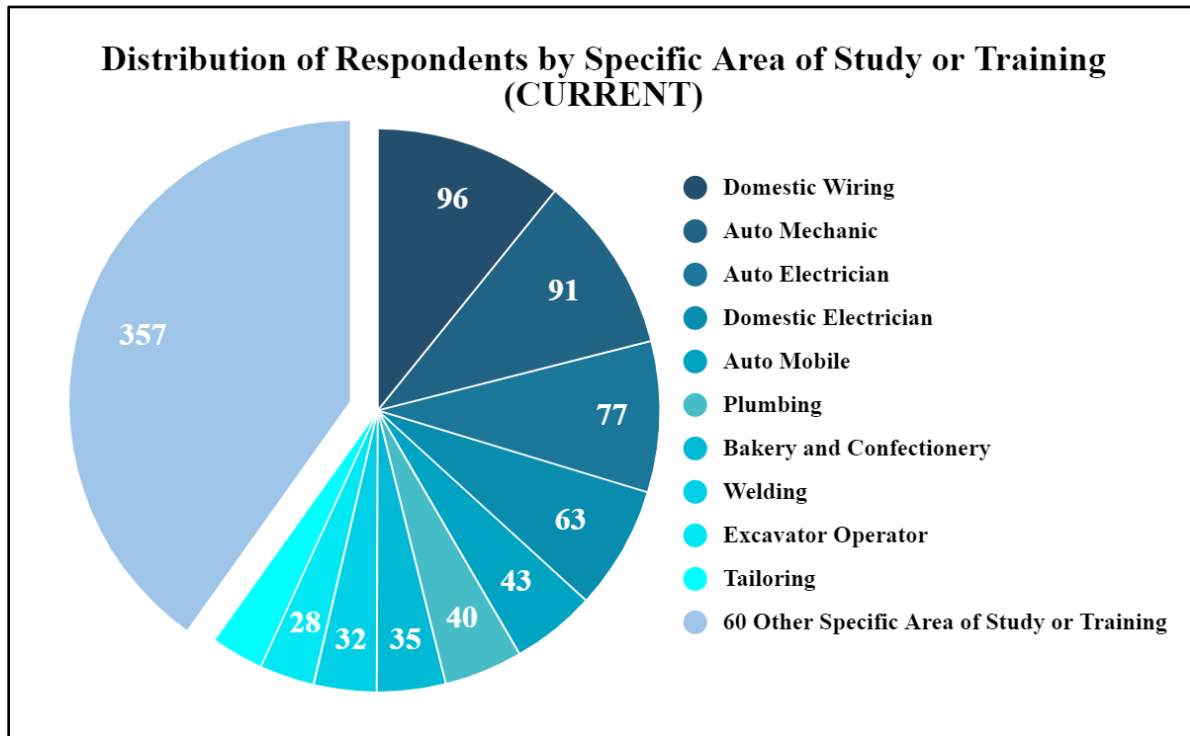


Figure 1.7: Distribution of Respondents by Specific Area of Study or Training (CURRENT)

Section B: MoICE Entrepreneurship Training Program Information

In this section, the following information and explanation are based on data collected during the telephonic interview about the current Entrepreneurship Training Program provided by the MoICE.

Distribution of the Respondents by the Training Location

The majority of the beneficiaries had attended the training program in TTI Samthang, Wangdue Phodrang, (21%), followed by TTI Khuruthang, Punakha (11%) and TTI Rangjung, Trashigang (10%), others as represented in the figure below.

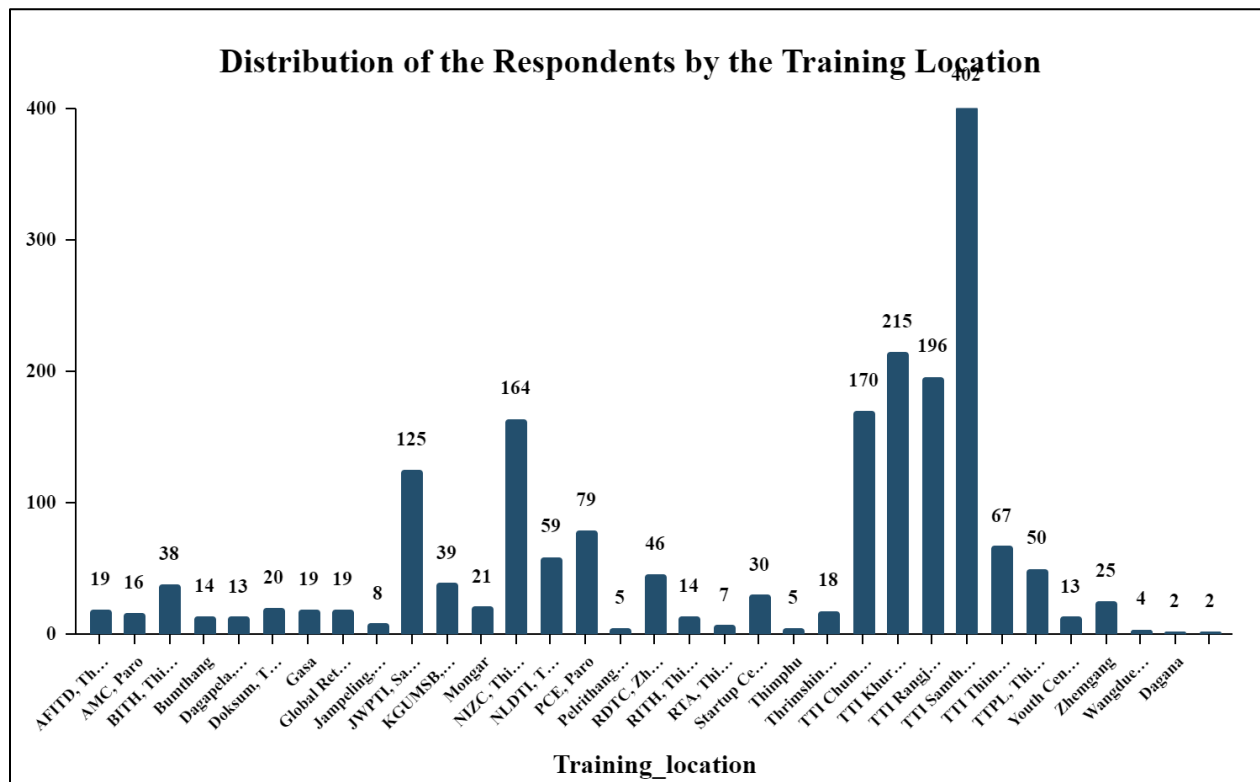


Figure 2.1: Distribution of the Respondents by the Training Location and Gender

Source of information about the training program

Majority of the beneficiaries heard about the training programs through the training institutes (55.64%) followed by family/friends (14.91%), social media (14.81%), MoICE (website, Facebook, 7.84%), other channels such as gewog administration, schools and other sources (2.6%), and MoICE (service centres/regional officers/referrals, 2.34%).

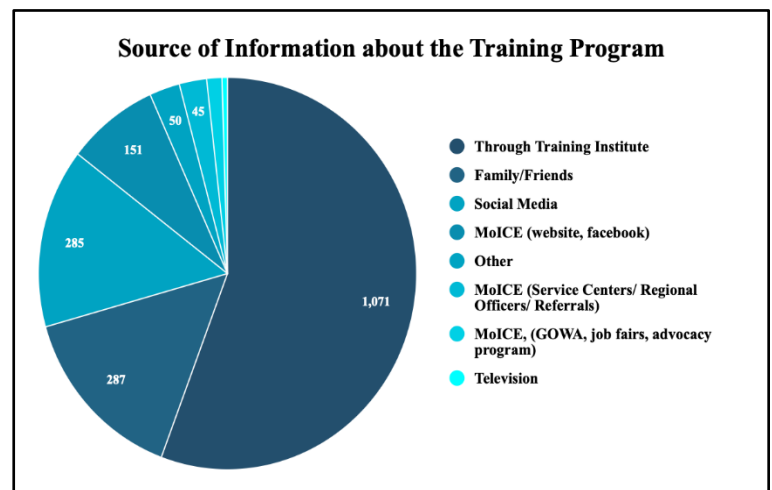


Figure 2.2: Source of Information about the Training Program

Reasons to take up the Entrepreneurship Training Program

The majority of the beneficiaries joined the training program to learn new skills or knowledge (46.32%), followed by 26.94% of the beneficiaries to start their own business for self-employment, and 13.12% already being interested in the training program, and the rest to fulfil a requirement or obligation, and following advices from parents/guardians, some attended the training as a temporary measure till they got better opportunities and other reasons as represented in the figure below.



Figure 2.3: Motivation to Join the Training Program

Expectations from the training program

Majority of the beneficiaries cited gaining practical and relevant skills as their expectation from the program (87.95%), followed by to get guidance and support from entrepreneurs (26.44%), to develop confidence and motivation (17.14%), to access resources or opportunities (9.19%), and to meet and collaborate with

others (1.97%). Others (0.62%) cited to learn new skills, get employed and get basic skills as their expectation.

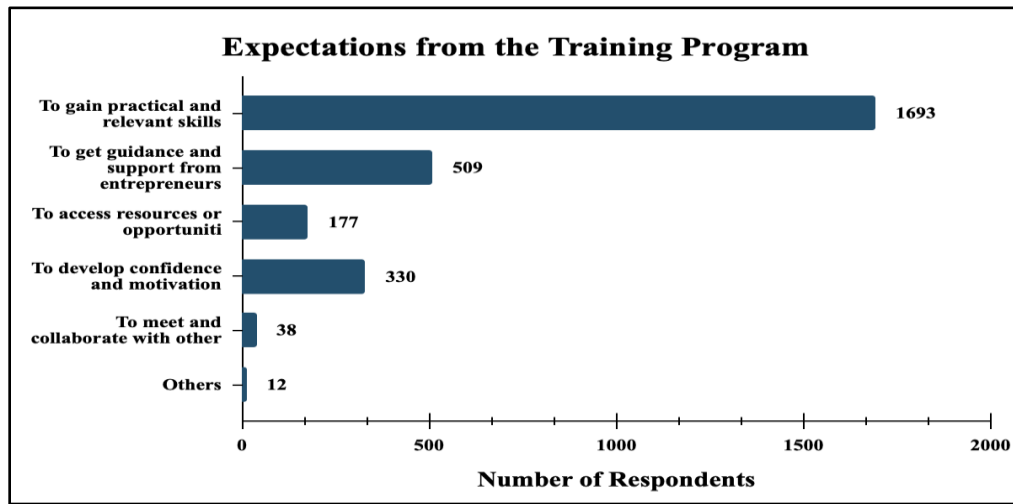


Figure 2.4: Expectation from the Training Program

Section C: Pre-Training Information

In this section, the following information and explanation are based on data collected during telephonic interviews about the beneficiaries prior to availing the training program provided by the MoICE.

Distribution of the Respondents by Educational Qualification and Gender (Pre-Training)

The majority of the beneficiaries were class 12 graduates (**69.19%**), meanwhile **16.57%** of the beneficiaries were class 10 and 11 graduates, followed by **5.71%** of the beneficiaries with bachelor's degrees.

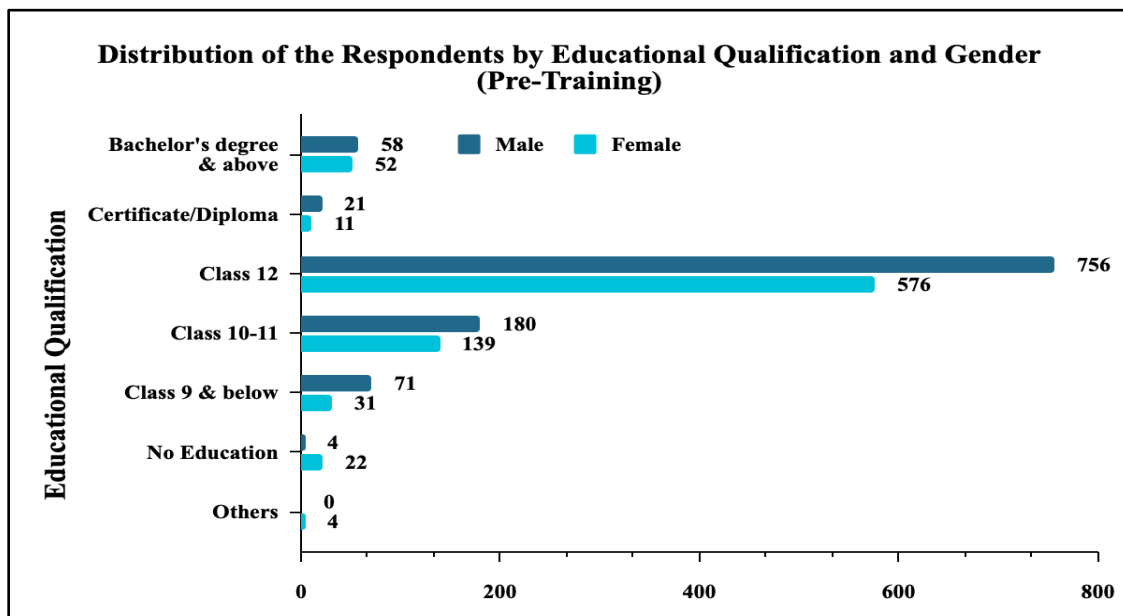


Figure 3.1: Distribution of the Respondents by Educational Qualification and Gender (Pre-Training)

Pre-Training Vocational Qualification

66.49% of the beneficiaries had a vocational qualification prior to the training, while **33.51%** did not.

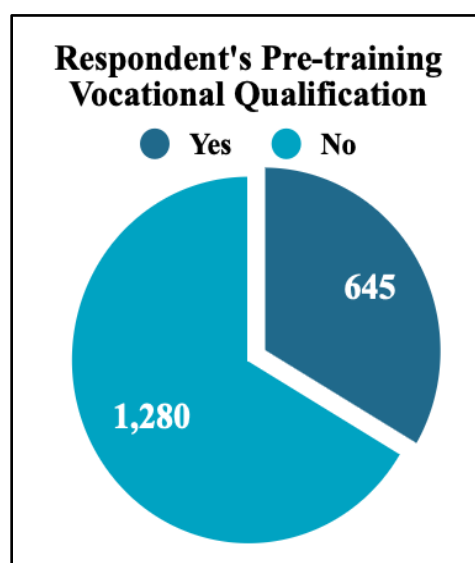


Figure 3.2: Pre-Training Vocational Qualification

Vocational Qualification of the Respondents (Pre-Training)

Of those beneficiaries with vocational qualification, the majority of them had **National Certificate (374)**, followed by **Institute Certificate (250)** prior to availing the training.

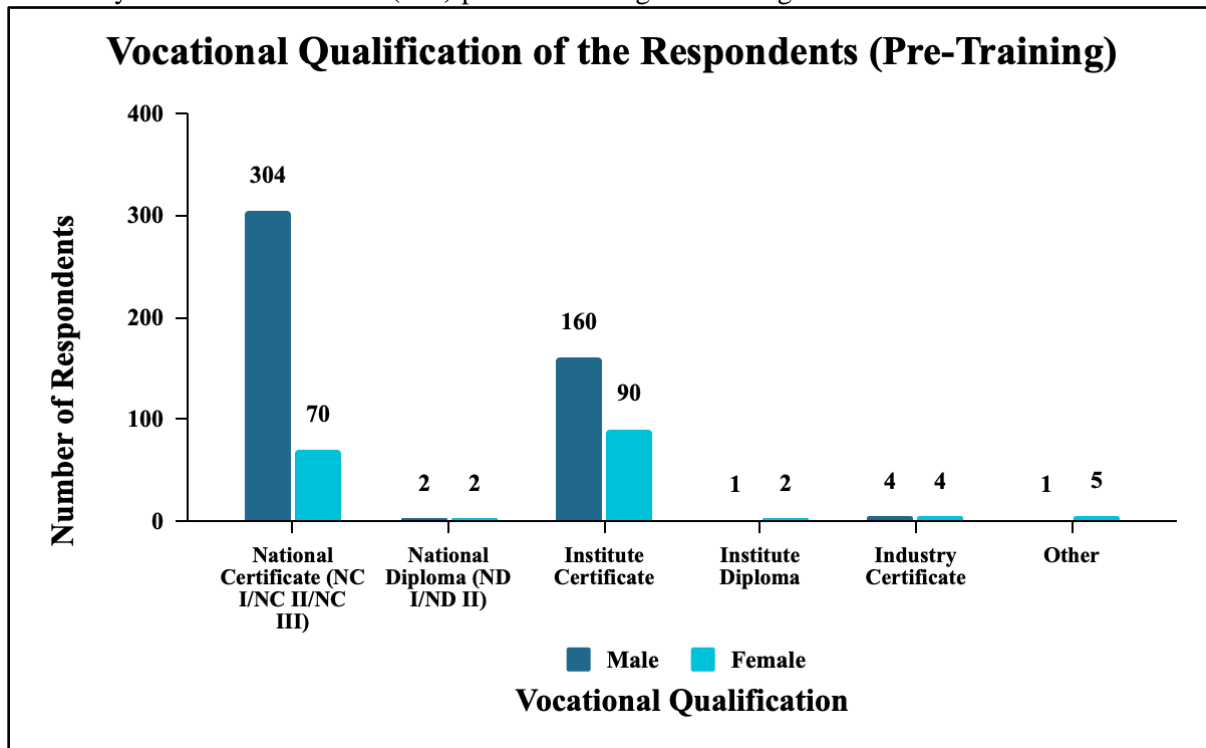


Figure 3.3: Distribution of the Respondents by Vocational Qualification (Pre-Training)

Pre-Training SDP Status

52.8% (1,017) of the beneficiaries were SDP graduates prior to the training, while **47.16% (908)** were not SDP graduates.

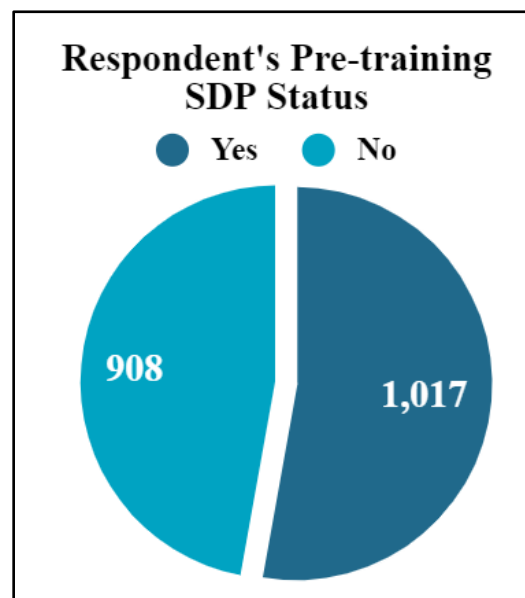


Figure 3.4: Distribution of the Respondents by SDP Status (Pre-Training)

Distribution of the Respondents by the Skill Development Program (SDP) Course

65.78% of the beneficiaries had SDP qualifications in bakery and confectionary, domestic wiring, tailoring, basic wood painting, basic furniture making, ECCD, computer hardware and networking, domestic electrician, hair and beauty therapy, plumbing, auto mechanic, basic digital marketing, sowa rigpa and wellness, and barista. Meanwhile **34.22%** of the beneficiaries had in other courses as represented in Appendix II.

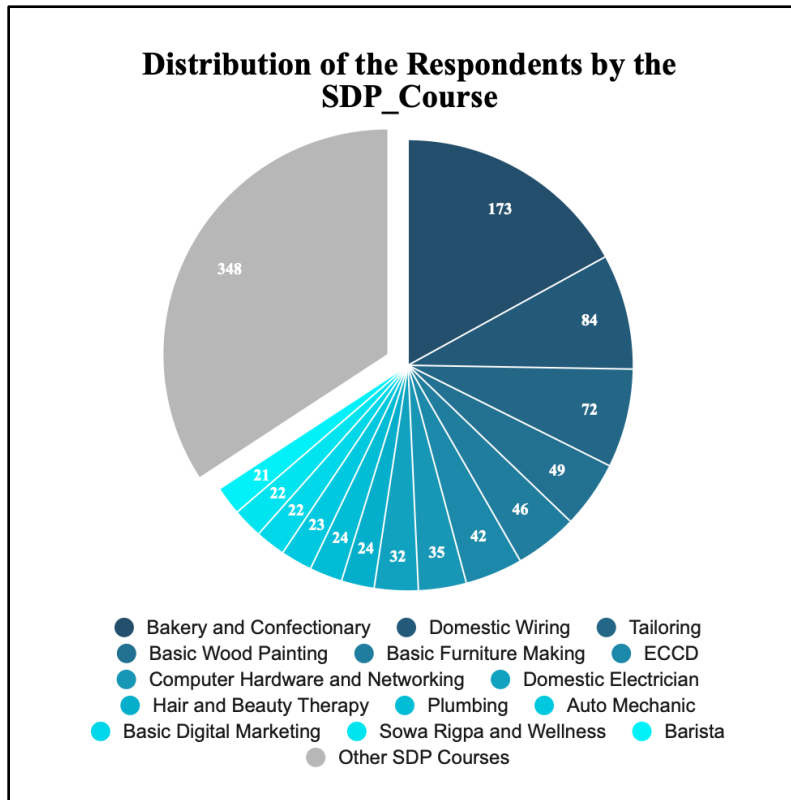


Figure 3.4: Distribution of the Respondents by the Skill Development Program (SDP) Course

Economic Activity of the Respondents (Pre-Training)

Prior to joining the entrepreneurship training program, the majority of the beneficiaries (**31.53%**) were engaged in vocational education/training. **3.79%** of the beneficiaries were employed in regular/permanent jobs, while **3.2%** of the beneficiaries in contractual jobs. **3.4%** of the beneficiaries were self-employed or engaged in free-lance work. **1.6%** of the beneficiaries were engaged in family business, followed by **9.03%** of the beneficiaries were doing part time/casual work. Only **0.4%** of the beneficiaries were engaged in internship programs and **13.5%** of the beneficiaries were still in school/university prior to joining the entrepreneurship program. **12.9%** of the beneficiaries were housewives, househusbands and were engaged in family work. Meanwhile, **14.2%** of the beneficiaries were not working but looking for work and **0.6%** were not working but looking to set up business before the entrepreneurship training program. **3.6%** of the beneficiaries were enrolled in the Dessung program, followed by **1.14%** being overseas returnees. The rest of the beneficiaries were engaged in other activities such as farming, helping parents and some were unemployed.

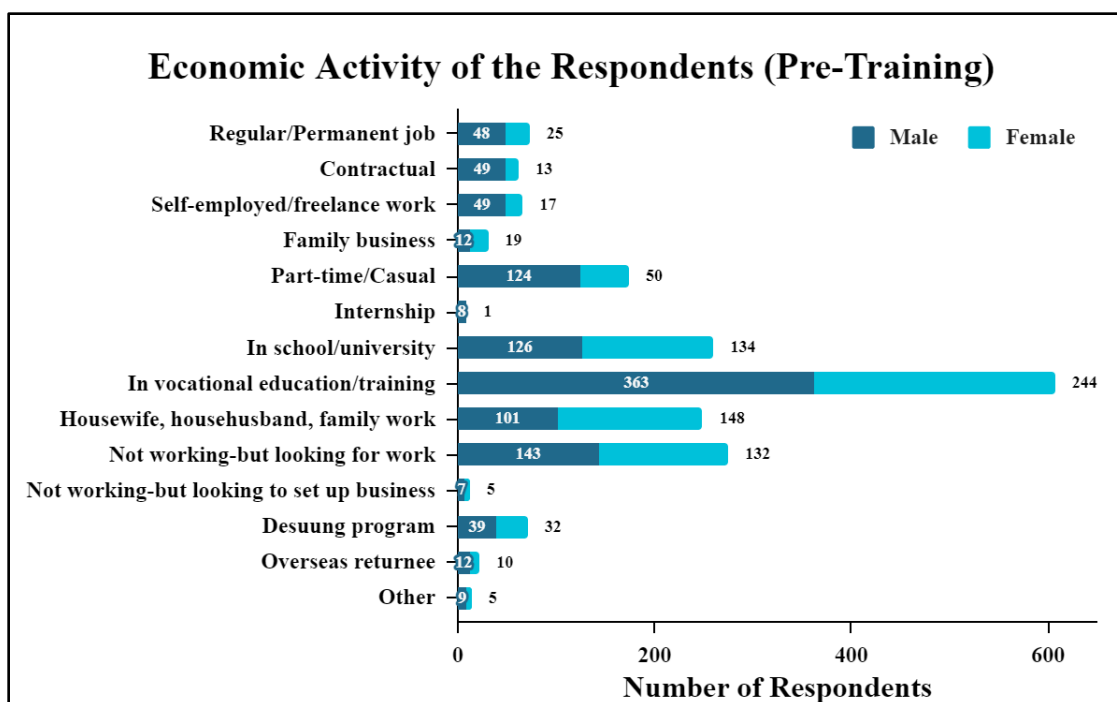


Figure 3.5: Distribution of the Respondents by the Skill Development Program (SDP) Course

Duration of Unemployment before the Training Program

Prior to joining the entrepreneurship training program, **606** of the beneficiaries were unemployed from which **47.8%** were male and **52.2%** were female. **6.2%** of the beneficiaries were unemployed for less than 1 month, followed by **18.15%** being unemployed for 1 to less than 3 months, and **15.3%** of the beneficiaries being unemployed for 3 to less than 6 months. **9.4%** of the beneficiaries were unemployed for 6 to less than 9 months, and **8.2%** of the beneficiaries were unemployed for 9 to less than 12 months. Majority of the beneficiaries (**42.5%**) were unemployed for more than a year.

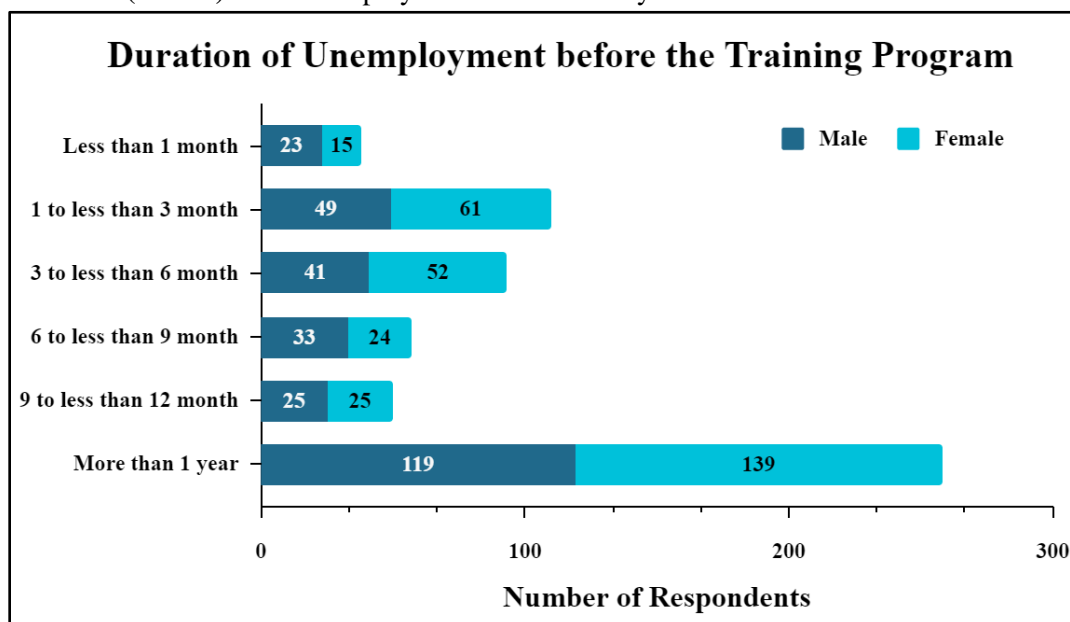


Figure 3.6: Duration of Unemployment before the Training Program

Duration of Employment before the Training Program

Prior to joining the entrepreneurship training program, **427** of the beneficiaries were already employed from which **68.8%** were male and **31.2%** were female. **6.8%** of the beneficiaries were employed for just less than 1 month, followed by majority of the beneficiaries (12.88%) being employed for 1 to less than 3 months, and **13.11%** of the beneficiaries being employed for 3 to less than 6 months. **9.1%** of the beneficiaries were unemployed for 6 to less than 9 months, and **5.6%** of the beneficiaries were employed for 9 to less than 12 months. **52.45%** were employed for more than a year.

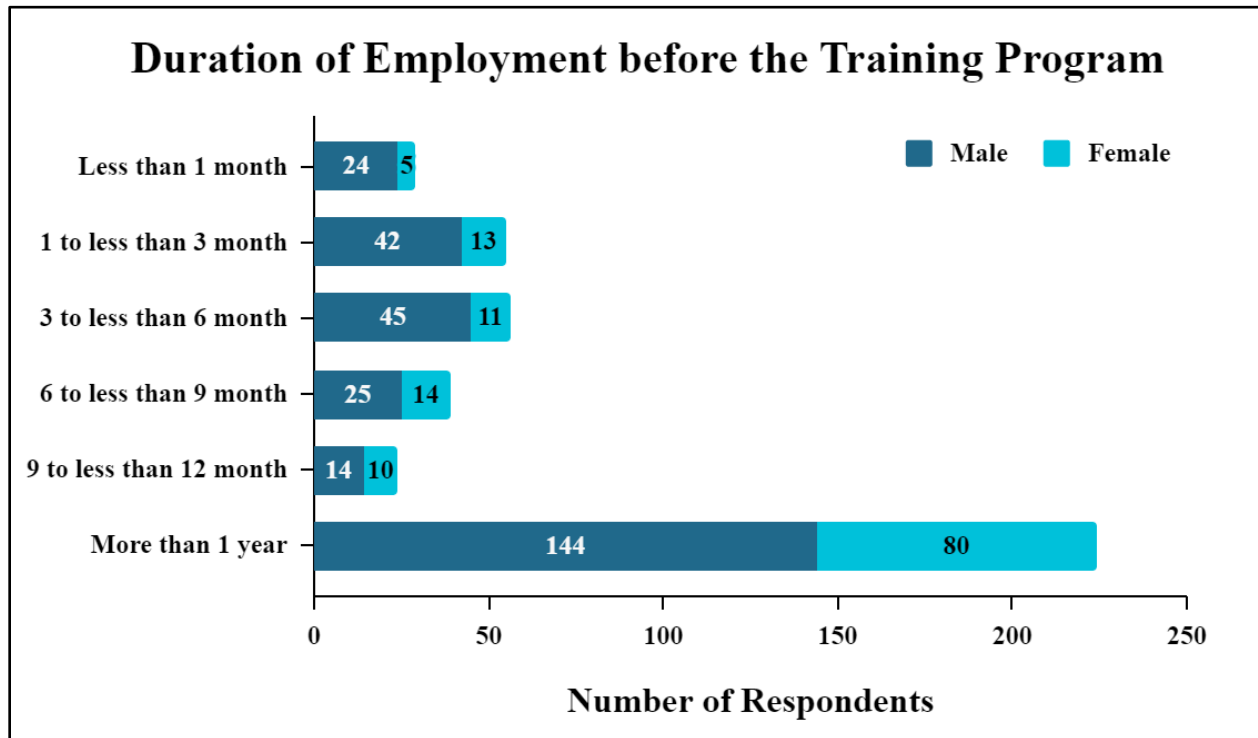


Figure 3.7: Duration of Employment before the Training Program

Section D: Post-Training Information

In this section, the following information and explanation are based on data collected during telephonic interviews about the post training status of the beneficiaries after completing the training program provided by the MoICE. A total of **51%** of the beneficiaries were self-employed and employed in different firms after the training program.

First entrepreneurial venture after completing the program

Majority of the beneficiaries have not started a business since completing the training program since they were employed in regular/permanent job, some in contractual, some were running family business, and others were engaged in part-time/casual, internship, further academic education (higher education), and other activities. **14.4%** of the beneficiaries have started their entrepreneurial venture after completing the training program. Out of those who started business after completing the training program, the majority of them started their first entrepreneurial venture less than 1 month after completing the program.

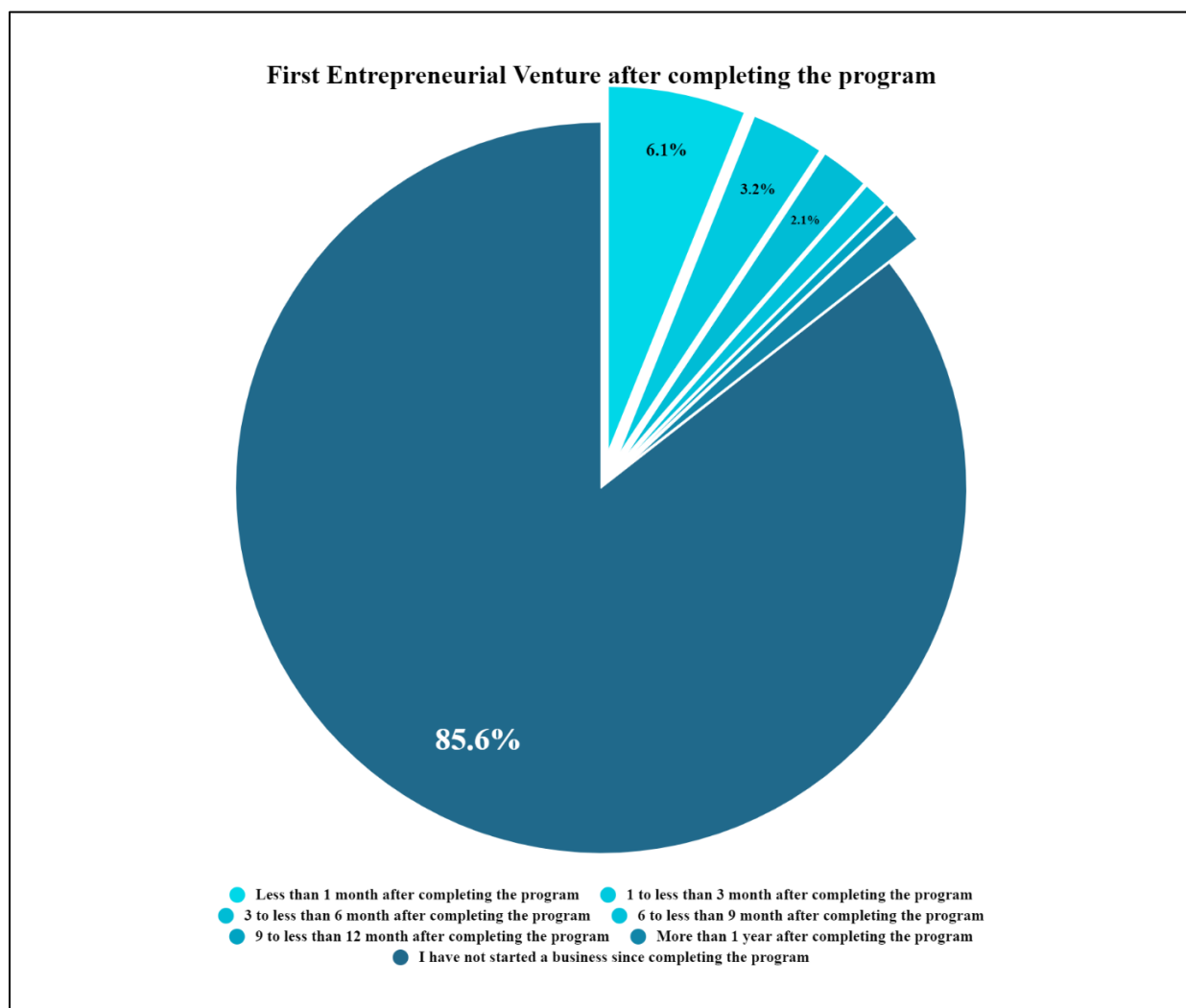


Figure 4.2: Distribution of the Time Taken to Start the First entrepreneurial venture after completing the program

Method for initiating the entrepreneurial venture

Out of those beneficiaries who initiated entrepreneurial ventures, the majority cited help from family contacts/parents/relatives, etc., as the most successful method for initiating their entrepreneurial venture (30.94%), followed by support and facilitation by the Financial Institutions (19.42%), help of personal contacts of friends, fellow students etc. (16.19%), support and facilitation by MoICE Startup Centres and Business Incubation Centres (15.11%), and support from the government (e.g., Dzongkhag, local government and other agencies, 12.59%).

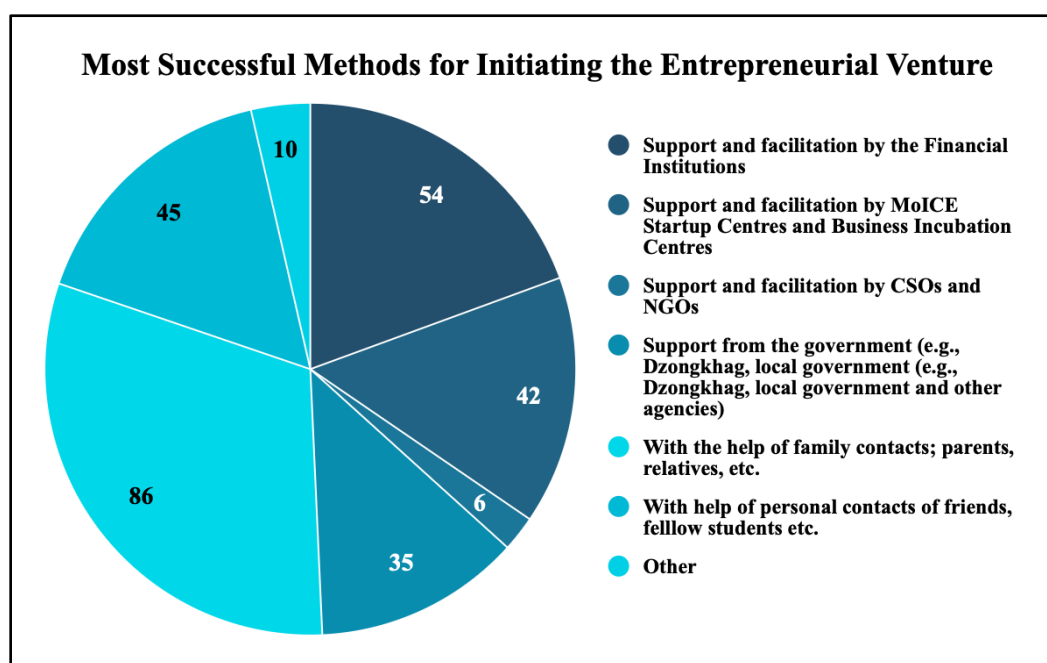


Figure 4.3: Method for initiating the entrepreneurial venture

Section E: Current Status- (Business/Startup & Employment)

In this section, the following information and explanation are based on data collected during telephonic interviews about the beneficiaries' current status on Business/Startup and Employment after attending the entrepreneurship training program.

Current Status of the Beneficiaries by Gender

Out of **1925** beneficiaries, after attending the entrepreneurship training program, only **4.4% (85)** started a business, meanwhile **95.6% (1,839)** had not started business.

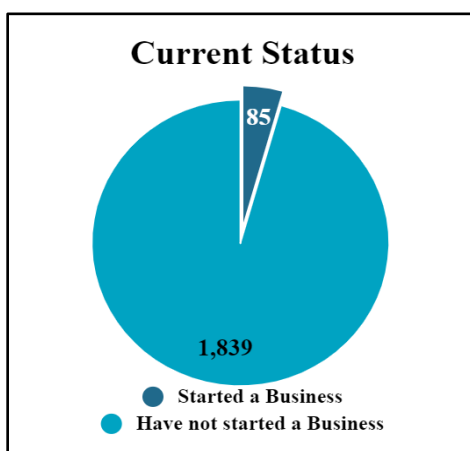


Figure 5.1: Current Status of the Beneficiaries by Gender

Classification of Business by Major Industry Group

Out of those beneficiaries who started business, the majority of the businesses were in the Manufacturing major industry group (**41.18%**), followed by Wholesale and Retail Trade; repair of motor vehicles and motorcycles (**22.35%**) and Accommodation and Food Service Activities (**12.94%**).

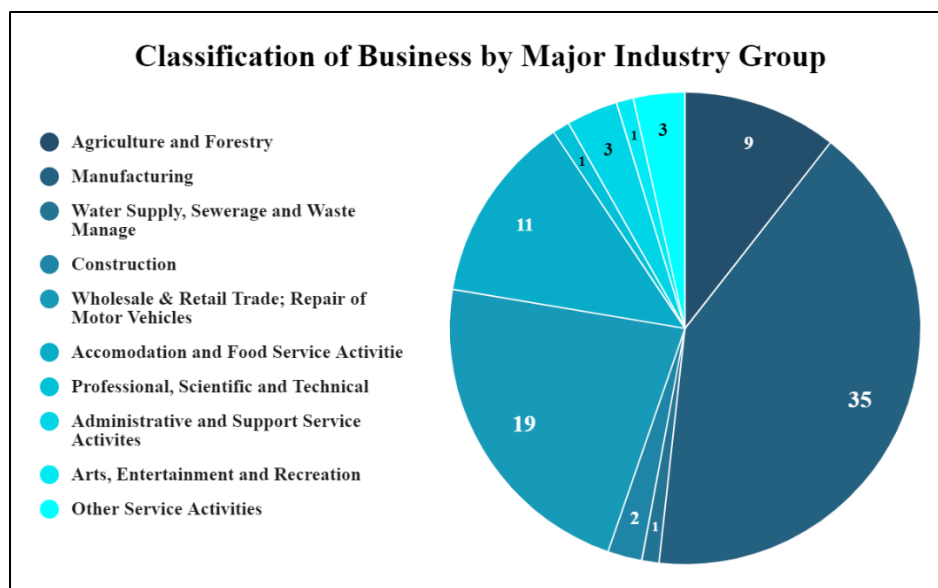


Figure 5.2: Current Status of the Beneficiaries by Gender

Source of Funding for the Business/Startup

The majority of the beneficiaries cited personal savings as their source of funding to start their business/startup (**54.12%**) followed by loans (**21.18%**) and government grants (**14.12%**).

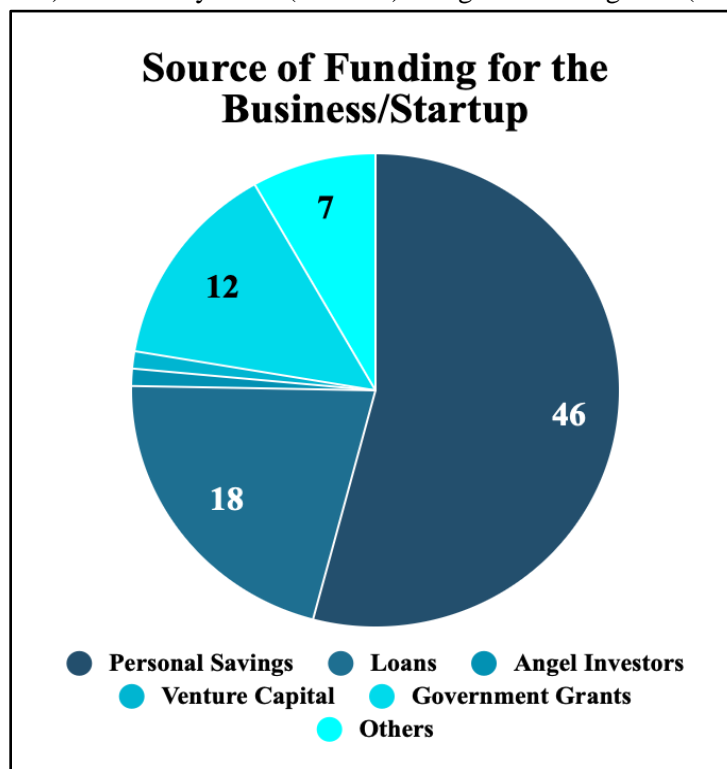


Figure 5.3: Source of Funding for the Business/Startup

Classification of Business/Startup by Investment Scale

Majority of the beneficiaries who started their business fall under micro scale (up to Nu.1 million) (**81.18%**) followed by small scale (Nu. 1 million - Nu.10 million) (**16.47%**) and medium scale (Nu. 10 million - Nu. 100 million) (**2.35%**).

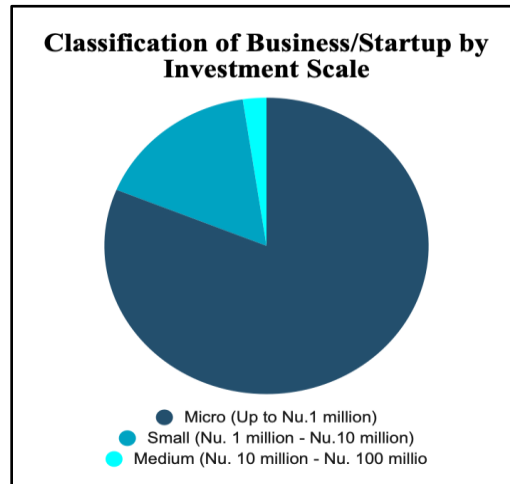


Figure 5.4: Classification of Business/Startup by Investment Scale

Employment Generation by Major Industry Group and Gender

Out of the beneficiaries that started a business, a total of **113** jobs have been created of which majority are in the Manufacturing (**56.6 %**) from which **52** are male and **12** are female, followed by **22.12%** in agriculture and forestry. **18.5%** of the jobs are in the wholesale and retail trade; repair of motor vehicles. Only **2.6%** of the jobs are in the accommodation and food service active.

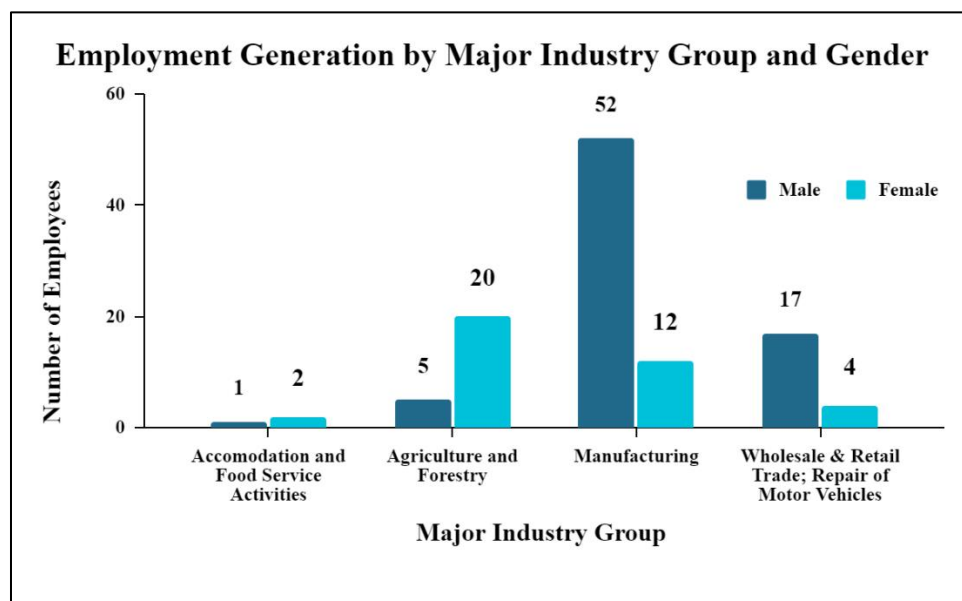


Figure 5.5: Employment Generation by Major Industry Group and Gender

Types of Support or Guidance Received

56.47% beneficiaries shared that they received support or guidance while starting their business/startup while **43.53%** did not. The majority of the beneficiaries cited financial assistance as the support received (**50.85%**), followed by training program (**27.12%**), mentorship (**8.47%**), business space (**6.78%**), and networking opportunities (**5.08%**).

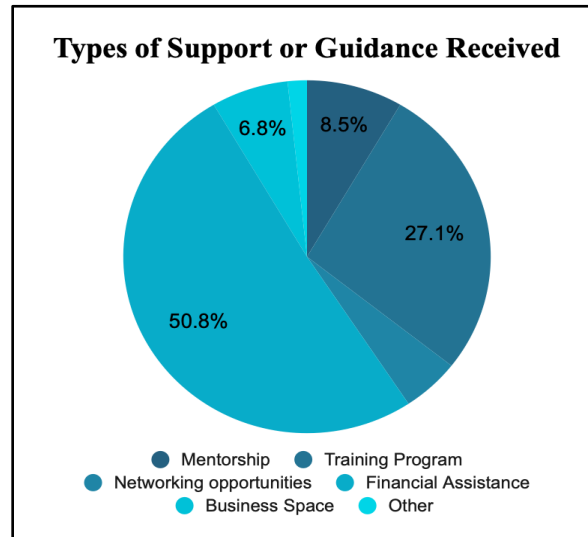


Figure 5.6: Types of Support or Guidance Received

Types of Support or Guidance Required

Majority of the beneficiaries cited the need for financial support (**40.54%**), followed by equipment support (**8.11%**), business location and need for skilled employees (**5.41%**) and support related to finding market and guidance (**2.70%**).

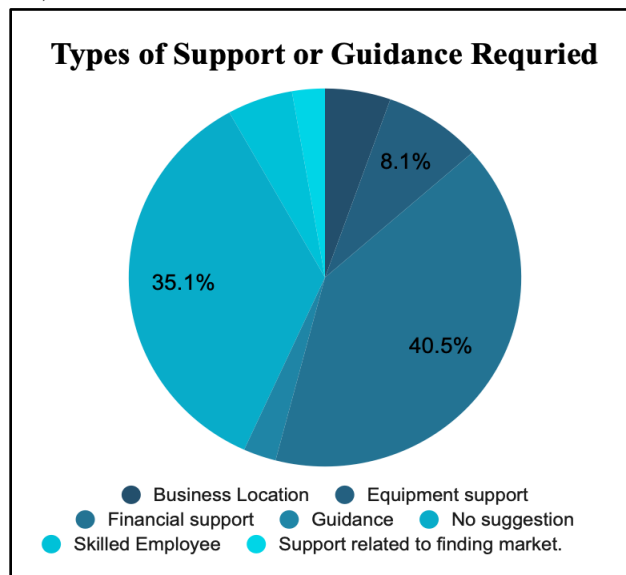


Figure 5.7: Types of Support or Guidance Required

Adequacy of the knowledge and skills acquired from the training program in starting the current business/startup

60% of the beneficiaries shared that the knowledge and skills acquired from the training program was adequate in starting their current business/startup while **23.53%** shared that it was very adequate, followed by **12.94%** neutral, **2.35%** shared that it was inadequate and **1.18%** shared that it was not adequate at all.

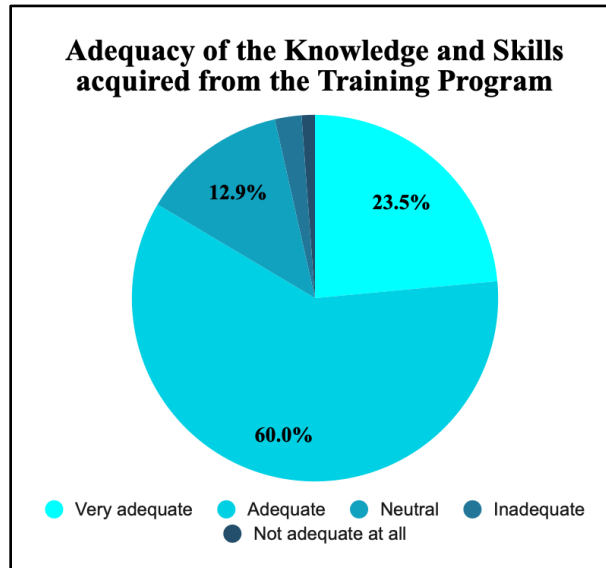


Figure 5.1: Adequacy of the knowledge and skills acquired from the training program in starting the current business/startup

Helpfulness of the Training in Starting their Current Business/Startup

65.88% of the beneficiaries shared that the training program was very helpful in starting their current business/startup while **22.35%** shared that it was somewhat helpful, followed by **7.06%** neutral, **2.35%** shared that it was somewhat not helpful and **2.35%** shared that it was not at all helpful.

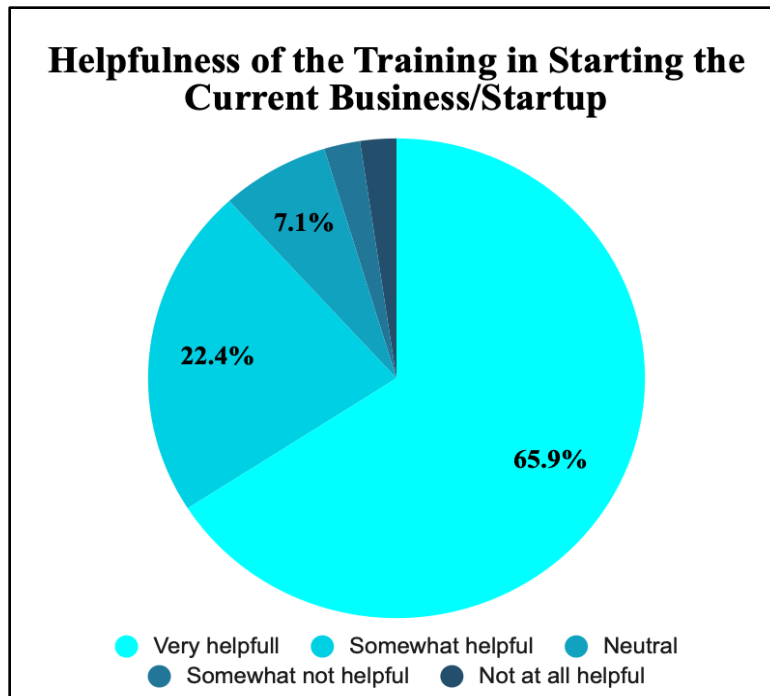


Figure 5.1: Helpfulness of the Training in Starting their Current Business/Startup

Current Status of the Beneficiaries if Business/Startup is not Started

Those beneficiaries who did not start their businesses/startup after the completion of the training, the majority (**21.59%**) from those beneficiaries were employed in regular/permanent jobs, from which **262** were male and **135** were female. **11.47% (211)** of the beneficiaries had been employed in contractual jobs, from which **130** were male and **81** were female. Some beneficiaries **3.48% (64)** were self-employed or doing freelance work, of which **38** were male and **26** were female. **2.88% (53)** were running family businesses since the training program, from which **33** were male and **20** were female. **11.26% (207)** of the beneficiaries were doing part-time/casual work, from which **133** were male and **74** were females. **1.14% (21)** of the beneficiaries were enrolled in internship programs, from which **12** were male and **9** were female. Some of the beneficiaries (**4.84%**) went to attain further academic education (higher education), from which **38** were male and **51** were female. **5.06% (93)** of the beneficiaries were enrolled in additional vocational education/training programs, from which **59** were male and **34** were female. Additionally, **14.3% (263)** of the beneficiaries were settled at home as housewives or househusbands doing family work, from which **94** were male and **169** were female. After the completion of the training program, another **14.3% (263)** of the beneficiaries were not working but they were actively looking for jobs, from these beneficiaries **138** were male and **125** were female. Meanwhile, **1.03% (19)** were not working but were looking forward to setting up a business, of which **11** were male and **18** were female. **5.93% (109)** were also enrolled in the Dessung program, of which **66** were male and **43** were female. Some of the beneficiaries were overseas applicants (**1.36%**) who were looking forward to moving overseas for employment opportunities of which **10** were male and **15** were female.

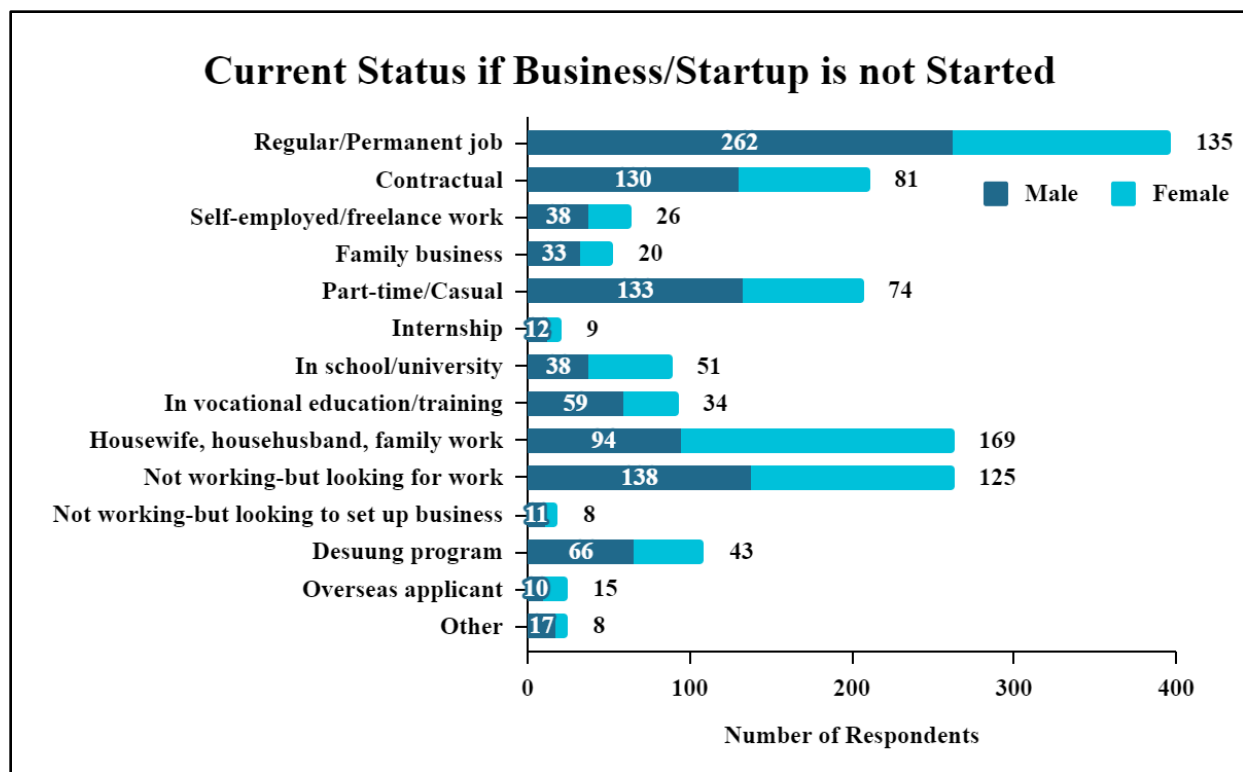


Figure 5.1: Current Status of the Beneficiaries if Business/Startup is not Started

Perspective on Starting a Business/Startup in the Future

41.22% of the beneficiaries shared that they are likely to start a business/startup in the future while **31.59%** had a neutral perspective, followed by **13.87%** who shared that it is unlikely for them to start a business in the future, **9.79%** shared that it is very likely and **3.53%** shared that it is very unlikely.

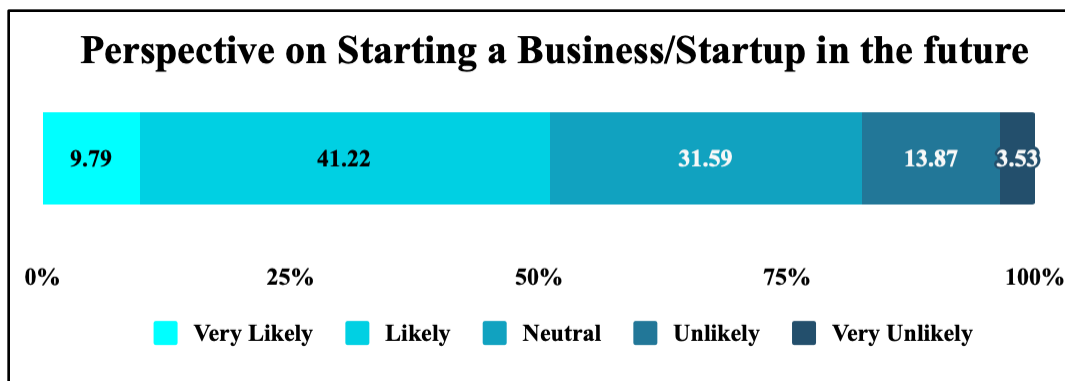


Figure 5.1: Perspective on Starting a Business/Startup in the Future

Awareness on the Existence of Startup Centre and Business Incubation Centre

54.4% of the beneficiaries shared that they were not aware of the existence of startup centres and business incubation centres.

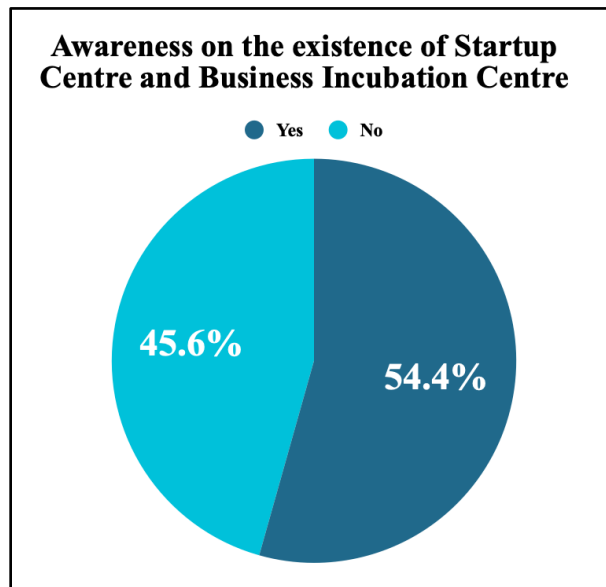


Figure 5.1: Awareness on the Existence of Startup Centre and Business Incubation Centre

Reason for the Unawareness of the Existence of the Startup Centre and Business Incubation Centre

81.89% of the beneficiaries cited lack of information as the most common reason for not being aware of the existence of startup centres and business incubation units followed by **11.16%** who shared lack of promotion as the reason and **6.26%** shared that they were not interested.

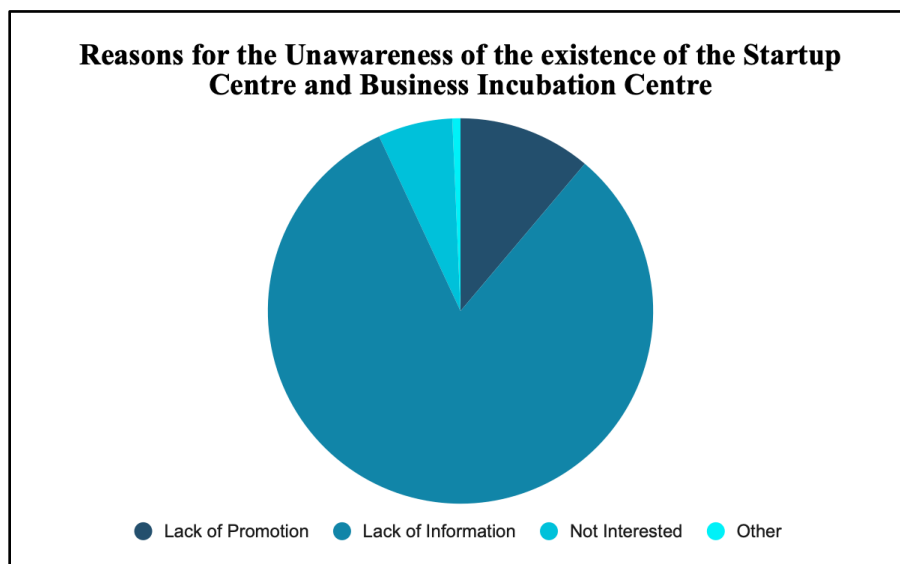


Figure 5.1: Reason for the Unawareness of the Existence of the Startup Centre and Business Incubation Centre

Section F: Program Assessment

In this section, beneficiaries have shared their feedback and ratings on the Entrepreneurship Training Program and its overall quality. They were asked to rate the program using a Likert scale and to provide additional comments.

Rating on the Study Conditions and Provision During the Training Program

When beneficiaries were asked to rate the quality of the classroom/training venue, **41.3%** rated it as very good, while **49.1%** rated it as good. Regarding the quality of the trainers/instructors, **53.2%** rated it as very good, and **42.2%** as good. The training content was rated very good by **40.3%** of the beneficiaries, and good by **52.2%**. The support provided by the institute was rated very good by **45.4%** of the beneficiaries, with **47.1%** rating it as good. For the quality of the learning materials (e.g., books, internet access), **35.8%** rated them as very good, **48.8%** as good, **12.6%** as neutral, **6.3%** as bad, and the rest as very bad. Finally, the quality of the technical tools and equipment was rated very good by **31.8%** of the beneficiaries, good by **53.3%**, bad by **12.4%**, and very bad by the remainder.

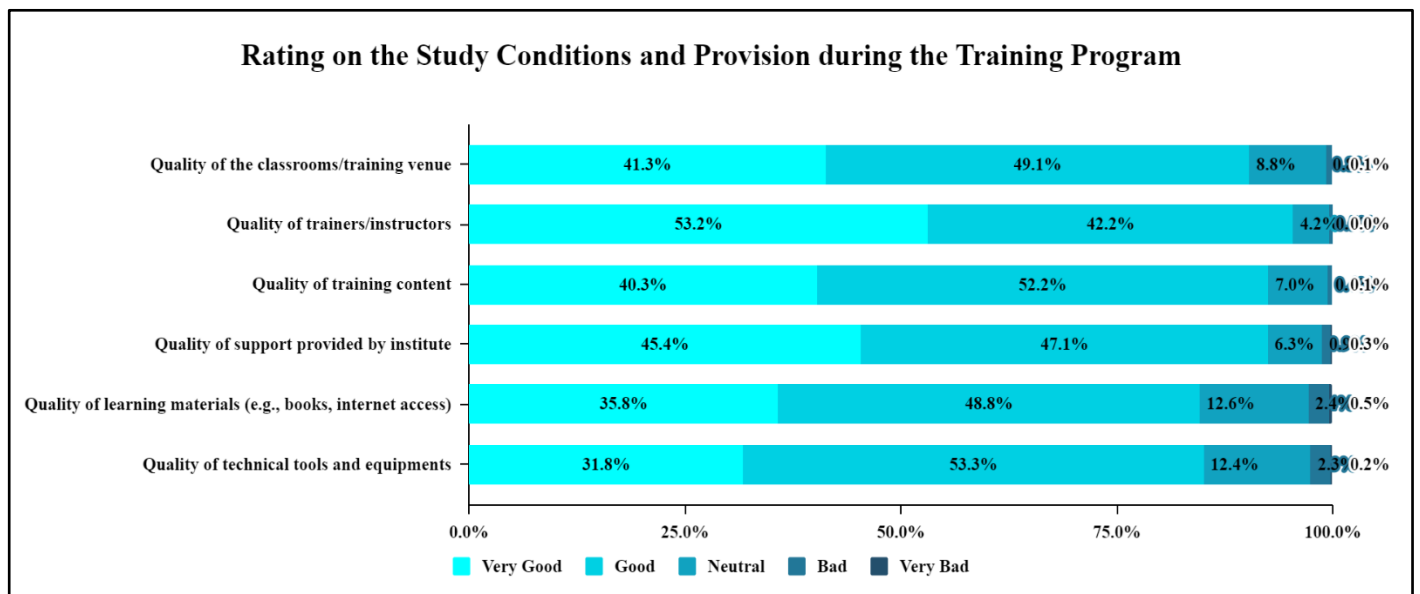


Figure 6.1: Rating on the Study Conditions and Provision During the Training Program

Ratings on the Program Enrolment Experience: Ease, Time, and Briefing

When beneficiaries were asked to rate their satisfaction with the ease of applying for the program, **29.26%** reported being very satisfied, **62.63%** were satisfied, **6.39%** were neutral, and the rest were not satisfied. Regarding the time taken to get enrolled in the program, **27.86%** were very satisfied, **62.42%** were satisfied, **7.95%** were neutral, and the rest were not satisfied. For the program briefing by the training institute, **30.20%** were very satisfied, **62.99%** were satisfied, **6.29%** were neutral, and the rest were not satisfied.

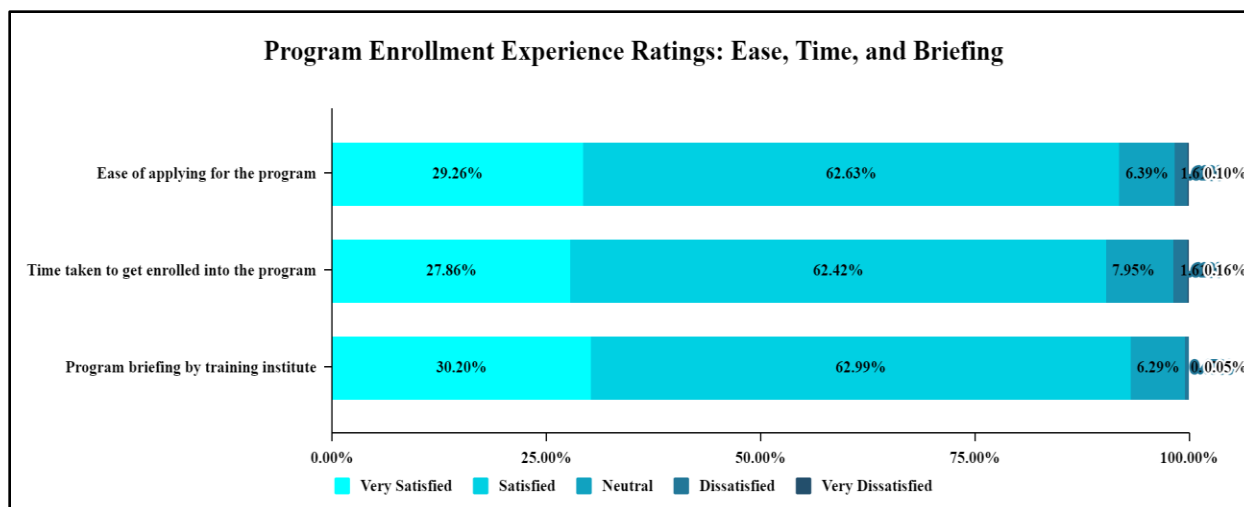


Figure 6.2: Ratings on the Program Enrolment Experience: Ease, Time, and Briefing

Rating on the Usefulness of the Training Program

When beneficiaries were asked to rate the usefulness of the training program in enhancing their employability, **23.34%** rated it as extremely useful, while **66.01%** found it useful, **9.30%** rated it as neutral, and the rest did not find it useful. Regarding the program's usefulness for career development (including business growth for the self-employed), **22.19%** rated it as extremely useful, **67.20%** as useful, **9.36%** as neutral, and the remainder as not useful. For the program's effectiveness in enhancing personal goals, **22.82%** rated it as extremely useful, **65.54%** as useful, **10.29%** as neutral, and the rest did not find it useful."

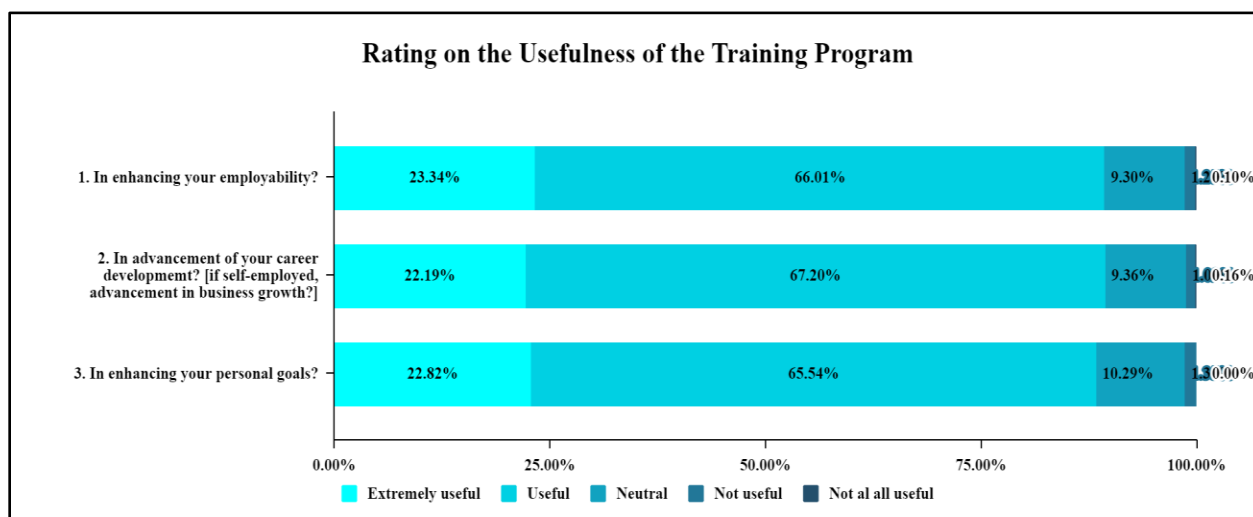


Figure 6.3: Rating on the Usefulness of the Training Program.

Satisfaction with the Training Program in general

When the beneficiaries were asked to rate their overall satisfaction with the training program, **63.7%** reported being satisfied, **28%** were very satisfied, **7.6%** were neutral about the program, and the rest were not satisfied with the training program in general.

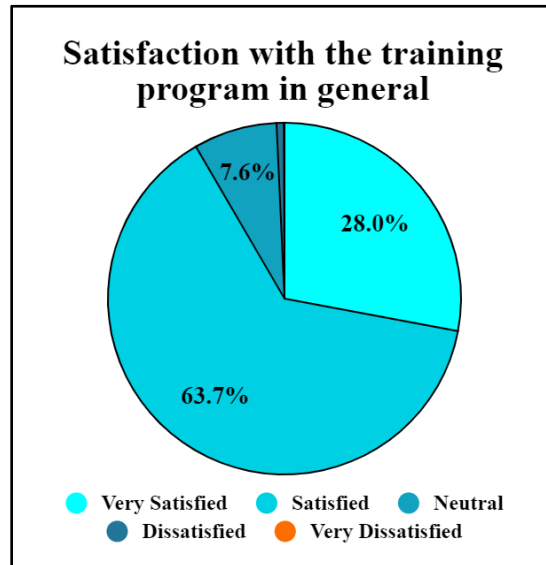


Figure 6.4: Satisfaction with the Training Program in general

Section G: Beneficiaries Feedback on the Course Experience

In this section, the beneficiaries have given their feedback on their overall experience with the training program.

The majority (**29.7%**) of the beneficiaries expressed that the course duration should be extended. They suggested increasing the training program to more than 15 days, ideally to at least a month, to enhance learning and make the program more engaging. Additionally, beneficiaries emphasised the need for more time to gain knowledge and improve performance, noting that the current three-hour daily sessions were insufficient.

6.4% of the beneficiaries felt that the instructors could improve by being more friendly and making the classes more interactive. They also recommended simplifying the entrepreneurship training to ensure it is understandable for all participants, regardless of their qualifications. Furthermore, they expressed the need for a successful entrepreneur with expertise in the field to be involved.

A small group (**0.8%**) mentioned that the training program would be more effective if it were also offered in Dzongkha, as many trainees are not comfortable with English. **12.6%** of the beneficiaries highlighted the need for more practical field visits to gain hands-on experience and understand the challenges of starting a business. They also called for a balanced mix of theoretical and practical content in the training program.

5.6% of the beneficiaries requested more similar courses in the future, noting the course's usefulness and suggesting that entrepreneurship education be included in school curriculums from an early age. **6.9%** of the beneficiaries mentioned the need for financial assistance after completing the course, citing the difficulties in starting a business without potential investors. One beneficiary remarked, “Although the training is useful, it is really difficult to apply in Bhutan, as even if we have good ideas, we lack potential investors, which demotivates our upcoming young entrepreneurs.”

1.07% of the beneficiaries also mentioned the need for financial assistance during the course, suggesting the provision of a daily subsistence allowance (DSA). **23.8%** of the beneficiaries stressed the importance of better learning equipment for effective training. One beneficiary noted the inadequate financial training due to the lack of laptops, making it difficult to manage calculations and data in Microsoft Excel. They emphasized the need for proper equipment to help those interested in starting a business.

1.6% of the beneficiaries suggested reducing the class size to improve the quality of the training, recommending more instructors and smaller class groups. Lastly, **11.2%** of the beneficiaries shared other feedback, such as increasing awareness of the program among youths nationwide, promoting startup centres and other support services, and also follow-up mechanism after the training to effectively utilize the knowledge gained in the entrepreneurship training program.

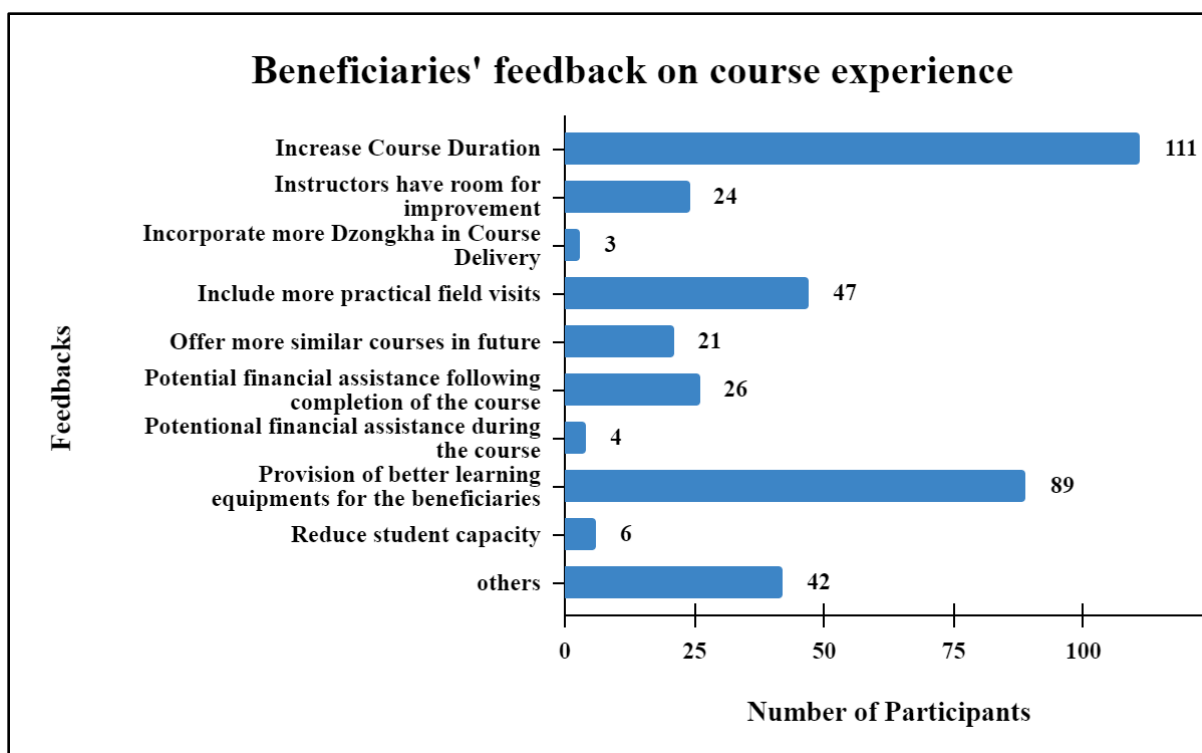


Figure 7.1: Beneficiaries' Feedback on Course Experience

Section H: Recommendations

In order to maximise the program's potential, the following recommendations were; firstly, to extend the training duration to provide more in-depth learning, to incorporate more practical sessions and field visits, to offer financial assistance to support business startups, to improve training equipment and resources, and increase awareness and promotion of the program and available support services. Therefore, implementing these recommendations can substantially enhance the program's capacity to empower individuals in their entrepreneurial pursuits.

V. Conclusion

The entrepreneurship training program, as assessed by the tracer study, has made a significant impact on its beneficiaries, equipping them with the necessary skills and knowledge for entrepreneurial endeavours. The findings highlight a positive reception towards the training quality and content, though several areas for improvement were identified.

The beneficiaries expressed a need for extended course duration, more practical field visits, and additional financial support to enhance the program's effectiveness. Furthermore, increasing awareness about the program and its associated support services is crucial for broader reach and impact.

VI. Appendices

Appendix 1: Survey Questionnaire

COVER

STATIC TEXT

Welcome to the Entrepreneurship Impact Assessment. This survey is for all beneficiaries who have actively participated in the Basic Entrepreneurship Course, supported by the Ministry of Industry, Commerce, and Employment. The purpose of this survey is to gather valuable insights into the outcomes of the entrepreneurship training program, aiming to enhance the program's effectiveness in empowering individual to pursue entrepreneurial endeavors.

STATIC TEXT

1. INSTRUCTIONS

- 1.a. Welcome to the Tracer Survey 2023.
- 1.b. Please complete the survey clearly, concisely and to the best of your knowledge.
- 1.c. Your responses must be factual in order to produce correct statistics.
- 1.d. We encourage you to complete this survey fully.
- 1.e. Read each question thoroughly and respond to them carefully. 1.f. There is no right or wrong answers, therefore kindly complete your survey independently.

2. CONFIDENTIALITY

- 2.a. This survey will be used specifically by the MoICE to improve the delivery and effectiveness of Entrepreneurship Training Program in the future.
- 2.b. The MoICE, regard the confidentiality of survey data to be of utmost importance.
- 2.c. Your responses are completely anonymous.
- 2.d. Your personal and contact information offered voluntarily in this survey are combined with others and summarized so that no personally identifiable information is revealed.
- 2.e. The dataset compiled from this survey will not be publicized or shared, in part or as a whole, with third parties.

3. INQUIRES 3.a. If you have any questions about the survey, please contact: LMICGD, Department of Employment and Entrepreneurship (DoEE), MoICE at 02-326732/02-337552 or lmicgd@moice.gov.bt


Name	TEXT	a1
CID	TEXT	a2
Mobile Number	TEXT	a5

SECTION A:DEMOGRAPHIC INFORMATION

Sex	SINGLE-SELECT 01 <input type="radio"/> Male 02 <input type="radio"/> Female	a3
Date of Birth	DATE MM/DD/YYYY	a4
Married Status	SINGLE-SELECT 01 <input type="radio"/> Never married 02 <input type="radio"/> Living together 03 <input type="radio"/> Married 04 <input type="radio"/> Divorced 05 <input type="radio"/> Separated 06 <input type="radio"/> Widow/Widower	a7
Are you a person with disability?	SINGLE-SELECT 00 <input type="radio"/> No 01 <input type="radio"/> Yes	a8
If yes, what type of disability do you have? E a8==1	MULTI-SELECT 01 <input type="checkbox"/> Seeing 02 <input type="checkbox"/> Hearing 03 <input type="checkbox"/> Speaking 04 <input type="checkbox"/> Mobility 99 <input type="checkbox"/> Other (please specify):_____	a9
Others E a9.Contains (99)	TEXT	a9_1

<p>What is the highest level of education completed?</p>	<p>SINGLE-SELECT a10</p> <p>00 <input type="radio"/> No Education</p> <p>01 <input type="radio"/> Class PP</p> <p>02 <input type="radio"/> Class 1</p> <p>03 <input type="radio"/> Class 2</p> <p>04 <input type="radio"/> Class 3</p> <p>05 <input type="radio"/> Class 4</p> <p>06 <input type="radio"/> Class 5</p> <p>07 <input type="radio"/> Class 6</p> <p>08 <input type="radio"/> Class 7</p> <p>09 <input type="radio"/> Class 8</p> <p>10 <input type="radio"/> Class 9</p> <p>11 <input type="radio"/> Class 10</p> <p>12 <input type="radio"/> Class 11</p> <p>13 <input type="radio"/> Class 12</p> <p>14 <input type="radio"/> Bachelors Degree</p> <p>15 <input type="radio"/> Masters Degree</p> <p>And 3 other symbols [1]</p>
<p>Do you have any Vocational Qualificaton in addition to the education background mentioned above?</p>	<p>SINGLE-SELECT a11</p> <p>01 <input type="radio"/> Yes, National Certificate (NC I/NC II/NC III)</p> <p>02 <input type="radio"/> Yes, National Diploma (ND I/ND II)</p> <p>03 <input type="radio"/> Yes, Institute Certificate</p> <p>04 <input type="radio"/> Yes, Institute Diploma</p> <p>05 <input type="radio"/> Yes, Industry Certificate</p> <p>06 <input type="radio"/> No</p> <p>08 <input type="radio"/> Other (please specify): _____</p>
<p>Others</p> <p>E a11==96</p>	<p>TEXT a11_1</p> <p>.....</p>
<p>Please specify in which field or course you acquired your Vocational Qualification. [e.g., Trekking Guide, Welding, Excavator Operator]</p> <p>E a11==1 a11==2 a11==3 a11==4 a11==5 a11==96</p>	<p>TEXT a11_2</p> <p>.....</p>
<p>Present Dzongkhag</p>	<p>SINGLE-SELECT a12</p> <p>01 <input type="radio"/> Bumthang</p> <p>02 <input type="radio"/> Chukha</p> <p>03 <input type="radio"/> Dagana</p> <p>04 <input type="radio"/> Gasa</p> <p>05 <input type="radio"/> Haa</p> <p>06 <input type="radio"/> Lhuntse</p> <p>07 <input type="radio"/> Mongar</p> <p>08 <input type="radio"/> Paro</p> <p>09 <input type="radio"/> Pemagatshel</p> <p>10 <input type="radio"/> Punakha</p> <p>11 <input type="radio"/> Samdrup Jongkhar</p> <p>12 <input type="radio"/> Samtse</p> <p>13 <input type="radio"/> Sarpang</p> <p>14 <input type="radio"/> Thimphu</p> <p>15 <input type="radio"/> Trashigang</p> <p>16 <input type="radio"/> Trashiyangtse</p> <p>And 4 other symbols [2]</p>
<p>Gewog/Town</p>	<p>SINGLE-SELECT, CASCADING a13</p> <p>001 <input type="radio"/> Chhokhor</p> <p>002 <input type="radio"/> Tang</p> <p>003 <input type="radio"/> Chhumig</p> <p>004 <input type="radio"/> Ura</p> <p>005 <input type="radio"/> Bjagchhog</p> <p>006 <input type="radio"/> Bongo</p> <p>007 <input type="radio"/> Chapchha</p> <p>008 <input type="radio"/> Darla</p> <p>009 <input type="radio"/> Getana</p> <p>010 <input type="radio"/> Doongna</p> <p>011 <input type="radio"/> Geling</p> <p>012 <input type="radio"/> Loggchina</p> <p>013 <input type="radio"/> Maedtab-Maed</p> <p>014 <input type="radio"/> Phuentshogling</p> <p>015 <input type="radio"/> Samphelling</p> <p>016 <input type="radio"/> Drukjeygang</p> <p>And 253 other symbols [3]</p>

SECTION B:MOICE ENTREPRENEURSHIP TRAINING PROGRAM INFORMATION

When did you complete the Entrepreneurship Training Program (B EC)?	DATE MM/DD/YYYY 	b1
Where was the training conducted?	TEXT	b2
Which training provider/institute conducted the training program?	TEXT	b3
How did you hear about the program? [Select most relevant]	SINGLE-SELECT b4 01 <input type="radio"/> Newspaper 02 <input type="radio"/> Radio 03 <input type="radio"/> Television 04 <input type="radio"/> Social Media 05 <input type="radio"/> MoICE (website, facebook) 06 <input type="radio"/> MoICE (GOWA, job fairs, advocacy programs) 07 <input type="radio"/> MoICE (Service Centers/ Regional Officers/ Referrals) 08 <input type="radio"/> Through Training Institute 09 <input type="radio"/> Family/Friends 06 <input type="radio"/> Other (please specify):	b4
Others E b4==96	TEXT	b4_1
What motivated you to join the program? [Maximum of 2 answers possible]	MULTI-SELECT b5 01 <input type="checkbox"/> To learn new skills or knowledge 02 <input type="checkbox"/> To start my own business (self-employment) 03 <input type="checkbox"/> To network with other entrepreneurs 04 <input type="checkbox"/> Temporary measure till I get better opportunities 05 <input type="checkbox"/> Advice of parents/guardians 06 <input type="checkbox"/> Friends were enrolled in the same program 07 <input type="checkbox"/> To get a certificate or recognition 08 <input type="checkbox"/> To fulfil a requirement or obligation 09 <input type="checkbox"/> Interested in the training program 06 <input type="checkbox"/> Others (please specify)	b5
Others E b5. Contains (96)	TEXT	b5_1
What were your expectations from the program? [Maximum of 2 answers possible]	MULTI-SELECT b6 01 <input type="checkbox"/> To gain practical and relevant skills or knowledge 02 <input type="checkbox"/> To get guidance and support from experts or mentors 03 <input type="checkbox"/> To access resources or opportunities for entrepreneurship 04 <input type="checkbox"/> To develop confidence and motivation for entrepreneurship 05 <input type="checkbox"/> To meet and collaborate with other entrepreneurs 06 <input type="checkbox"/> Other (please specify)	b6
Others E b6. Contains (96)	TEXT	b6_1

SECTION C:PRE-TRAINING INFORMATION

What was the highest level of education completed at the time of enrolling in the training program?	<p>SINGLE-SELECT</p> <p>00 <input type="radio"/> No Education</p> <p>01 <input type="radio"/> Class PP</p> <p>02 <input type="radio"/> Class 1</p> <p>03 <input type="radio"/> Class 2</p> <p>04 <input type="radio"/> Class 3</p> <p>05 <input type="radio"/> Class 4</p> <p>06 <input type="radio"/> Class 5</p> <p>07 <input type="radio"/> Class 6</p> <p>08 <input type="radio"/> Class 7</p> <p>09 <input type="radio"/> Class 8</p> <p>10 <input type="radio"/> Class 9</p> <p>11 <input type="radio"/> Class 10</p> <p>12 <input type="radio"/> Class 11</p> <p>13 <input type="radio"/> Class 12</p> <p>14 <input type="radio"/> Bachelors Degree</p> <p>15 <input type="radio"/> Masters Degree</p> <p>And 3 other symbols [4]</p>	c1
Did you undertake any vocational trainings before this training program?	<p>SINGLE-SELECT</p> <p>01 <input type="radio"/> Yes</p> <p>00 <input type="radio"/> No</p>	c2
Which qualification did you achieve before this training program?	<p>SINGLE-SELECT</p> <p>01 <input type="radio"/> National Certificate (NC I/NC II/NC III)</p> <p>02 <input type="radio"/> National Diploma (ND I/ND II)</p> <p>03 <input type="radio"/> Institute Certificate</p> <p>04 <input type="radio"/> Institute Diploma</p> <p>05 <input type="radio"/> Industry Certificate</p> <p>96 <input type="radio"/> Other (please specify)</p>	c3
Others	TEXT	c3_1
E c2==1		
Please specify in which field or course you acquired your Vocational Training. [e.g., Trekking Guide, Welding, Excavator Operator]	TEXT	c3_2
E c3==1 c3==2 c3==3 c3==4 c3==5 c3==96		
Are you a SDP graduate?	<p>SINGLE-SELECT</p> <p>01 <input type="radio"/> Yes</p> <p>00 <input type="radio"/> No</p>	c4
Which SDP course did you avail? [e.g., Bakery and Confectionary, Mechanical Fitter, Backhoe Operator, etc.]	TEXT	c5
E c4==1		
What was your economic activity before you attended the training program?	<p>SINGLE-SELECT</p> <p>01 <input type="radio"/> Regular/Permanent job</p> <p>02 <input type="radio"/> Contractual</p> <p>03 <input type="radio"/> Self-employed/freelance work</p> <p>04 <input type="radio"/> Family business</p> <p>05 <input type="radio"/> Part-time/Casual</p> <p>06 <input type="radio"/> Internship</p> <p>07 <input type="radio"/> In school/university</p> <p>08 <input type="radio"/> In vocational education/training</p> <p>09 <input type="radio"/> Housewife, househusband, family work</p> <p>10 <input type="radio"/> Not working-but looking for work</p> <p>11 <input type="radio"/> Not working-but looking to set up business</p> <p>12 <input type="radio"/> Desuung program</p> <p>13 <input type="radio"/> Overseas returnee</p> <p>96 <input type="radio"/> Other (please specify)</p>	c6
Others	TEXT	c6_1
E c6==96		

<p>How long were you not employed before the training program?</p> <p>E c6==9 c6==10 c6==11 c6==12</p>	<p>SINGLE-SELECT</p> <p>c7</p> <p>01 <input type="radio"/> Less than 1 month</p> <p>02 <input type="radio"/> 1 to less than 3 months</p> <p>03 <input type="radio"/> 3 to less than 6 months</p> <p>04 <input type="radio"/> 6 to less than 9 months</p> <p>05 <input type="radio"/> 9 to less than 12 months</p> <p>06 <input type="radio"/> More than 1 year</p>
<p>If you were employed BEFORE the training program, please provide the duration of employment:</p> <p>E c6==1 c6==2 c6==3 c6==4 c6==5 c6==13</p>	<p>SINGLE-SELECT</p> <p>c8</p> <p>01 <input type="radio"/> Less than 1 month</p> <p>02 <input type="radio"/> 1 to less than 3 months</p> <p>03 <input type="radio"/> 3 to less than 6 months</p> <p>04 <input type="radio"/> 6 to less than 9 months</p> <p>05 <input type="radio"/> 9 to less than 12 months</p> <p>06 <input type="radio"/> More than 1 year</p>

SECTION D:POST-TRAINING INFORMATION

<p>What applied to your situation in the FIRST SIX MONTHS after completing the training program?</p> <p>E d1==96</p>	<p>SINGLE-SELECT</p> <p>d1</p> <p>01 <input type="radio"/> Started my own business/startup</p> <p>02 <input type="radio"/> Regular/permanent job</p> <p>03 <input type="radio"/> Contractual</p> <p>04 <input type="radio"/> Family business</p> <p>05 <input type="radio"/> Part-time/Casual</p> <p>06 <input type="radio"/> Internship</p> <p>07 <input type="radio"/> Further academic education (higher education)</p> <p>08 <input type="radio"/> Additional vocational education/training</p> <p>09 <input type="radio"/> Housewife, househusband, family work</p> <p>10 <input type="radio"/> Not working-but looking for work</p> <p>11 <input type="radio"/> Not working-but looking to set up business</p> <p>12 <input type="radio"/> Desuung program</p> <p>96 <input type="radio"/> Other (please specify)</p>
<p>Others</p> <p>E d1==96</p>	<p>TEXT</p> <p>d1_1</p> <p>.....</p>
<p>When did you start your first entrepreneurial venture after completing the program?</p>	<p>SINGLE-SELECT</p> <p>d2</p> <p>01 <input type="radio"/> Less than 1 month after completing the program</p> <p>02 <input type="radio"/> 1 to less than 3 months after completing the program</p> <p>03 <input type="radio"/> 3 to less than 6 months after completing the program</p> <p>04 <input type="radio"/> 6 to less than 9 months after completing the program</p> <p>05 <input type="radio"/> 9 to less than 12 months after completing the program</p> <p>06 <input type="radio"/> More than 1 year after completing the program</p> <p>07 <input type="radio"/> I have not started a business since completing the program</p>
<p>What was the most successful method for initiating your entrepreneurial venture after completing the program?</p> <p>E d21=7</p>	<p>SINGLE-SELECT</p> <p>d3</p> <p>01 <input type="radio"/> Support and facilitation by the Financial Institutions</p> <p>02 <input type="radio"/> Support and facilitation by MoICE Startup Centres and Business Incubation Centres</p> <p>03 <input type="radio"/> Support and facilitation by CSOs and NGOs</p> <p>04 <input type="radio"/> Support from the government (e.g., Dzongkhag, local government and other agencies)</p> <p>05 <input type="radio"/> With the help of family contacts; parents, relatives, etc.</p> <p>06 <input type="radio"/> With help of personal contacts of friends, fellow students etc.</p> <p>96 <input type="radio"/> Other (please specify)</p>
<p>Others</p> <p>E d3==96</p>	<p>TEXT</p> <p>d3_1</p> <p>.....</p>

<p>If you have not started a business since completing the program, what are the reasons? [Maximum of 3 answers possible]</p> <p>E d3==7</p>	<p>SINGLE-SELECT d4</p> <p>01 <input type="radio"/> Continued education</p> <p>02 <input type="radio"/> Family-related issues</p> <p>03 <input type="radio"/> Health issues/illness</p> <p>04 <input type="radio"/> Marriage</p> <p>05 <input type="radio"/> Lack of interest in starting business</p> <p>06 <input type="radio"/> Unable to find a business opportunity of preference</p> <p>07 <input type="radio"/> Unable to find a relevant market</p> <p>08 <input type="radio"/> Lack of skills needed for entrepreneurship</p> <p>09 <input type="radio"/> Lack of experience needed for entrepreneurship</p> <p>10 <input type="radio"/> Lack of financial resources</p> <p>11 <input type="radio"/> Regulatory hurdles (Licensing issues, clearance and other approval)</p> <p>96 <input type="radio"/> Other (please specify)</p>
<p>Others</p> <p>E d4==96</p>	<p>TEXT d4_1</p> <p>.....</p>

SECTION E:CURRENT STATUS - BUSINESS/STARTUP & EMPLOYMENT

<p>What best describes your current situation?</p>	<p>SINGLE-SELECT e1</p> <p>01 <input type="radio"/> Started a Business</p> <p>02 <input type="radio"/> Have not started a Business</p>
<p>What is the name of your business/startup? [If home-based business, please specify business activity]</p> <p>E e1==1</p>	<p>TEXT e2</p> <p>.....</p>
<p>What is the main economic activity of your business/startup? [eg.:primary education; manufacture of chips; tailoring, etc.]</p> <p>E e1==1</p>	<p>TEXT e3</p> <p>.....</p>
<p>BSIC code</p> <p>E e1==1</p>	<p>NUMERIC: INTEGER e3_1 SCOPE: SUPERVISOR</p> <p>.....</p>
<p>What kind of establishment is your business/startup?</p> <p>E e1==1</p>	<p>SINGLE-SELECT e4</p> <p>01 <input type="radio"/> Sole Proprietorship</p> <p>02 <input type="radio"/> Partnership</p> <p>96 <input type="radio"/> Other (please specify)</p>
<p>Others</p> <p>E e4==96</p>	<p>TEXT e4_1</p> <p>.....</p>
<p>Where is your business/startup located//Dzongkhag</p> <p>E e1==1</p>	<p>SINGLE-SELECT e5</p> <p>01 <input type="radio"/> Bumthang</p> <p>02 <input type="radio"/> Chukha</p> <p>03 <input type="radio"/> Dagana</p> <p>04 <input type="radio"/> Gasa</p> <p>05 <input type="radio"/> Haa</p> <p>06 <input type="radio"/> Lhuntse</p> <p>07 <input type="radio"/> Mongar</p> <p>08 <input type="radio"/> Paro</p> <p>09 <input type="radio"/> Pemagatshel</p> <p>10 <input type="radio"/> Punakha</p> <p>11 <input type="radio"/> Samdrup Jongkhar</p> <p>12 <input type="radio"/> Samtse</p> <p>13 <input type="radio"/> Sarpang</p> <p>14 <input type="radio"/> Thimphu</p> <p>15 <input type="radio"/> Trashigang</p> <p>16 <input type="radio"/> Trashi Yangtse</p> <p>And 4 other symbols [5]</p>

Gewog/Town	<p>SINGLE-SELECT, CASCADING e5_1</p> <p>001 <input type="radio"/> Chhokhor</p> <p>002 <input type="radio"/> Tang</p> <p>003 <input type="radio"/> Chhumig</p> <p>004 <input type="radio"/> Ura</p> <p>005 <input type="radio"/> Bjagchhog</p> <p>006 <input type="radio"/> Bongo</p> <p>007 <input type="radio"/> Chapchha</p> <p>008 <input type="radio"/> Daria</p> <p>009 <input type="radio"/> Getana</p> <p>010 <input type="radio"/> Doongna</p> <p>011 <input type="radio"/> Geling</p> <p>012 <input type="radio"/> Loggchina</p> <p>013 <input type="radio"/> Maedtab-Maed</p> <p>014 <input type="radio"/> Phuentshogling</p> <p>015 <input type="radio"/> Samphelling</p> <p>016 <input type="radio"/> Drukjeygang</p> <p>And 253 other symbols [8]</p>
<p>What is the source of financing for your business/startup?</p> <p>E e1==1</p>	<p>SINGLE-SELECT e6</p> <p>01 <input type="radio"/> Personal Savings</p> <p>02 <input type="radio"/> Loans</p> <p>03 <input type="radio"/> Angel Investors</p> <p>04 <input type="radio"/> Venture Capital</p> <p>05 <input type="radio"/> Government Grants</p> <p>06 <input type="radio"/> Other (please specify)</p>
<p>Others</p> <p>E e6==06</p>	<p>TEXT e6_1</p> <p>.....</p>
<p>What is the Investment Scale for your business/Startup?</p> <p>E e1==1</p>	<p>SINGLE-SELECT e7</p> <p>01 <input type="radio"/> Micro (Up to Nu.1 million)</p> <p>02 <input type="radio"/> Small (Nu. 1 million - Nu.10 million)</p> <p>03 <input type="radio"/> Medium (Nu. 10 million - Nu. 100 million)</p> <p>04 <input type="radio"/> Large (More than Nu. 100 million)</p>
<p>How many employees are there under your Business/Startup excluding yourself?</p> <p>Male:</p> <p>E e1==1</p>	<p>TEXT e8</p> <p>.....</p>
<p>How many employees are there under your Business/Startup excluding yourself?</p> <p>Female</p> <p>E e1==1</p>	<p>TEXT e8_1</p> <p>.....</p>
<p>What is the current status of your business?</p> <p>E e1==1</p>	<p>SINGLE-SELECT e9</p> <p>01 <input type="radio"/> In the launch or operation stage</p> <p>02 <input type="radio"/> In the growth or expansion stage</p> <p>03 <input type="radio"/> In the decline or exit stage</p>
<p>Did you receive any support or guidance while starting your business/Startup?</p> <p>E e1==1</p>	<p>SINGLE-SELECT e10</p> <p>01 <input type="radio"/> Yes</p> <p>00 <input type="radio"/> No</p>
<p>What kind of support did you receive?</p> <p>E e10==1</p>	<p>MULTI-SELECT e11</p> <p>01 <input type="checkbox"/> Mentorship</p> <p>02 <input type="checkbox"/> Training Program</p> <p>03 <input type="checkbox"/> Networking Opportunities</p> <p>04 <input type="checkbox"/> Financial Assistance</p> <p>05 <input type="checkbox"/> Business Space</p> <p>06 <input type="checkbox"/> Legal Support</p> <p>06 <input type="checkbox"/> Other (please specify)</p>
<p>Any suggestions on the type of support you would have liked to receive?</p> <p>E e10==0</p>	<p>TEXT e12</p> <p>.....</p>
<p>To what extent were the knowledge and skills you acquired from the training program adequate in starting your current business/startup?</p> <p>E e1==1</p>	<p>SINGLE-SELECT e13</p> <p>05 <input type="radio"/> Very adequate</p> <p>04 <input type="radio"/> Adequate</p> <p>03 <input type="radio"/> Neutral</p> <p>02 <input type="radio"/> Inadequate</p> <p>01 <input type="radio"/> Not adequate at all</p>

<p>To what extent has the training helped you in starting your current business/startup?</p> <p>E e1==1</p>	<p>SINGLE-SELECT e14</p> <p>05 <input type="radio"/> Very relevant</p> <p>04 <input type="radio"/> Somewhat relevant</p> <p>03 <input type="radio"/> Neutral</p> <p>02 <input type="radio"/> Somewhat irrelevant</p> <p>01 <input type="radio"/> Not at all relevant</p>
<p>If you have not started your business/startup, what is your current status?</p> <p>E e1==2</p>	<p>SINGLE-SELECT e15</p> <p>01 <input type="radio"/> Regular/Permanent job</p> <p>02 <input type="radio"/> Contractual</p> <p>03 <input type="radio"/> Self-employed/freelance work</p> <p>04 <input type="radio"/> Family business</p> <p>05 <input type="radio"/> Part-time/Casual</p> <p>06 <input type="radio"/> Internship</p> <p>07 <input type="radio"/> In school/university</p> <p>08 <input type="radio"/> In vocational education/training</p> <p>09 <input type="radio"/> Housewife, househusband, family work</p> <p>10 <input type="radio"/> Not working-but looking for work</p> <p>11 <input type="radio"/> Not working-but looking to set up business</p> <p>12 <input type="radio"/> Desuung program</p> <p>13 <input type="radio"/> Overseas applicant</p> <p>96 <input type="radio"/> Other (please specify)</p>
<p>What are your perspectives on starting a business/startup in the future?</p> <p>E e1==2</p>	<p>SINGLE-SELECT e16</p> <p>01 <input type="radio"/> Very Likely</p> <p>02 <input type="radio"/> Likely</p> <p>03 <input type="radio"/> Neutral</p> <p>04 <input type="radio"/> Unlikely</p> <p>05 <input type="radio"/> Very Unlikely</p>
<p>Are you aware of the existence of startup centres and business incubation centres?</p>	<p>SINGLE-SELECT e17</p> <p>01 <input type="radio"/> Yes</p> <p>00 <input type="radio"/> No</p>
<p>Did you avail this service?</p> <p>E e1==1 && e17==1</p>	<p>SINGLE-SELECT e18</p> <p>01 <input type="radio"/> Yes</p> <p>00 <input type="radio"/> No</p>
<p>How satisfied are you with the service you availed?</p> <p>E e18==1</p>	<p>SINGLE-SELECT e19</p> <p>05 <input type="radio"/> Very satisfied</p> <p>04 <input type="radio"/> Satisfied</p> <p>03 <input type="radio"/> Neutral</p> <p>02 <input type="radio"/> Dissatisfied</p> <p>01 <input type="radio"/> Very dissatisfied</p>
<p>Any suggestions on improving the service provided by the Startup centres/Business incubation centres?</p> <p>E e18==1</p>	<p>TEXT e20</p> <p>.....</p>
<p>Why did you not avail their services?</p> <p>E e18==0</p>	<p>SINGLE-SELECT e21</p> <p>01 <input type="radio"/> Lack of information</p> <p>02 <input type="radio"/> Distance/Location</p> <p>03 <input type="radio"/> Time Constraints</p> <p>04 <input type="radio"/> Not Needed</p> <p>96 <input type="radio"/> Other (please specify)</p>
<p>Others</p> <p>E e21==96</p>	<p>TEXT e21_1</p> <p>.....</p>
<p>Why were you not aware of their existence?</p> <p>E e17==0</p>	<p>SINGLE-SELECT e22</p> <p>01 <input type="radio"/> Lack of Promotion</p> <p>02 <input type="radio"/> Lack of Information</p> <p>03 <input type="radio"/> Not Interested</p> <p>96 <input type="radio"/> Other (please specify)</p>
<p>Others</p> <p>E e22==96</p>	<p>TEXT e22_1</p> <p>.....</p>

SECTION F: PROGRAM ASSESSMENT

How would you rate the study conditions and provisions you experienced during the program? 1. Quality of the classrooms/training venue	<p>SINGLE-SELECT</p> <p>05 <input type="radio"/> Very Good</p> <p>04 <input type="radio"/> Good</p> <p>03 <input type="radio"/> Neutral</p> <p>02 <input type="radio"/> Bad</p> <p>01 <input type="radio"/> Very Bad</p>	f1_1
How would you rate the study conditions and provisions you experienced during the program? 2. Quality of trainers/instructors	<p>SINGLE-SELECT</p> <p>05 <input type="radio"/> Very Good</p> <p>04 <input type="radio"/> Good</p> <p>03 <input type="radio"/> Neutral</p> <p>02 <input type="radio"/> Bad</p> <p>01 <input type="radio"/> Very Bad</p>	f1_2
How would you rate the study conditions and provisions you experienced during the program? 3. Quality of training content	<p>SINGLE-SELECT</p> <p>05 <input type="radio"/> Very Good</p> <p>04 <input type="radio"/> Good</p> <p>03 <input type="radio"/> Neutral</p> <p>02 <input type="radio"/> Bad</p> <p>01 <input type="radio"/> Very Bad</p>	f1_3
How would you rate the study conditions and provisions you experienced during the program? 4. Quality of support provided by institute	<p>SINGLE-SELECT</p> <p>05 <input type="radio"/> Very Good</p> <p>04 <input type="radio"/> Good</p> <p>03 <input type="radio"/> Neutral</p> <p>02 <input type="radio"/> Bad</p> <p>01 <input type="radio"/> Very Bad</p>	f1_4
How would you rate the study conditions and provisions you experienced during the program? 5. Quality of learning materials (e.g., books, internet access)	<p>SINGLE-SELECT</p> <p>05 <input type="radio"/> Very Good</p> <p>04 <input type="radio"/> Good</p> <p>03 <input type="radio"/> Neutral</p> <p>02 <input type="radio"/> Bad</p> <p>01 <input type="radio"/> Very Bad</p>	f1_5
How would you rate the study conditions and provisions you experienced during the program? 6. Quality of technical tools and equipments	<p>SINGLE-SELECT</p> <p>05 <input type="radio"/> Very Good</p> <p>04 <input type="radio"/> Good</p> <p>03 <input type="radio"/> Neutral</p> <p>02 <input type="radio"/> Bad</p> <p>01 <input type="radio"/> Very Bad</p>	f1_6
How would you rate your satisfaction in the following parameters? 1. Ease of applying for the program	<p>SINGLE-SELECT</p> <p>05 <input type="radio"/> Very Satisfied</p> <p>04 <input type="radio"/> Satisfied</p> <p>03 <input type="radio"/> Neutral</p> <p>02 <input type="radio"/> Dissatisfied</p> <p>01 <input type="radio"/> Very Dissatisfied</p>	f2_1
How would you rate your satisfaction in the following parameters? 2. Time taken to get enrolled into the program	<p>SINGLE-SELECT</p> <p>05 <input type="radio"/> Very Satisfied</p> <p>04 <input type="radio"/> Satisfied</p> <p>03 <input type="radio"/> Neutral</p> <p>02 <input type="radio"/> Dissatisfied</p> <p>01 <input type="radio"/> Very Dissatisfied</p>	f2_2
How would you rate your satisfaction in the following parameters? 3. Program briefing by training institute	<p>SINGLE-SELECT</p> <p>05 <input type="radio"/> Very Satisfied</p> <p>04 <input type="radio"/> Satisfied</p> <p>03 <input type="radio"/> Neutral</p> <p>02 <input type="radio"/> Dissatisfied</p> <p>01 <input type="radio"/> Very Dissatisfied</p>	f2_3
In retrospect, to what extent are you satisfied with the training program in general?	<p>SINGLE-SELECT</p> <p>05 <input type="radio"/> Very Satisfied</p> <p>04 <input type="radio"/> Satisfied</p> <p>03 <input type="radio"/> Neutral</p> <p>02 <input type="radio"/> Dissatisfied</p> <p>01 <input type="radio"/> Very Dissatisfied</p>	f3

<p>Altogether, how do you rate the usefulness of the training program?</p> <p>1. In enhancing your employability?</p>	<p>SINGLE-SELECT</p> <p>05 <input type="radio"/> Extremely useful</p> <p>04 <input type="radio"/> Useful</p> <p>03 <input type="radio"/> Neutral</p> <p>02 <input type="radio"/> Not useful</p> <p>01 <input type="radio"/> Not at all useful</p>	f4_1
<p>Altogether, how do you rate the usefulness of the training program?</p> <p>2. In advancement of your career development?</p> <p>[if self-employed, advancement in business growth?]</p>	<p>SINGLE-SELECT</p> <p>05 <input type="radio"/> Extremely useful</p> <p>04 <input type="radio"/> Useful</p> <p>03 <input type="radio"/> Neutral</p> <p>02 <input type="radio"/> Not useful</p> <p>01 <input type="radio"/> Not at all useful</p>	f4_2
<p>Altogether, how do you rate the usefulness of the training program?</p> <p>3. In enhancing your personal goals?</p>	<p>SINGLE-SELECT</p> <p>05 <input type="radio"/> Extremely useful</p> <p>04 <input type="radio"/> Useful</p> <p>03 <input type="radio"/> Neutral</p> <p>02 <input type="radio"/> Not useful</p> <p>01 <input type="radio"/> Not at all useful</p>	f4_3
<p>Rate this statement: "I would recommend this program to my friends."</p>	<p>SINGLE-SELECT</p> <p>05 <input type="radio"/> Strongly Agree</p> <p>04 <input type="radio"/> Agree</p> <p>03 <input type="radio"/> Neutral</p> <p>02 <input type="radio"/> Disagree</p> <p>01 <input type="radio"/> Strongly Disagree</p>	f5
<p>Rate this statement: "Looking back, if I had to choose again, I would choose the same training program."</p>	<p>SINGLE-SELECT</p> <p>05 <input type="radio"/> Strongly Agree</p> <p>04 <input type="radio"/> Agree</p> <p>03 <input type="radio"/> Neutral</p> <p>02 <input type="radio"/> Disagree</p> <p>01 <input type="radio"/> Strongly Disagree</p>	f6
<p>Any Feedback to improve the overall training program</p>	<p>TEXT</p> <p>.....</p>	f7

Appendix 2: Detailed Tables

Table 1.1: Call Status

Call Status	Gender		Total
	Male	Female	
Connected	1,090	835	1,925
No Response	43	41	84
Switched Off	53	61	114
Number does not Exist	120	86	206
Wrong Number	100	63	163
Cannot be connected	28	44	72
Total	1,434	1,130	2,564

Table 1.2: Distribution of Respondents by Age Group and Gender

Age Group	Male	Female	Total
15 - 19	221	224	445
20 - 24	620	402	1022
25 - 29	171	105	276
30 - 34	46	50	96
35 - 39	23	39	62
40 - 44	6	14	20
45 - 49	2	1	3
50+	1	0	1
Total	1090	835	1925

Table 1.3: Distribution of Respondents by Educational Qualification and Gender (CURRENT)

Education Qualification	Male	Female	Total
Bachelor's degree & above	73	71	144
Certificate/Diploma	20	14	34
Class 12	748	568	1,316
Class 10 & 11	178	124	302
Class 9 & below	68	32	100
No Education	3	22	25
Others	0	4	4
Total	1,090	835	1,925

Table 1.4: Distribution of Respondents by Vocational Qualification and Gender (CURRENT)

Vocational Qualification	Male	Female	Total
No	456	572	1,028
Yes, National Certificate (NC I/NC II/NC III)	378	96	474
Yes, National Diploma (ND I/ND II)	2	4	6
Yes, Institute Certificate	244	146	390
Yes, Institute Diploma	0	5	5
Yes, Industry Certificate	6	3	9
Other	4	9	13
Total	1,090	835	1,925

Table 1.5: Distribution of Respondents by Specific Area of Study or Training (CURRENT)

Current_VQ	Male	Female	No. of Participants
Domestic Wiring	71	25	96
Auto Mechanic	76	15	91
Auto Electrician	53	24	77
Domestic Electrician	52	11	63
Auto Mobile	43	0	43
Plumbing	24	16	40
Bakery and Confectionery	6	29	35
Welding	30	2	32
Excavator Operator	28	0	28
Tailoring	2	25	27
Basic Furniture Making	22	2	24
Construction Carpentry	18	6	24
Computer Hardware and Networking	5	16	21
Hair and Beauty Therapy	5	14	19
Earthmoving Equipment Mechanic	15	3	18
Mechanical Fitting	14	2	16
Guide	13	1	14
Masonry	11	3	14
Heavy Vehicle Mechanic	11	1	12
ECCD	0	11	11
Heavy Vehicle Driving	11	0	11
Other	7	4	11
Refrigeration and Air Conditioning Technician	9	2	11
Panel Beating	9	0	9
CCTV System	4	4	8

Culinary Arts	4	4	8
Home Appliance	6	2	8
Auto Painting	6	1	7
Basic Internet of Things (IoT)	3	4	7
Basic Wood Painting	6	1	7
Driving	5	2	7
Tile Laying	4	3	7
Accountancy	1	5	6
Embroidery	0	5	5
ICT	3	2	5
Tourism and Hospitality	3	2	5
3D Printing	3	1	4
Digital Marketing	3	1	4
IT and Networking	2	2	4
Backhoe Loader Operator	3	0	3
Barista	2	1	3
Basic Entrepreneurship Course	2	1	3
Metal Art Design and Fabrication	3	0	3
Patrap	3	0	3
Solar Power Technology	1	2	3
Air Conditioning	2	0	2
Basic Digital Marketing	1	1	2
Landscape Design	0	2	2
Lhadrip	2	0	2
Motor Rewinding	2	0	2
Spa	0	2	2
Wood Carving	2	0	2
Cable Servicing	1	0	1
Candy Production	1	0	1
Cloud Computing	1	0	1
Concierge	1	0	1
Electronic Installing	1	0	1
Gold and Silver Smith	1	0	1
Insulation	1	0	1
Jewelry Designing	1	0	1
Jim-Zop	1	0	1
Land Survey	0	1	1
Maintenance of Farm Machinery	1	0	1
Metal Art and Design	1	0	1

Mobile Repairing	1	0	1
Photo Painting	1	0	1
Programmable Logic Controller (PLC)	1	0	1
Sowa Rigpa and Wellness	1	0	1
Transmission and Distribution Lineman	1	0	1
Weaving	0	1	1
Total	627	262	889

Table 1.6: Distribution of Respondents by Dzongkhag and Gender

Dzongkhag	Male	Female	Total
Bumthang	22	24	46
Chukha	112	33	145
Dagana	41	16	57
Gasa	7	5	12
Haa	17	5	22
Lhuntse	15	11	26
Mongar	43	42	85
Paro	57	58	115
Pemagatshel	36	17	53
Punakha	59	63	122
Samdrup Jongkhar	37	30	67
Samtse	43	29	72
Sarpang	96	60	156
Thimphu	320	291	611
Trashigang	37	36	73
Trashigang Yangtse	20	20	40
Trongsa	8	11	19
Tsirang	21	9	30
Wangdue	66	57	123
Zhemgang	33	18	51
Total	1,090	835	1,925

Table 2.1: Distribution of the Respondents by the Training Location and Gender

Training_location	Total
AFITD, Thimphu	19
AMC, Paro	16
BITH, Thimphu	38
Bumthang	14
Dagapela, Dagana	13
Doksum, Trashiyangtse	20
Gasa	19
Global Retail Academy, Thimphu	19
Jampeling, Haa	8
JWPTI, Sarpang	125
KGUMSB, Thimphu	39
Mongar	21
NIZC, Thimphu	164
NLDTI, Thimphu	59
PCE, Paro	79
Pelrithang Arm Force, Gelephu	5
RDTC, Zhemgang	46
RITH, Thimphu	14
RTA, Thimphu	7
Startup Centre, Thimphu	30
Thimphu	5
Thrimshing, Trashigang	18
TTI Chumey, Bumthang	170
TTI Khuruthang, Punakha	215
TTI Rangjung, Trashigang	196
TTI Samthang, Wangdue	402
TTI Thimphu, Thimphu	67
TTPL, Thimphu	50
Youth Centre, Paro	13
Zhemgang	25
Wangdue Phodrang	4
Dagana	2
Sarpang	2
Samtse	1
Grand Total	1925

Table 2.2: Source of Information about the Training Program

How did you first hear about the program?	No. of Participants
Through Training Institute	1,071
Family/Friends	287
Social Media	285
MoICE (website, Facebook)	151
Other	50
MoICE (Service Centres/ Regional Officers/ Referrals)	45
MoICE, (GOWA, job fairs, advocacy program)	25
Television	9
Newspaper	2
Total	1,925

Table 2.3: Motivation to join the Training Program

What motivated you to join the Program?	No. of Participants
To learn new skills or knowledge	1458
To start my own business (self-employment)	848
Interested in the training program	413
To fulfil a requirement or obligation	153
Advice of parents/guardians	83
Temporary measure till I get better opportunity	61
To network with other entrepreneurs	52
Friends were enrolled in the same program	32
To get a certificate or recognition	32
Others	16
Total	3148
Valid cases: 1925	
Missing cases: 0	

Table 2.4 Expectation from the Training Program

What were your expectations from the program?	No. of Participants
To gain practical and relevant skills	1693
To get guidance and support from entrepreneurs	509
To access resources or opportunity	177
To develop confidence and motivation	330
To meet and collaborate with other	38
Others	12
Total	2759
Valid cases: 1925	
Missing cases: 0	

Table 3.1: Distribution of the Respondents by Educational Qualification and Gender (Pre-Training)

Educational Qualification	Male	Female	Total
Bachelor's degree & above	58	52	110
Certificate/Diploma	21	11	32
Class 12	756	576	1,332
Class 10-11	180	139	319
Class 9 & below	71	31	102
No Education	4	22	26
Others	0	4	4
Total	1,090	835	1,925

Table 3.2: Respondent's Pretraining Vocational Qualification

Vocational Qualification	Number of participants
Yes	645
No	1,280
Total	1,925

Table 3.2.1: Vocational Qualification before the Training Program

Which qualification did you achieve before this training program?	Male	Female	Total
National Certificate (NC I/NC II/NC III)	304	70	374
National Diploma (ND I/ND II)	2	2	4
Institute Certificate	160	90	250
Institute Diploma	1	2	3
Industry Certificate	4	4	8
Other	1	5	6
Total	472	173	645

Table 3.3: SDP Status of the Respondents

SDP graduate	gender		Total
	Male	Female	
Yes	526	491	1,017
No	564	344	908
Total	1,090	835	1,925

Table 1.15: Distribution of First Country Priority for Future Overseas Employment

SDP_Course	gender		Total
	Male	Female	
Bakery and Confectionary	49	124	173
Domestic Wiring	57	27	84
Tailoring	5	67	72
Basic Wood Painting	43	6	49
Basic Furniture Making	36	10	46
ECCD	5	37	42
Computer Hardware and Networking	14	21	35
Domestic Electrician	26	6	32
Hair and Beauty Therapy	4	20	24
Plumbing	18	6	24
Auto Mechanic	19	4	23
Basic Digital Marketing	11	11	22
Sowa Rigpa and Wellness	9	13	22
Barista	11	10	21
Other	11	9	20
Solar Power Technology	11	7	18
Tile Laying	9	8	17
CCTV System	11	5	16

Construction Carpentry	14	1	15
ICT	5	10	15
Mechanical Fitter	12	2	14
Heavy Vehicle Driving	12	0	12
Welding	12	0	12
Farm Machineries Maintenance	7	4	11
3D Printing	6	4	10
Auto Electrician	6	4	10
Driving	8	2	10
Accountancy	4	5	9
Basic Internet of Things (IoT)	1	8	9
Embroidery	0	8	8
Home Appliance	6	2	8
IT and Networking	3	5	8
Weaving	0	8	8
Dairy Production	6	1	7
Metal Art Design an Fabrication	5	2	7
Mushroom Production	5	2	7
Basic Floriculture	2	4	6
Culinary Arts	5	1	6
Heavy Vehicle Mechanic	6	0	6
Lhadrip	6	0	6
Mobile Repairing	3	3	6
Spa	1	5	6
Wood Carving	6	0	6
Food and Beverage Service	0	5	5
Metal Art and Design	5	0	5
Acting-Black Box Theatre	0	3	3
Auto Mobile	3	0	3
Excavator Operator	3	0	3
Food Production	1	2	3
Patrap	2	1	3
Backhoe Loader Operator	2	0	2
Cloud Computing - AWS re/Start Program	1	1	2
Guide	2	0	2
Heavy Earth Moving Operator	2	0	2
Masonry	1	1	2
Motor Rewinding	2	0	2
Refrigeration and Air Conditioning Technician	2	0	2

Tourism and Hospitality	1	1	2
3D Animation	1	0	1
Agro Farming	0	1	1
Animation and Cinematography	0	1	1
Art and Craft Training	1	0	1
Auto Painting	0	1	1
Earthmoving Equipment Mechanic	1	0	1
Insulation	1	0	1
Landscape Design	0	1	1
Panel Beating	1	0	1
Passenger Bus Driving	1	0	1
Poultry Production	1	0	1
Programmable Logic Controller (PLC)	1	0	1
Repair Home Appliance.	0	1	1
Vegetable Production	1	0	1
Total	526	491	1,017

Table 3.4: Economic Activity of the respondents before training

Economic activity before attending the training program.	Gender		Total
	Male	Female	
Regular/Permanent job	48	25	73
Contractual	49	13	62
Self-employed/freelance work	49	17	66
Family business	12	19	31
Part-time/Casual	124	50	174
Internship	8	1	9
In school/university	126	134	260
In vocational education/training	363	244	607
Housewife, househusband, family work	101	148	249
Not working-but looking for work	143	132	275
Not working-but looking to set up business	7	5	12
Desuung program	39	32	71
Overseas returnee	12	10	22
Other	9	5	13
Total	1,090	835	1,925

Table 3.5: Duration of Unemployment before Training Program

How long were you not employed before the training program?	Gender		Total
	Male	Female	
Less than 1 month	23	15	38
1 to less than 3 months	49	61	110
3 to less than 6 months	41	52	93
6 to less than 9 months	33	24	57
9 to less than 12 months	25	25	50
More than 1 year	119	139	258
Total	290	316	606

Table 3.6: Duration of Employment before the Training Program

If you were employed BEFORE the training program, please provide the duration of Employment	Gender		Total
	Male	Female	
Less than 1 month	24	5	29
1 to less than 3 months	42	13	55
3 to less than 6 months	45	11	56
6 to less than 9 months	25	14	39
9 to less than 12 months	14	10	24
More than 1 year	144	80	224
Total	294	133	427

Table 4.1: Status in the FIRST SIX MONTHS after completing the training program

FIRST SIX MONTHS after completing the training program	Gender		Total
	Male	Female	
Started my own business/startup	44	29	73
Regular/permanent job	187	83	270
Contractual	113	63	176
Family business	22	27	49
Part-time/Casual	198	117	315
Internship	20	20	40
Further academic education (higher education)	31	48	79
Additional vocational education/training	112	65	177
Housewife, househusband, family work	101	154	255
Not working-but looking for work	139	126	265

Not working-but looking to set up business	15	11	26
Desuung program	87	78	165
Other	21	13	34
Total	1,090	834	1,924

Table 4.2: First Entrepreneurial Venture after completing the program

When did you start your first entrepreneurial venture after completing the program	Gender		Total
	Male	Female	
Less than 1 month after completing the program	74	43	117
1 to less than 3 months after completing the program	41	21	62
3 to less than 6 months after completing the program	24	17	41
6 to less than 9 months after completing the program	16	5	21
9 to less than 12 months after completing the program	7	3	10
More than 1 year after completing the program	15	12	27
I have not started a business since completing the program	913	733	1,646
Total	1,090	834	1,924

Table 4.3: Most Successful Method for initiating the entrepreneurial venture

Most successful method for initiating the entrepreneurial venture	Number of Participants
Support and facilitation by the Financial Institutions	54
Support and facilitation by MoICE Startup Centres and Business Incubation Centres	42
Support and facilitation by CSOs and NGOs	6
Support from the government (e.g., Dzongkhag, local government (e.g., Dzongkhag, local government and other agencies)	35
With the help of family contacts; parents, relatives, etc.	86
With help of personal contacts of friends, fellow students etc.	45
Other	10
Total	278

Table 5.1: Current Status of the Respondents by Gender

Current status	Gender		Total
	Male	Female	
Started a Business	49	36	85
Have not started a Business	1,041	798	1,839
Total	1,090	834	1,924

Table 5.2: Classification of Business by Major Industry Group

Major Industry Group	No. of Business
Agriculture and Forestry	9
Mining and Quarrying	35
Water Supply, Sewerage and Waste Manage	1
Construction	2
Wholesale & Retail Trade; Repair of Mot	19
Accommodation and Food Service Activities	11
Professional, Scientific and Technical	1
Administrative and Support Service Activities	3
Arts, Entertainment and Recreation	1
Other Service Activities	3
Total	85

Table 5.3: Type of Establishment

What kind of establishment is your business/startup?	No. of Business
Sole Proprietorship	71
Partnership	14
Total	85

Table 5.4: Business Location

Dzongkhag	No. of Business
Bumthang	6
Chhukha	1
Dagana	2
Gasa	2
Haa	3
Lhuntse	2
Mongar	7

Paro	5
Pemagatshel	1
Punakha	1
Samdrup Jongkhar	3
Samtse	3
Sarpang	3
Thimphu	24
Trashigang	5
Trashi Yangtse	5
Trongsa	3
Tsirang	4
Wangdue	1
Zhemgang	4
Total	85

Table 5.5: Source of Funding for the establishment of the business/startup

Source of Funding	No. of Participants
Personal Savings	46
Loans	18
Angel Investors	1
Venture Capital	1
Government Grants	12
Others	7
Total	85

Table 5.6: Classification of Business/Startup by Investment scale

Investment Scale	No. of Business
Micro (Up to Nu.1 million)	69
Small (Nu. 1 million - Nu.10 million)	14
Medium (Nu. 10 million - Nu. 100 millio)	2
Total	85

Table 5.7: Number of Employments Generated by Major Industry Group and Gender

Industry Group	Male	Female	Total
Accommodation and Food Service Activities	1	2	3
Agriculture and Forestry	5	20	25
Mining and Quarrying	52	12	64
Wholesale & Retail Trade; Repair of Motor Vehicles	17	4	21
Grand Total	75	38	113

Table 5.8: Current status of the Business

Current Status of the Business	No. of Business/Start-up
In the launch or operation stage	30
In the growth or expansion stage	34
In the decline or exit stage	21
Total	85

Table 5.9: Type of support or guidance received by the 48 Business/Startup

Kind of Support or Guidance Received	No. of Business/Start-up
Mentorship	5
Training Program	16
Networking opportunities	3
Financial Assistance	30
Business Space	4
Other	1
Total	59

Table 5.10: Type of support or guidance required by the 37 Business/Startup

Kind of support or guidance required	No. of Business/Startup
Business Location	2
Equipment support	3
Financial support	15
Guidance	1
No suggestion	13
Skilled Employee	2
Support related to finding market.	1
Total	37

Table 5.11: Adequacy of the knowledge and skills acquired from the training program in starting the current business/startup.

To what extent were the knowledge and skills you acquired from the training program adequate in starting your current business/startup?	No. of Business/Startup
Very adequate	20
Adequate	51
Neutral	11
Inadequate	2
Not adequate at all	1
Total	85

Table 5.12: Helpfulness of the training in starting the current business/startup

To what extent has the training helped you in starting your current business/startup?	No. of Business/Startup
Very helpful	56
Somewhat helpful	19
Neutral	6
Somewhat not helpful	2
Not at all helpful	2
Total	85

Table 5.13: Current status if Business/Startup is not started.

If you have not started your business/startup, what is your current status?	Male	Female	No. of Respondents
Regular/Permanent job	262	135	397
Contractual	13	81	211
Self-employed/freelance work	38	26	64
Family business	33	20	53
Part-time/Casual	133	74	207
Internship	12	9	21
In school/university	38	51	89
In vocational education/training	59	34	93
Housewife, househusband, family work	94	169	263
Not working-but looking for work	138	125	263
Not working-but looking to set up business	11	8	19
Desuung program	66	43	109

Overseas applicant	10	15	25
Other	17	8	25
Total	924	798	1,839

Table 5.14: Perspective on Starting a Business/Startup in the future

What are your perspectives on starting a business/startup in the future?	Number of Participants
Very Likely	180
Likely	758
Neutral	581
Unlikely	255
Very Unlikely	65
Total	1,839

Table 6.1: Ratings on the study conditions and provisions during the Program

How would you rate the study conditions and provisions you experienced during the program?	Very Good	Good	Neutral	Bad	Very Bad
Quality of the classrooms/training venue	41.3%	49.1%	8.8%	0.8%	0.1%
Quality of trainers/instructors	53.2%	42.2%	4.2%	0.5%	0.0%
Quality of training content	40.3%	52.2%	7.0%	0.4%	0.1%
Quality of support provided by institute	45.4%	47.1%	6.3%	0.9%	0.3%
Quality of learning materials (e.g., books, internet access)	35.8%	48.8%	12.6%	2.4%	0.5%
Quality of technical tools and equipment	31.8%	53.3%	12.4%	2.3%	0.2%

Table 6.2: Program Enrolment Experience Ratings: Ease, Time, and Briefing

How would you rate your satisfaction in the following parameters?	Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied
Ease of applying for the program	29.26%	62.63%	6.39%	1.61%	0.10%
Time taken to get enrolled into the program	27.86%	62.42%	7.95%	1.61%	0.16%
Program briefing by training institute	30.20%	62.99%	6.29%	0.47%	0.05%

Table 6.3: Rating on the Usefulness of the Training Program

Altogether, how do you rate the usefulness of the training program?	Extremely useful	Useful	Neutral	Not useful	Not at all useful
1. In enhancing your employability?	23.34%	66.01%	9.30%	1.25%	0.10%
2. In advancement of your career development? [if self-employed, advancement in business growth?]	22.19%	67.20%	9.36%	1.09%	0.16%
3. In enhancing your personal goals?	22.82%	65.54%	10.29%	1.35%	0.00%

Table 7.1: Feedback from the Participants

Feedbacks	Number of Participants
Increase Course Duration	111
Instructors have room for improvement	24
Incorporate more Dzongkha in Course Delivery	3
Include more practical field visits	47
Offer more similar courses in future	21
Potential financial assistance following completion of the course	26
Protentional financial assistance during the course	4
Provision of better learning equipment for the beneficiaries	89
Reduce student capacity	6
others	42
Grand Total	373

Appendix 3: Glossary of Terms

1. **Basic Entrepreneurship Course (BEC):** BEC is one of the many entrepreneurship courses provided by the Department of Employment and Entrepreneurship, Ministry of Industry, Commerce and Employment for individuals to make them familiar with entrepreneurship and to build a vibrant entrepreneurial ecosystem in the country.
2. **Beneficiaries:** Beneficiaries are the participants of the Basic Entrepreneurship Course who responded to this survey.