



ASSESSING THE EMPLOYMENT POTENTIAL IN BHUTAN'S EMERGING ELECTRIC VEHICLE (EV) SECTOR

Market Feasibility 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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Foreword

The Department of Employment and Entrepreneurship, Ministry of Industry, Commerce and Employment is pleased to share the market feasibility study on “Assessing the Employment Potential in Bhutan’s Emerging Electric Vehicle (EV) Sector.” Bhutan is steadily transitioning toward a sustainable, low-carbon economy, with Electric Vehicles (EVs) emerging as a key pillar of this transformation. The adoption of EVs is driven by national policies, international collaborations, and growing awareness of environmental sustainability. As the sector expands, it is essential to ensure that this growth translates into meaningful employment opportunities for Bhutanese youth and builds a workforce capable of supporting the nation’s green economy.

The finding of this study will aim to explore workforce demand, identify skills gaps, assess employment potential, and provide actionable insights for businesses, policymakers, and technical training institutes. Therefore, the primary objective of this study is to firstly explore the scope of job creation in the EV sector, then explore the skills gap, and workforce demand within the growing EV sector in Bhutan.

We express our gratitude to all respondents who shared their valuable insights and experiences. We hope that this report serves as a guiding resource for further development and enhancement of workforce training initiatives in Bhutan’s emerging EV sector.



Kunzang Lhamu

Director General

Department of Employment and Entrepreneurship

Ministry of Industry, Commerce and Employment

I. Executive Summary

This Report provides an analysis of Bhutan's emerging EV sector, examining market growth, workforce demand, critical technical skills, and training requirements. Based on responses from 137 workshops, service centers, and dealerships in Thimphu, the study reveals that while the EV market is still in its early stages, there is growing demand for trained and certified EV technicians. Key challenges include a shortage of skilled workforce, inadequate training opportunities, limited practical exposure, and weak collaboration between industry and technical institutes. Respondents highlighted the importance of hands-on training, internships, field exposure, and formal certification to develop a competent, industry-ready workforce. The findings also indicate that businesses are willing to hire graduates from technical institutes and upskill existing technicians with minimal additional training. The report underscores the potential for creating meaningful employment opportunities in the EV sector and recommends targeted actions such as strengthening industry-institute collaboration, enhancing practical training modules, implementing recognized certification programs, and improving access to essential tools and resources. By addressing these areas, Bhutan can cultivate a skilled EV workforce, promote sustainable sector growth, and advance national objectives of carbon neutrality and economic development.

II. Background and Objectives

In line with the nation's commitment to achieving carbon neutrality and reducing dependency on fossil fuels, the adoption of Electric Vehicles (EV) is steadily gaining momentum. While the market is still at a nascent stage, government policies, international partnerships, and increasing public awareness of environmental sustainability are creating an enabling environment for EV expansion. At the same time, it is equally important to understand whether this growing sector will translate into meaningful employment opportunities for Bhutanese youth. With this objective, the Labour Market Information and Career Guidance Division (LMICGD) under the Department of Employment and Entrepreneurship (DoEE) conducted a market research study titled "Assessing the Employment Potential in Bhutan's Emerging Electric Vehicle (EV) Sector." This study seeks to explore the job creation prospects within the EV industry and assess its potential to contribute to Bhutan's workforce development.

The primary objective of this research is to:

- Explore the scope of job creation in EV sector,
- Explore the skills gap, and
- Workforce demand within the growing EV sector in Bhutan.

III. Methodology

The study was carried out using a structured questionnaire administered through short telephonic interviews. Using the KOBO Toolbox platform, the Labour Market Information and Career Guidance Division (LMICGD) under the Department of Employment and Entrepreneurship (DoEE) developed the questionnaire designed to capture the perspectives of workshops, service centers, and dealerships that are either currently engaged in the EV sector.

Prior to the actual interviews, the questionnaire was reviewed and pre-tested within the division to ensure clarity, flow, and relevance of the questions. The questionnaire captured the following areas:

- Demographic Profile
- Business Type & EV Industry Perception
- EV Service Volume, Charges & Salary Potential
- Workforce and Skills Demand
- Training Program Needs
- Employment Potential
- Collaboration and Support

This study was carried out in Thimphu Dzongkhag, focusing on automobile workshops and EV dealers as the main respondents. The sampling frame was taken from the Bhutan Labour Market Information System (BLMIS) and complemented with data requested from the Department of Trade, covering a total of 173 workshops and car dealers. The study was conducted in a single phase through telephonic interviews with owners, managers, or representatives. This approach was chosen to ensure higher response rates, minimize non-response, and allow clarifications during the interviews. Enumerators recorded responses directly into a structured questionnaire form in KOBO Toolbox platform which was further assessed by two dashboard managers before approval, ensuring consistency and accuracy of the data collected.

The data was further cleaned using the excel sheet before the analysis and the data analysis was then done using descriptive statistics from the google sheet.

IV. Results

Section 1: Demographic Profile

Call Status

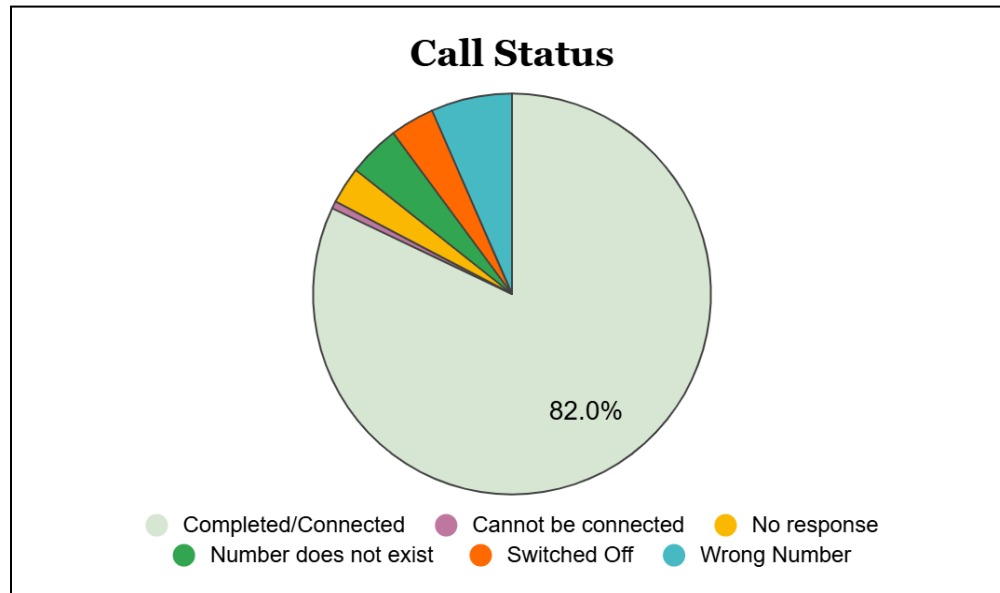


Figure 1: Call Status

Out of the 173 respondents the call was successfully connected with **137** of them, which represents **82%** of the total. The remaining **18%** could not be reached due to reasons such as switched-off phones, non-existent or incorrect numbers, and failed connections

Section 2: Business Type & EV Industry Perception

Business Type

Among the 137 respondents, **78.1%** (107) were workshop owners or service providers, **10.2%** (14) were car dealers, and the remaining **11.7%** (16) engaged in both car sales and workshop services.

Perception on EV Market Growth

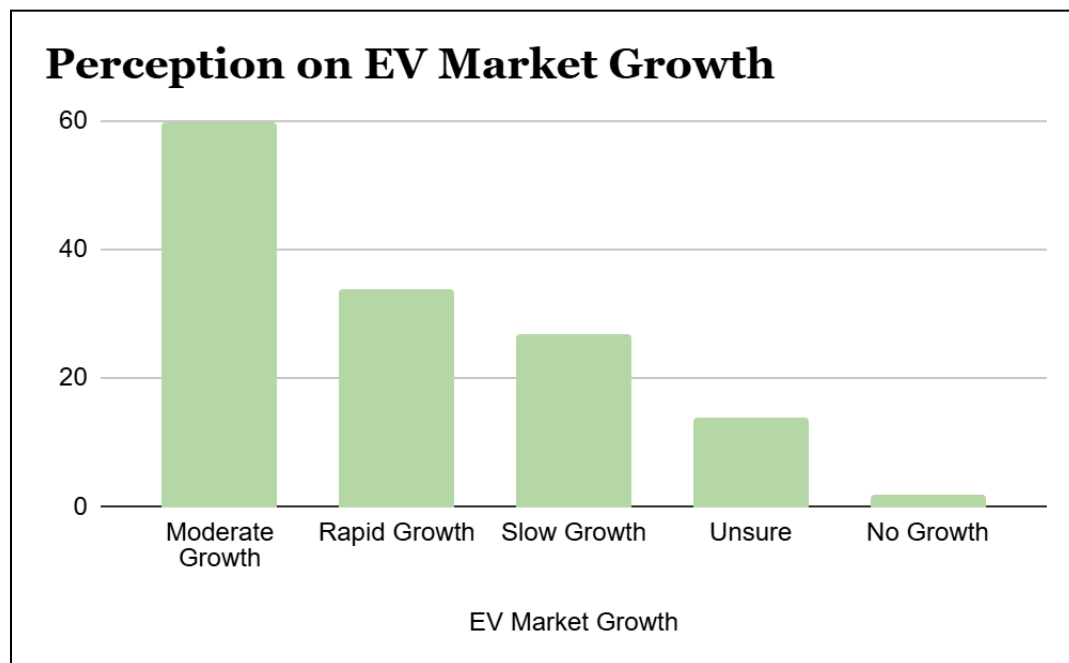


Figure 2: Perception on EV Market Growth

When the respondents were asked about the growth of the EV market in their respective areas, **44%** (60) stated that the market showed moderate growth. Meanwhile, **25%** (34) perceived rapid growth, while others reported slow growth, were unsure, or indicated no growth, particularly in cases where they had limited involvement with EVs.

Engagement in EV-Related Services

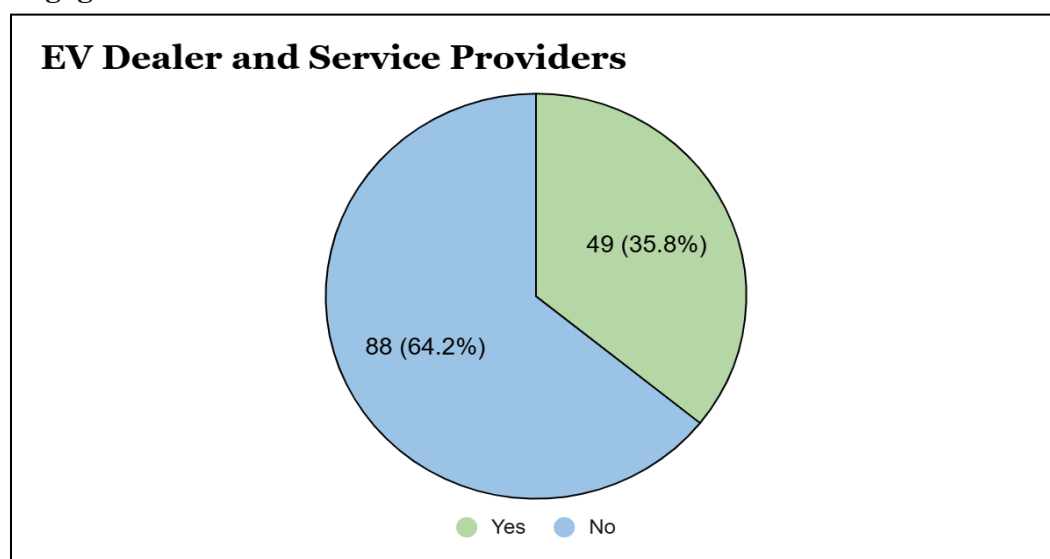


Figure 3: Engagement in EV related Services

Among the total respondents, only **35.8%** (49) were engaged in EV sales or providing EV-related services, while the remaining **64.2%** (88) were not involved in this sector. Accordingly, the subsequent questions were directed only to those respondents dealing with EVs.

EV Dealers and Service Providers:

Among the total respondents engaged in the EV sector, 75.5% (37) were workshop owners providing EV-related services, while the remaining 24.5% (12) were involved in EV sales.

Future Demand for EVs and its Services (2–3 Years)

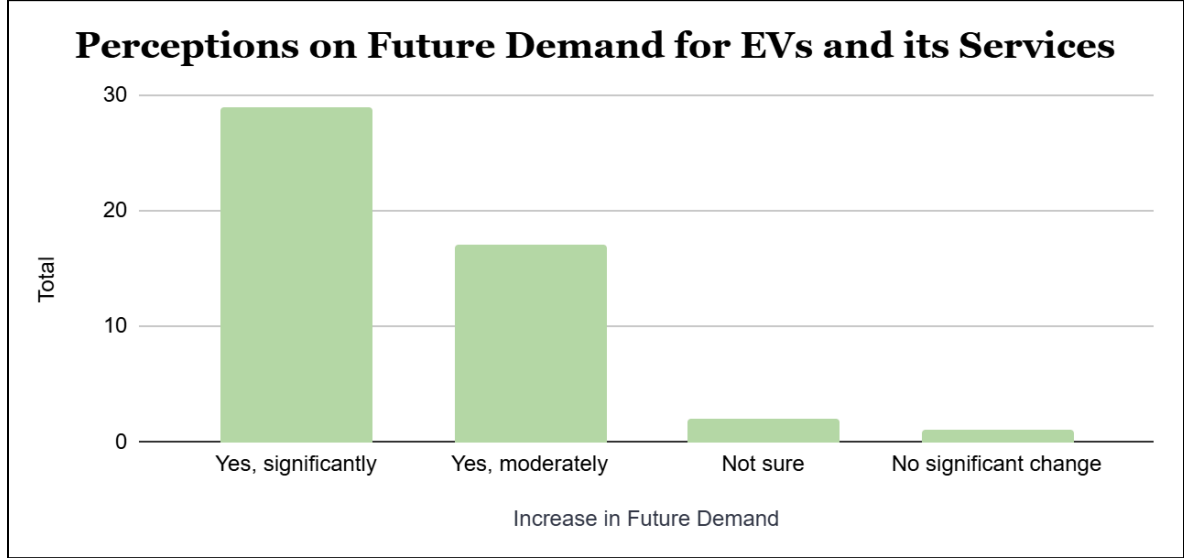


Figure 4: Perception on the increase of Future demand for EVs and its services

When the respondents engaged in EV sales or services were asked about their expectations for demand over the next 2–3 years, a majority, **59%** (29) anticipated a significant increase. Meanwhile, **35%** (17) expected a moderate increase, while the remaining respondents were either unsure or anticipated no notable changes.

Section 3: EV Service Volume, Charges & Salary Potential

Types of EVs Handled

Among the respondents, **43%** (21) primarily dealt with both 4-wheelers (cars/SUVs) and commercial vehicles such as taxis, while **20%** (10) dealt only with 4-wheelers (cars/SUVs). The remaining respondents were engaged in a mix of services, including 2-wheelers, 4-wheelers, commercial vehicles (taxis), or a combination of these.

Number of EVs received for Servicing/Sales per month

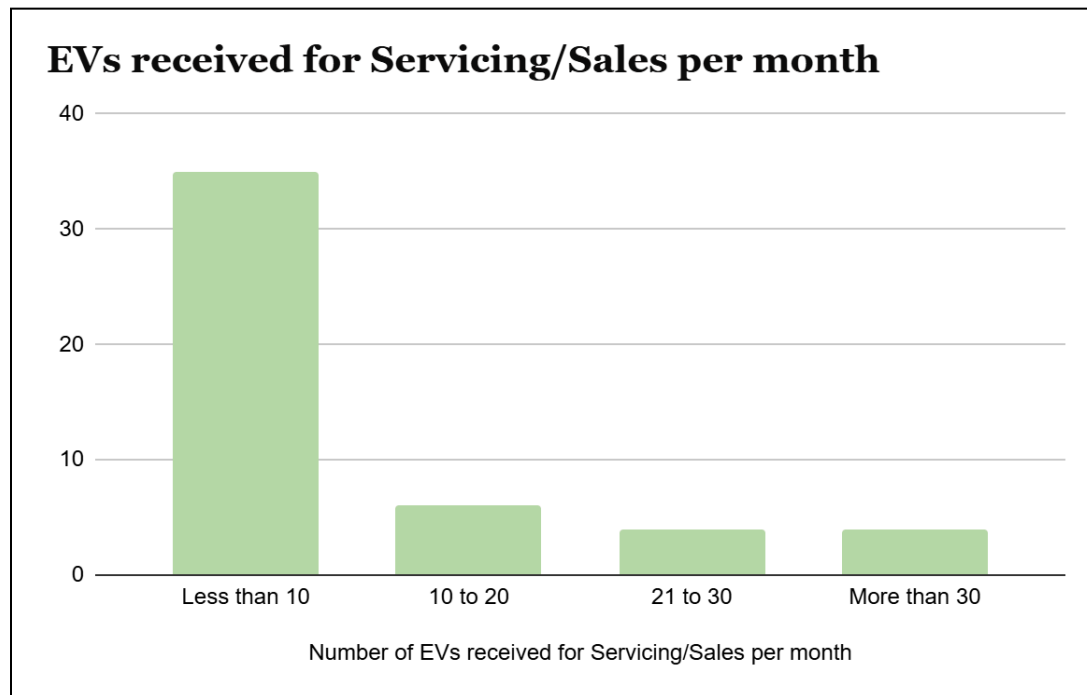


Figure 5: Number of EVs received for servicing/sales per month

Majority of the respondents when asked on the number of EV received for servicing/sales, **71%** (35) responded that they receive less than 10 EVs for servicing/buying per month, meanwhile **12%** (6) of the respondents receive 10-20 EVs for servicing/sales inquiry per month, and only a few receive 21-30 and also more than 30 in a month.

Average service charge for EVs

For EV (2-wheelers), **23%** (11 respondents) reported an average service charge below Nu. 1,000. For EV (4-wheelers), **49%** (24 respondents) indicated an average charge below Nu. 1,500. A small number of respondents reported higher charges, ranging from Nu. 3,000 to above Nu. 5,000.

Expected Salary Range for Trained EV Workforce

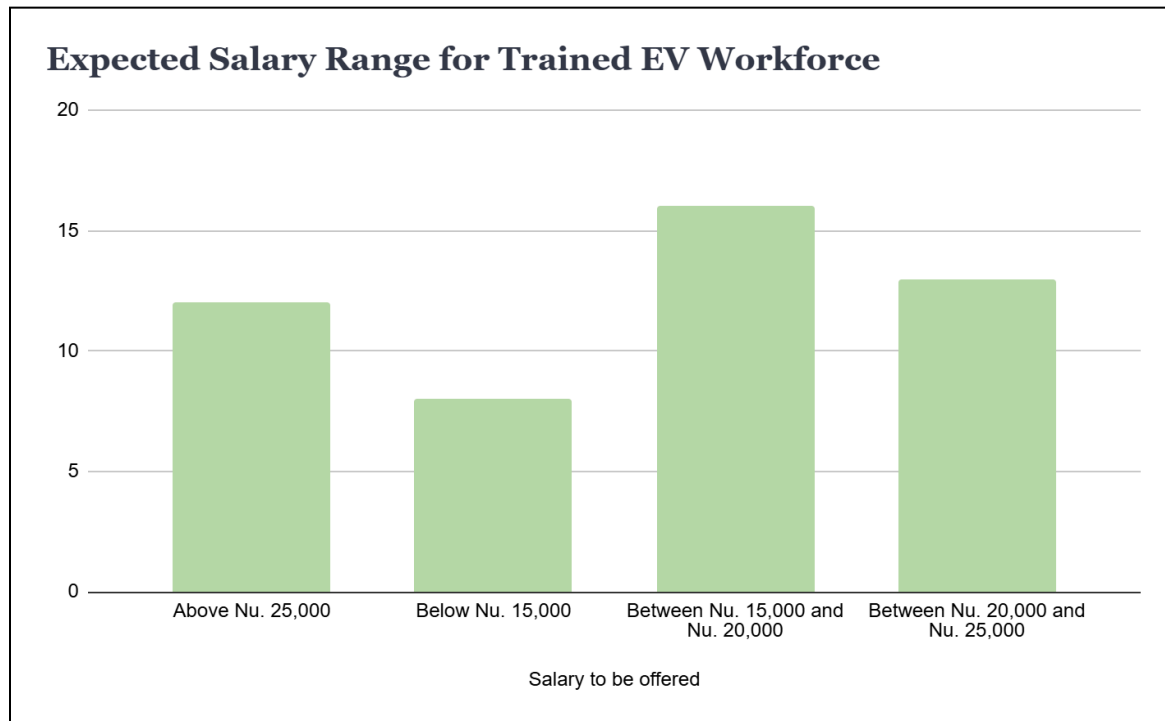


Figure 6: Expected Salary range for trained EV workforce

The majority of respondents, **33%** (16), indicated they would offer a monthly salary between Nu. 15,000 and Nu. 20,000 for a trained EV workforce. Meanwhile, **27%** (13) stated they would offer between Nu. 20,000 and Nu. 25,000. Some respondents mentioned they would offer more than Nu. 25,000, while only a few indicated a salary below Nu. 15,000.

Moreover, when the respondents were asked whether they would offer performance-based incentives or bonuses to trained EV workforce, the majority, **40%** (20) responded 'yes', and **28%** (14) with a 'maybe' and rest with 'no'.

Section 4: Workforce and Skills Demand

Shortage of EV-Trained Workforce

Shortage in trained EV Workforce

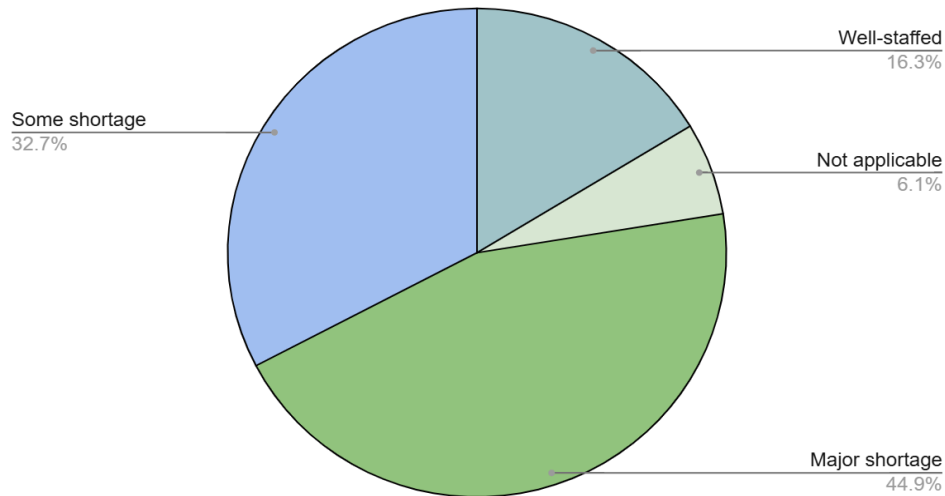


Figure 7: Current Shortage of Trained EV Workforce in Businesses

When respondents were asked whether they were currently experiencing a shortage of trained EV workforce in their businesses, **44.9%** (22) reported facing a major shortage, while **32.7%** (16) indicated experiencing some shortage. The remaining respondents stated that they were adequately staffed, or that the question was not applicable to them.

Challenges faced when dealing with EV maintenance or Service

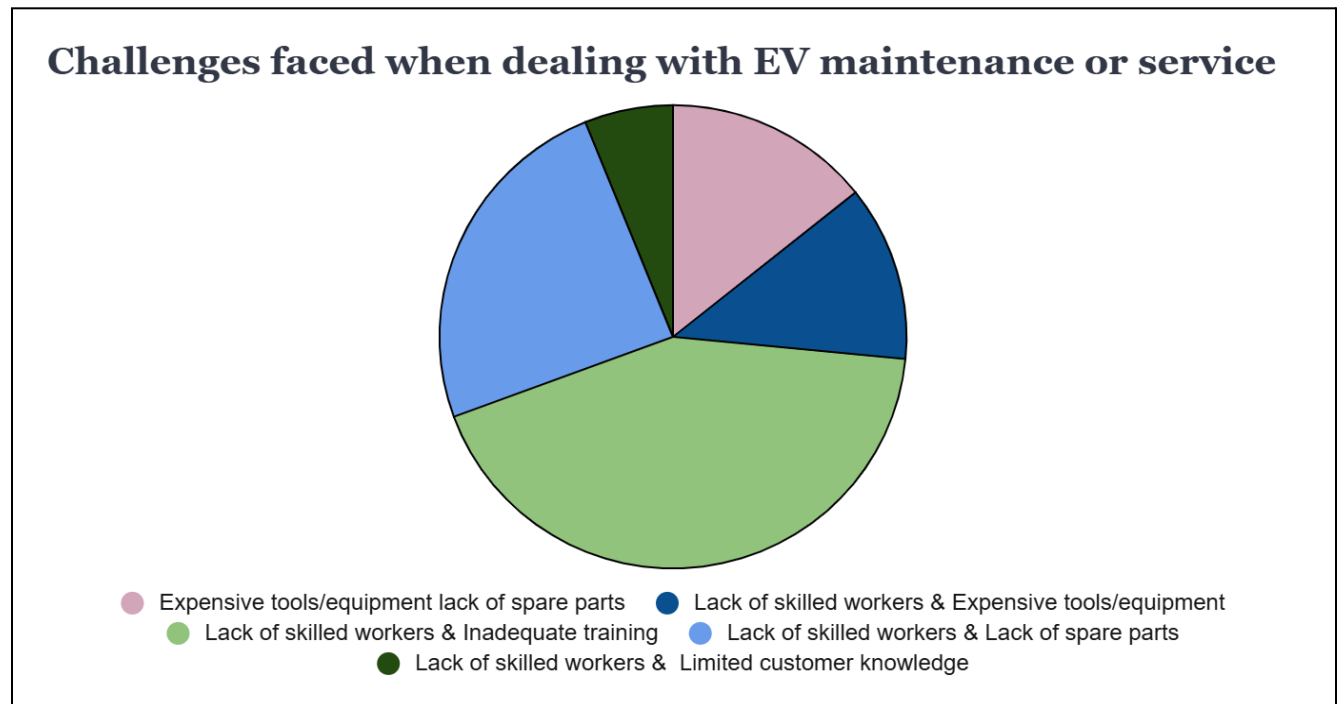


Figure 8: Challenges faced when dealing with EV maintenance or service

When asked about the main challenges in EV maintenance and services, the majority of respondents (**42.8%**, 21) identified a lack of skilled workers and inadequate training for EV-related workforce as the primary issue. Additionally, **24.5%** (12) cited both the shortage of skilled workers and the unavailability of spare parts as major challenges. The remaining respondents highlighted the high cost of tools and equipment for EV maintenance. Overall, the most frequently mentioned challenge was the lack of skilled workforce in the EV sector.

Critical Technical Skills Needed in the EV Sector

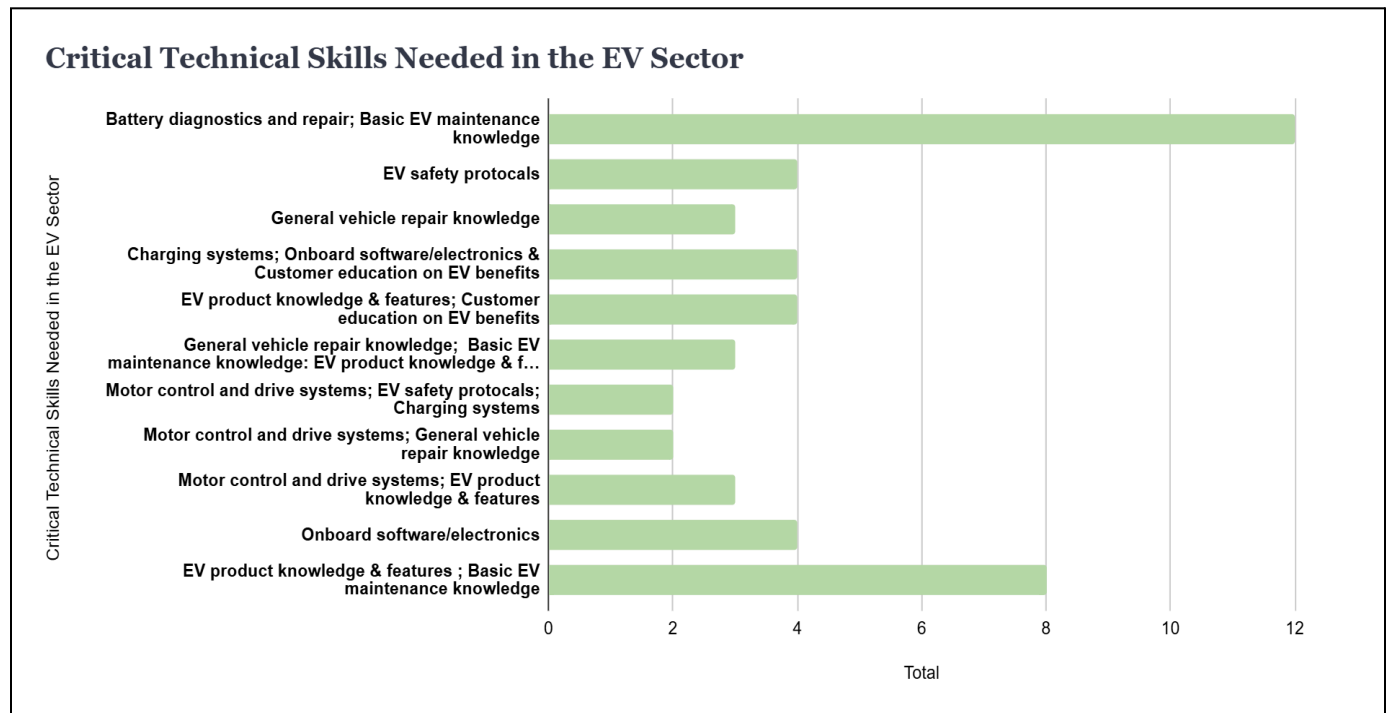


Figure 9: Critical Technical Skills Needed in the EV Sector

When respondents were asked about the most critical technical skills for the EV workforce, the majority (**24.4%**, 12) identified battery diagnostics and repair, along with basic EV maintenance knowledge, as the most essential skills. Additionally, **16.3%** of respondents (8) highlighted the importance of EV product knowledge and understanding of vehicle features, combined with fundamental maintenance skills, as critical for ensuring proper servicing and customer satisfaction. A smaller proportion, **8.2%** (4), pointed to Onboard software and electronics skills, noting that proficiency in these areas is becoming increasingly necessary given the digital integration of modern EV systems. Other respondents emphasized the importance of expertise in motor control and drive systems, EV charging systems, and adherence to safety protocols, reflecting the technical diversity within the sector. Moreover, a few respondents mentioned that customer education on EV benefits, alongside general vehicle repair knowledge, is also a valuable skill set, underscoring the broader role of EV technicians in not only servicing vehicles but also supporting end-users and promoting awareness about EV technology.

Preferred Minimum Qualifications for EV Workforce Recruitment.

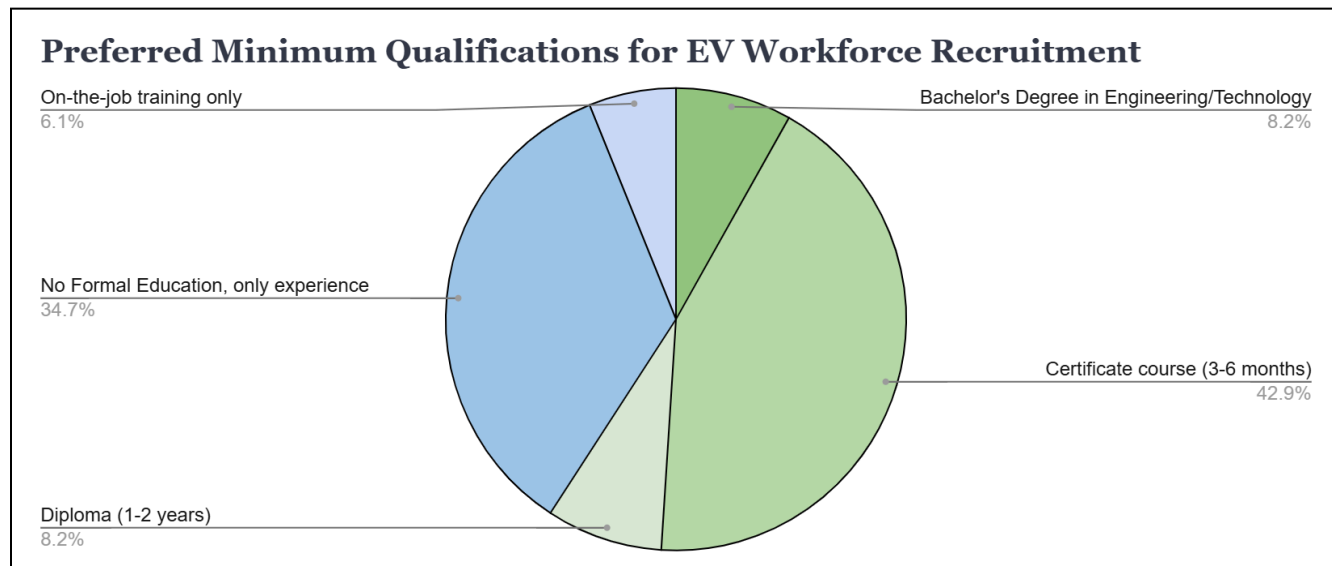


Figure 10: Preferred Minimum Qualifications for EV Workforce Recruitment.

When respondents were asked about their preferred qualifications for hiring an EV-related workforce, the majority (**42.9%**, 21) indicated that candidates should have completed a certificate course in EV-related fields. This preference reflects the growing importance of formal technical knowledge in the EV sector. Meanwhile, **34.7%** (17) of respondents expressed that relevant experience in the EV sector, even without formal qualifications, would be acceptable, highlighting the value of practical, hands-on expertise in addressing real-world challenges. A smaller proportion of respondents mentioned that on-the-job training could be a suitable approach for preparing the workforce, emphasizing the importance of continuous skill development within the organization. Additionally, only a few respondents preferred candidates to hold a diploma, and an even smaller number considered a Bachelor's degree in Engineering or Technology as the preferred qualification.

Section 5: Training Program Needs

Perceived Benefits of EV Mechanics Certification on Business Growth and Operations

When respondents were asked whether a formal course in EV mechanics would contribute to the growth and efficiency of their business operations, the findings revealed that the majority (**87.8%**, 43) agreed that formal training in EV mechanics would positively impact their business, enabling them to operate more effectively and handle EV-related services with greater expertise.

The remaining respondents were either satisfied with their current operations or uncertain about the potential benefits of formal EV training.

Key Components of an Effective EV Training Program

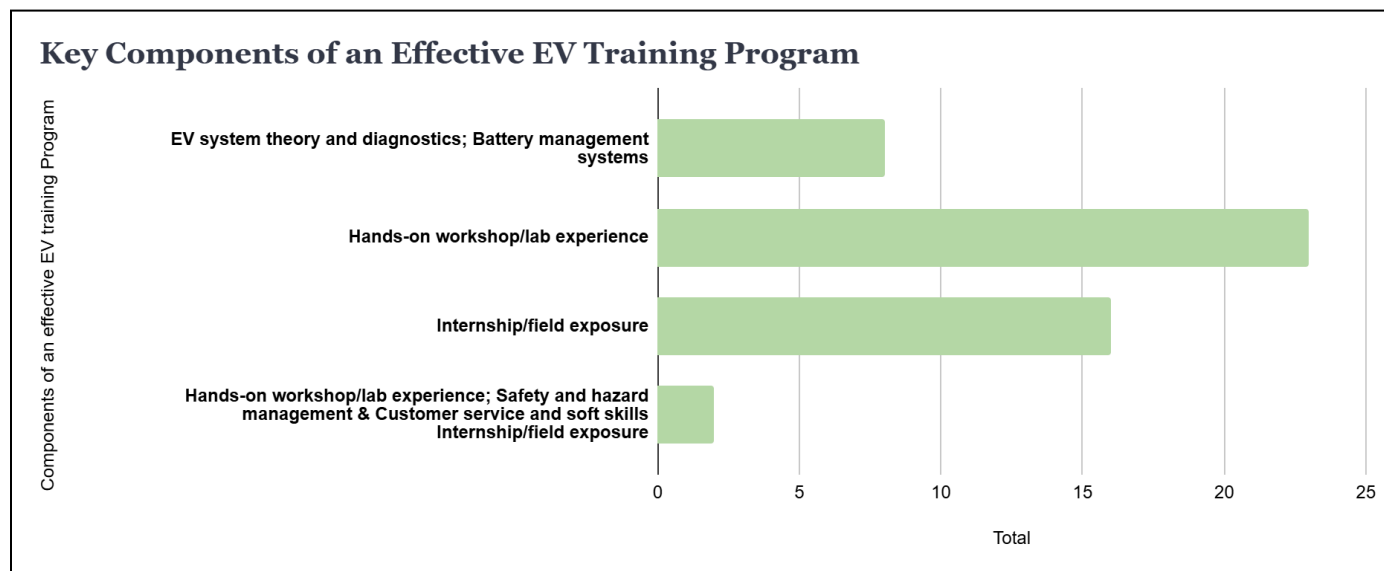


Figure 11: Key Components of an Effective EV Training Program

When asked about the key components that should be included in an EV training program, the majority of respondents (**46.9%**, 23) emphasized that ‘hands-on workshop and lab experience’ is the most important component, as it allows trainees to gain practical skills and directly apply theoretical knowledge. Additionally, **32.6%** (16) of respondents highlighted the significance of ‘internship or field exposure,’ which provides real-world experience and helps trainees understand the operational aspects of EV servicing. Other respondents suggested that the training program should include modules on EV system theory, diagnostics, and battery management systems to ensure a strong technical foundation. A few respondents also pointed out the need to incorporate ‘safety and hazard management’ training, along with ‘customer service and soft skills,’ to prepare a well-rounded workforce capable of handling both technical and interpersonal aspects of the job. Overall, the most frequently mentioned components were hands-on experience and internship/field exposure, indicating a strong preference for practical, experiential learning in developing a competent and industry-ready EV workforce.

Additionally, respondents were asked whether EV mechanics should be certified by a recognized authority. An overwhelming majority (**89.7%**, 44) agreed that having mechanics certified by a recognized authority would be highly beneficial. Respondents emphasized that formal certification would not only ensure that mechanics possess the necessary technical knowledge and skills but also enhance the credibility and reliability of the workforce in the EV sector.

Current Workforce Adaptability to EV Technology

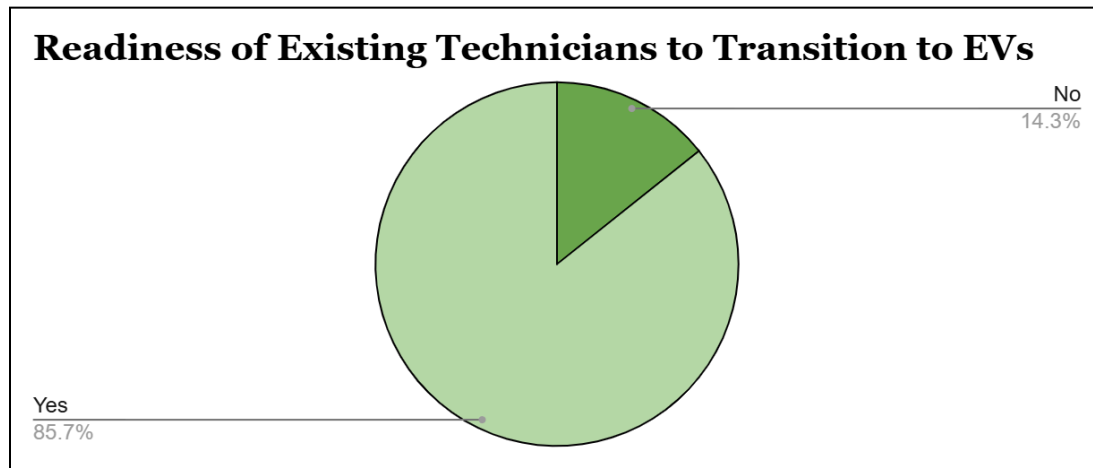


Figure 12: Readiness of Existing Technicians to Transition to EVs

The majority of respondents (**85.7%**, 42) indicated that existing technicians and mechanics would be able to transition to working on EVs with minimal additional training. However, **14.3%** (7) of respondents expressed concerns that the current workforce may face challenges in adapting to the EV sector. The reasons cited included a lack of sufficient expertise, limited experience in handling advanced EV systems, and the perception that some technicians may not currently meet the performance expectations required for EV maintenance.

Section 6: Employment Potential

Projected Demand for Trained EV Mechanics Over the Next Two Years

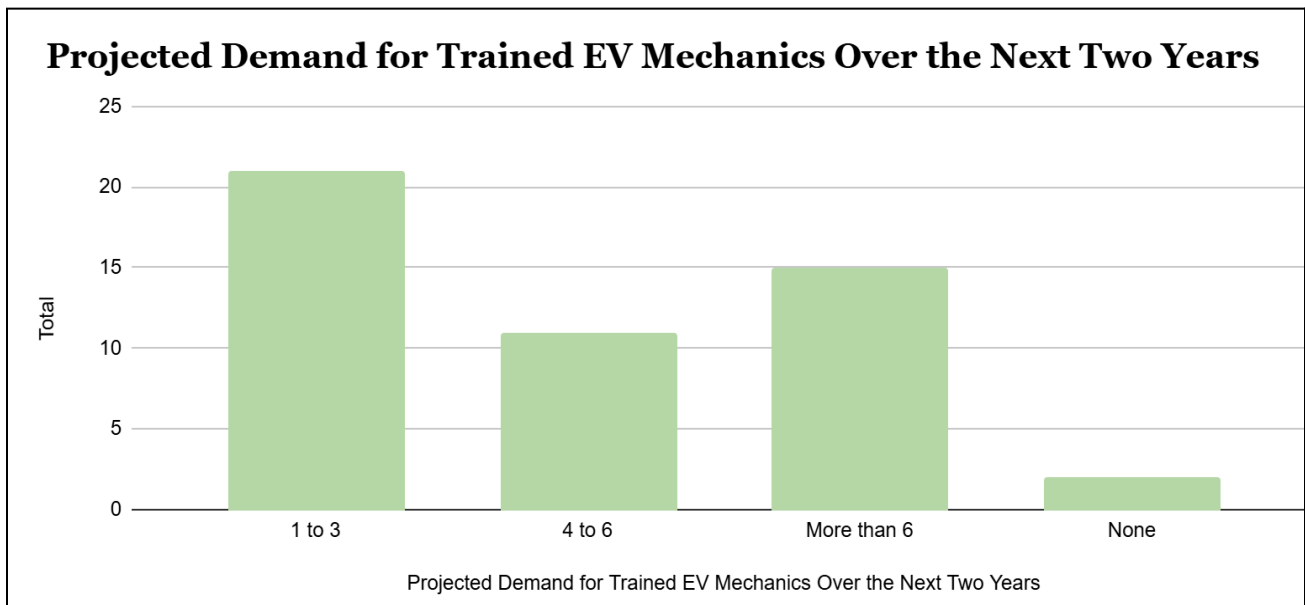


Figure 13: Projected Demand for Trained EV Mechanics Over the Next Two Years

When respondents were asked about the projected demand for trained EV mechanics over the next two years, the majority (**42.8%**, 21) indicated that their businesses would likely require between 1 to 3 trained employees. This reflects a cautious but steady increase in workforce needs as the EV sector begins to expand. Meanwhile, **30%** (15) of respondents anticipated a much higher demand, stating that their businesses could require more than 6 trained EV mechanics within the same period, suggesting rapid growth in certain areas or larger operations with greater service capacity. Additionally, **22.4%** of respondents reported that they would need between 4 to 6 trained employees, representing a moderate level of demand. Therefore, on average, over the next two years, the demand for trained EV mechanics is projected to be more than **187**.

Additionally, respondents were asked whether their businesses would be willing to hire students who have completed an EV mechanics course from a technical institute. The majority (**83.6%**, 41) indicated that they would be open to hiring such students, highlighting the potential of trained graduates to meet the growing demand for skilled workers in the EV sector. Meanwhile, **12.2%** of respondents noted that their decision would depend on the quality and relevance of the training provided, underlining the importance of industry-aligned curricula and practical exposure. The remaining respondents stated that they would not consider hiring directly from technical institutes.

Section 7: Collaboration and Support

Potential Areas of Collaboration with Technical Training Institutes (TTIs)

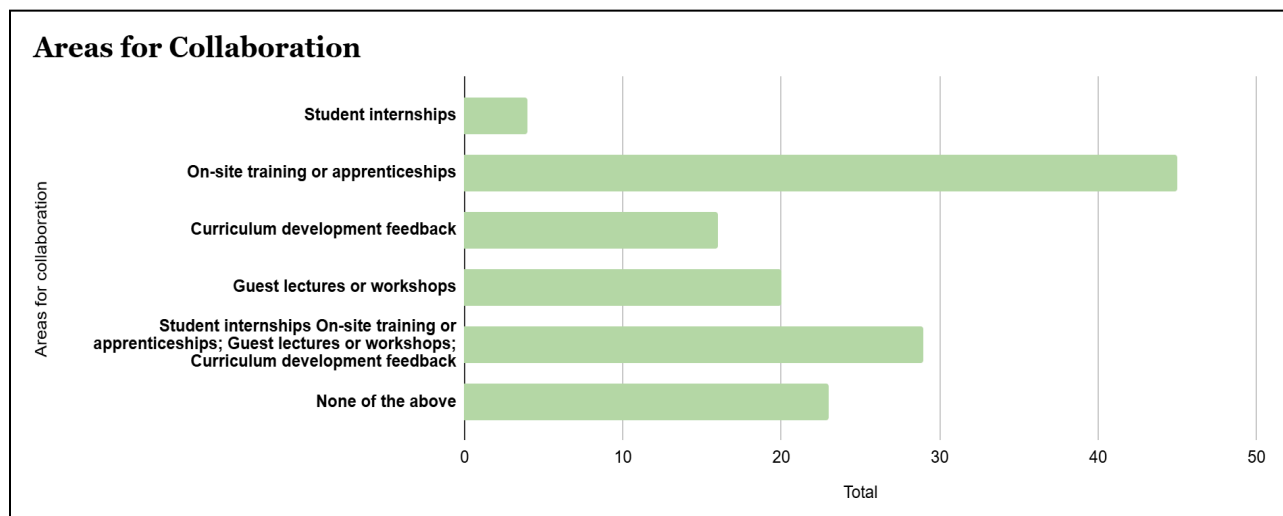


Figure 14: Potential Areas of Collaboration with Technical Training Institutes (TTIs)

When respondents were asked how they would collaborate with technical training institutes, the majority (**32.9%**, 45) indicated that their involvement would primarily be through on-site training or apprenticeships with TTIs. Meanwhile, **21.1%** (29) stated that, in addition to on-site training and apprenticeships, they would also be willing to collaborate in areas such as student internships, guest lectures or workshops, and providing feedback on curriculum development

Partnership/Connection with the TTIs

The respondents were also asked whether their businesses had any partnership or connection with Technical Training Institutes (TTIs). The findings revealed that the majority (**55%**, 75) reported having no such linkage, while **45%** (62) indicated that they had established partnerships or connections with TTIs.

V. Recommendations

Based on the findings of the study, the following recommendations are proposed:

- The study findings indicate potential job creation in the EV sector, with the demand for trained EV mechanics projected to exceed 187 on average over the next two years.
- It is also recommended for the Technical Training Institutes and relevant institutes to design EV training programs that are highly practical and industry-aligned, emphasizing hands-on workshops, lab exercises, internships, and field exposure, as these were the most valued components identified by respondents. While one of the Technical Training Institutes (TTIs) has already begun implementing an EV-related course, it is further recommended to enhance and expand such programs to meet emerging industry needs. Training should cover critical skills such as battery diagnostics and repair, basic EV maintenance, onboard software and electronics, motor control systems, EV charging systems, and safety protocols, reflecting the key technical gaps reported by businesses.
- Formal certification through the Bhutan Qualifications Framework (BQF) is strongly recommended to enhance workforce credibility, as supported by 89.7% of respondents. Where certification is not yet integrated within the BQF, TTIs may consider developing advanced diploma programs and further EV-related courses.
- The businesses and technical institutes should strengthen collaboration through apprenticeships, student internships, workshops, guest lectures, and curriculum feedback, given that a majority of respondents expressed willingness to engage in such initiatives.
- The strong willingness of 83.6% of businesses to hire EV-trained graduates highlights the need for programs that produce job-ready candidates, while continuous monitoring of workforce demand and market trends will ensure training remains relevant and responsive.

VI. Conclusion

Bhutan is steadily transitioning toward a sustainable, low-carbon economy, with Electric Vehicles (EVs) emerging as a key pillar of this transformation. The adoption of EVs is driven by national policies, international collaborations, and growing awareness of environmental sustainability. Bhutan's emerging EV sector presents significant opportunities for workforce development and business growth. While market engagement is currently limited, the demand for skilled EV technicians is increasing, underscoring the importance of structured training, hands-on experience, and formal certification. Strengthening collaboration between technical institutes and industry, alongside targeted upskilling of existing technicians, will be critical in building a competent and industry-ready workforce. Ensuring that this sector's growth translates into meaningful employment for Bhutanese youth will not only support the expansion of the EV market but also reinforce the nation's broader transition toward a green and resilient economy.

VII. Appendices

Appendices 1:

Questionnaire

Assessing Employment Potential in Bhutan's Emerging EV Sector

Target Participants: Workshop Owners

Section 1: Demographic Profile

1. Name of the workshop/service center:
2. Location:
3. Owner/Manager's Name:
4. Contact Details:

Section 2: Business Type & EV Industry Perception

1. Is your organization a Workshop or Car Dealer?
 - Workshop
 - Car Dealer
 - Both
2. How would you describe the growth of the EV market in your area?
 - ☐ Rapid Growth
 - ☐ Moderate Growth
 - ☐ Slow Growth
 - ☐ No Growth
 - ☐ Unsure
3. Does your Workshop/Service Center deal with EVs? (***IF NO THEN SKIP TO SECTION 7***)
 - ☐ Yes
 - ☐ No
4. Do you expect demand for EV services to increase in the next 2–3 years?

- ☐ Yes, significantly
 - ☐ Yes, moderately
 - ☐ No significant change
 - ☐ May decrease
 - ☐ Not sure
5. Which type(s) of EVs do you primarily deal with? (Select all that apply)
- ☐ 2-Wheelers
 - ☐ 4-Wheelers (Cars/SUVs)
 - ☐ Commercial Vehicles (taxi)
 - ☐ EV Conversions / Retrofitting

Section 3: EV Service Volume, Charges & Salary Potential

14. On average, how many EV vehicles do you receive for servicing, per month?
- ☐ Less than 10
 - ☐ 10–20
 - ☐ 21–30
 - ☐ More than 30
 - Not Applicable
15. What is the average service charge for an EV (2W/4W)? *(Choose all applicable)*
- 2-Wheelers:
 - ☐ Below Nu 500
 - ☐ Nu500–Nu1000
 - ☐ Nu 1000–Nu 2000
 - ☐ Above Nu. 2000
 - 4-Wheelers:
 - ☐ Below Nu.1500
 - ☐ Nu. 1500 –Nu. 3000
 - ☐ Nu. 3000–Nu. 5000
 - ☐ Above Nu. 5000
16. What starting monthly salary would you offer a trained EV workforce?
- ☐ Below Nu. 15,000
 - ☐ Nu. 15,001–Nu. 20,000
 - ☐ Nu. 20,001–Nu. 25,000
 - ☐ Above Nu. 25,000
17. Would you offer performance-based incentives or bonuses to EV workforce?
- ☐ Yes

- ☐ No
- ☐ Maybe / Depends on work

Section 4: Workforce and Skills Demand

4. Are you currently experiencing a shortage of trained EV workforce?
 - ☐ Yes, major shortage
 - ☐ Yes, some shortage
 - ☐ No, we are well-staffed
 - ☐ Not applicable

5. What challenges do you face when dealing with EV maintenance or service? (*Select top 2*)
 - ☐ Lack of skilled workers
 - ☐ Expensive tools/equipment
 - ☐ Lack of spare parts
 - ☐ Inadequate training
 - ☐ Limited customer knowledge
 - ☐ Others (please specify): _____

6. What are the most important technical skills for EV related workforce? (*Select top 3*)
 - ☐ Battery diagnostics and repair
 - ☐ Motor control and drive systems
 - ☐ EV safety protocols
 - ☐ Charging systems
 - ☐ Onboard software/electronics
 - ☐ General vehicle repair knowledge

7. What is your preferred minimum qualification for hiring an EV workforce?
 - ☐ No formal education, only experience
 - ☐ Certificate course (3–6 months)
 - ☐ Diploma (1–2 years)
 - ☐ Bachelor's Degree in Engineering/Technology
 - ☐ On-the-job training only

Section 5: Training Program Needs

7. Would a formal course in EV mechanics help your business or operations?
 - ☐ Yes
 - ☐ No
 - ☐ Not sure

8. What components should a training program include if needed? (Select all that apply)
- ☐ Hands-on workshop/lab experience
 - ☐ Safety and hazard management
 - ☐ EV system theory and diagnostics
 - ☐ Battery management systems
 - ☐ Customer service and soft skills
 - ☐ Internship/field exposure
9. Should EV mechanics be certified by a recognized authority?
- ☐ Yes
 - ☐ No
 - ☐ Doesn't matter
10. Are your current technicians/mechanics able to transition to working on EVs with minimal training?
- ☐ Yes
 - ☐ No
 - ☐ Maybe/ Not Sure

If No, please specify the main challenges: _____

Section 6: Employment Potential

10. How many trained EV mechanics do you think your business or area will need in the next 2 years?
- ☐ None
 - ☐ 1–3
 - ☐ 4–6
 - ☐ More than 6
11. Would you be willing to hire students who complete an EV mechanics course from a technical institute?
- ☐ Yes
 - ☐ No
 - ☐ Depends on quality of training

Section 7: Collaboration and Support

12. Would your organization be open to collaborating with a technical institute through:
(Select all that apply)
- ☐ Student internships
 - ☐ On-site training or apprenticeships

- ☐ Guest lectures or workshops
- ☐ Curriculum development feedback
- ☐ None of the above

13. Does your Workshop/Service Center have a partnership or connection with TTIs?

- ☐ Yes
- ☐ No

Appendices 2:

Table 1. Call Status

Call Status	Response
Completed/Connected	137
Cannot be connected	1
No response	8
Number does not exist	7
Switched Off	9
Wrong Number	11
Total	173

Table 2. Perception on EV Market Growth

Perception on EV Market Growth	Response
Moderate Growth	60
Rapid Growth	34
Slow Growth	27
Unsure	14
No Growth	2
Total	137

Table 3. Engagement in EV-Related Services

Engagement in EV-Related Services	Response
Yes	49
No	88
Total	137

Table 4. Future Demand for EVs and its Services (2–3 Years)

Future Demand for EVs and its Services (2–3 Years)	Response
Yes, significantly	29
Yes, moderately	17

Not sure	2
No significant change	1
Total	49

Table 5. Number of EVs received for Servicing/Sales per month

Number of EVs received for Servicing/Sales per month	Response
Less than 10	35
10 to 20	6
21 to 30	4
More than 30	4
Total	49

Table 6. Expected Salary Range for Trained EV Workforce

Expected Salary Range for Trained EV Workforce	Response
Above Nu. 25,000	12
Below Nu. 15,000	8
Between Nu. 15,000 and Nu. 20,000	16
Between Nu. 20,000 and Nu. 25,000	13
Total	49

Table 7. Shortage in trained EV Workforce

Shortage in trained EV Workforce	Response
No, we are well-staffed	8
Not applicable	3
Yes, major shortage	22
Yes, some shortage	16
Total	49

Table 8. Challenges faced when dealing with EV maintenance or Service

Challenges dealing with EV maintenance and services	Response
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Expensive tools/equipment lack of spare parts	7
Lack of skilled workers & Expensive tools/equipment	6
Lack of skilled workers & Inadequate training	21
Lack of skilled workers & Lack of spare parts	12
Lack of skilled workers & Limited customer knowledge	3
Total	49

Table 9. Critical Technical Skills Needed in the EV Sector

Critical Technical Skills Needed in the EV Sector	Response
Battery diagnostics and repair; Basic EV maintenance knowledge	12
EV safety protocols	4
General vehicle repair knowledge	3
Charging systems; Onboard software/electronics & Customer education on EV benefits	4
EV product knowledge & features; Customer education on EV benefits	4
General vehicle repair knowledge; Basic EV maintenance knowledge: EV product knowledge & features	3
Motor control and drive systems; EV safety protocols; Charging systems	2
Motor control and drive systems; General vehicle repair knowledge	2
Motor control and drive systems; EV product knowledge & features	3
Onboard software/electronics	4
EV product knowledge & features ; Basic EV maintenance knowledge	8
Total	49

Table 10. Preferred Minimum Qualifications for EV Workforce Recruitment.

Qualification	Total
Bachelor's Degree in Engineering/Technology	4
Certificate course (3-6 months)	21
Diploma (1-2 years)	4
No Formal Education, only experience	17

On-the-job training only	3
Total	49

Table 11. Key Components of an Effective EV Training Program

Key Components of an Effective EV Training Program	Response
EV system theory and diagnostics; Battery management systems	8
Hands-on workshop/lab experience	23
Internship/field exposure	16
Hands-on workshop/lab experience; Safety and hazard management & Customer service and soft skills Internship/field exposure	2
Total	49

Table 12. Current Workforce Adaptability to EV Technology

Readiness of Existing Technicians to Transition to EVs	Response
No	7
Yes	42
Total	49

Table 13. Projected Demand for Trained EV Mechanics Over the Next Two Years

Projected Demand for Trained EV Mechanics Over the Next Two Years	Response
1 to 3	21
4 to 6	11
More than 6	15
None	2
Total	49

Table 14. Potential Areas of Collaboration with Technical Training Institutes (TTIs)

Collaboration	Response
Student internships	4

On-site training or apprenticeships	45
Curriculum development feedback	16
Guest lectures or workshops	20
Student internships On-site training or apprenticeships; Guest lectures or workshops; Curriculum development feedback	29
None of the above	23
Total	137