

# ❁ हार्दिक बधाई तथा शुभकामना । ❁

नेपाल उद्योग बाणिज्य महासंघको ६० औं वार्षिक साधारणसभाबाट महासंघको

अध्यक्ष, उपाध्यक्ष (बस्तुगत) तथा कार्यकारिणी समिति सदस्य (बस्तुगत)

पदमा निर्वाचित हुनुभएकोमा

हार्दिक बधाई तथा सफलकार्यकालको  
शुभकामना व्यक्त गर्दछौ ।



श्री अन्जन श्रेष्ठ  
अध्यक्ष



श्री नरेश लाल श्रेष्ठ  
उपाध्यक्ष (वस्तुगत)



श्री सुनैना घिमिरे पाण्डे



श्री विश्वनाथ खनाल



श्री अरनिको राजभण्डारी



श्री भक्त बहादुर हमाल



श्री विदुर धमला



श्री होम प्रसाद घिमिरे



श्री लिलेन्द्र प्रसाद प्रधान



श्री नागीराज घिमिरे



श्री पशुपति देप पाण्डे



श्री रविन पुरी



श्री राज कुमार कार्की



श्री सागर ढकाल



श्री संघर्ष विष्ट



श्री सुनिता न्हमाफुकी



श्री विप्लव अधिकारी



श्री निराजन बहादुर चलाउने



श्री रघुनन्द मार



श्री सुरज बन्जाडे



फोरम फर हेल्थ एण्ड टेक्निकल साइन्स  
केन्द्रिय कार्यसमिति

# Effective transition from School to Work?

Addressing mismatch between Graduates' Competencies and Needs of Industry....

**10 May,2026**

**Hotel Pauwa, Kathmandu, Nepal**

**Warm Congratulations to**

**FNCCI Leaders**

**Presented by:**

**Nirmal Sapkota**

**General Secretary, FHTS**

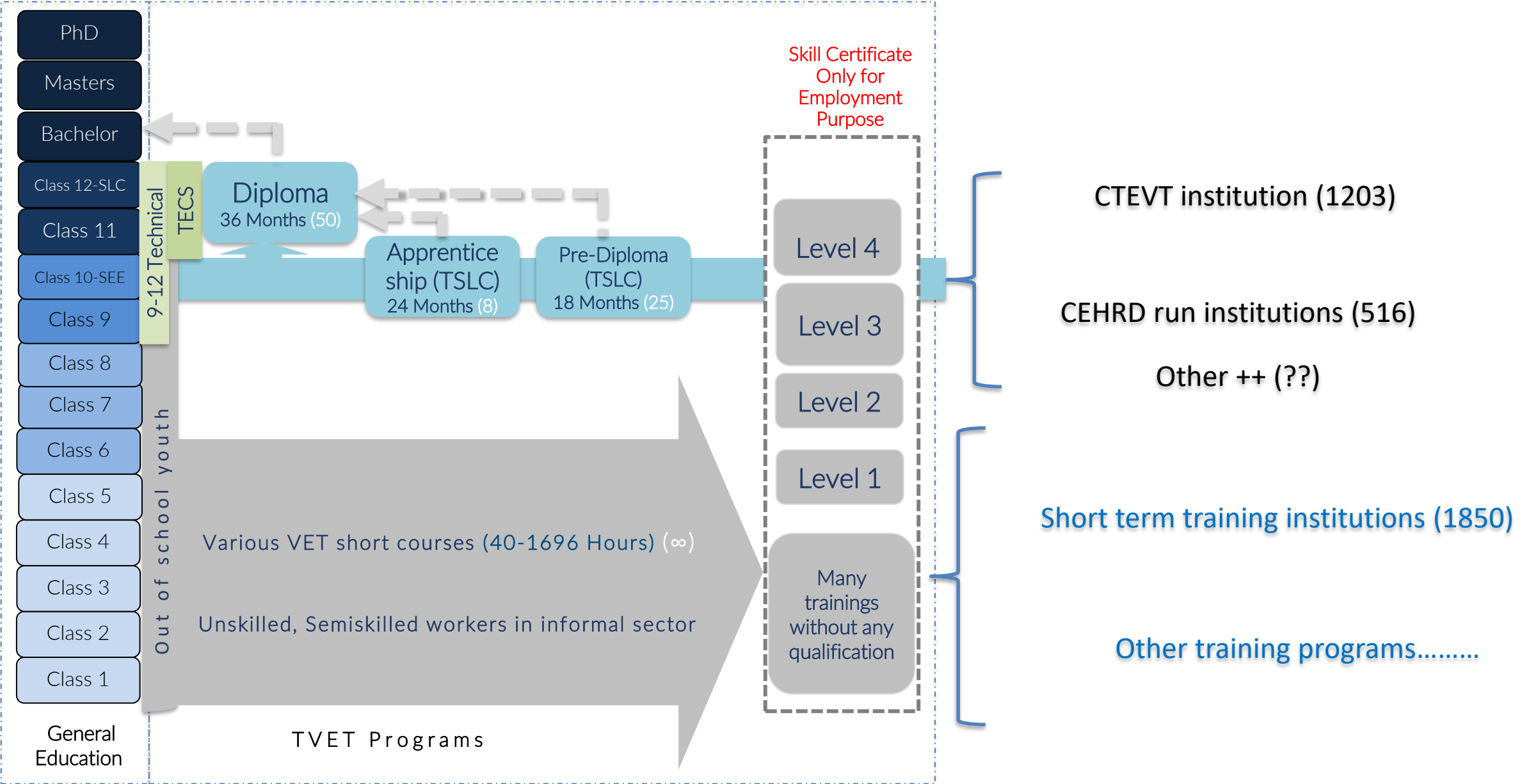
**[www.nirmalsapkota.com](http://www.nirmalsapkota.com)**

# Presentation outline?

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1. Overview of TVET System in Nepal
2. Current scene
3. Future Scene
4. What we can do?
5. Area of Collaboration between FNCCI & FHTS

# Overview of TVET System in Nepal



# Current scene



- Unemployment
- Underemployment
- Forced migration

**Vertical**  
**Mismatch of Graduate's Skills and Industry Need**

**Labor Market**  
**Mismatch**

**Horizontal**  
**Mismatch of Field of study & Job role**

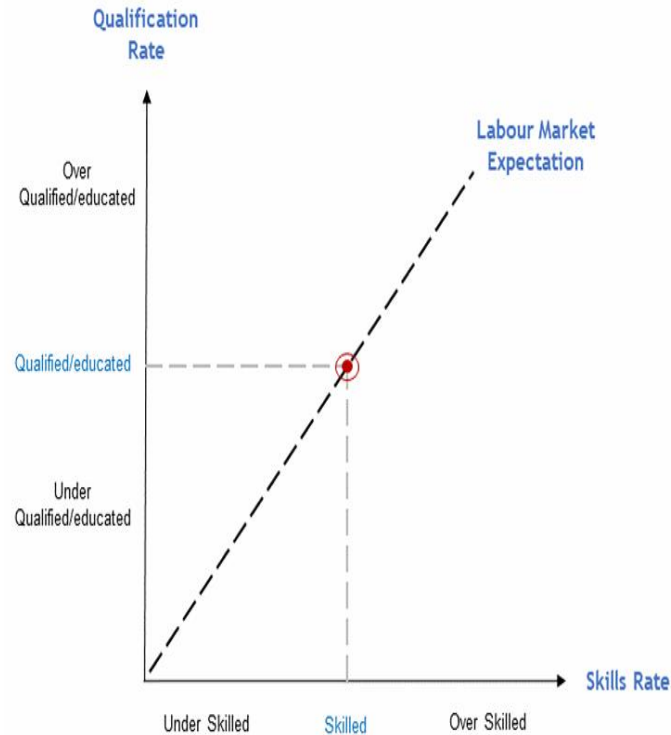
- HR Crisis
- Less Productivity
- Job dissatisfaction



# Current scene

**Overqualification**  
Feed Underutilized  
Disengaged & Even Exploited  
Always searching for Better  
Suited Opportunity  
Job dissatisfaction  
Reduced Productivity  
**Vertical Mismatch**  
**Underqualification**  
Inability to meet Job  
requirement  
Safety/Security issues  
Reduced job Performance &  
Productivity

## Best time for Skill Matching



**Is today**

**Disconnect**  
Field of study and Job roles  
Job dissatisfaction  
Reduced Productivity  
**Horizontal Mismatch**  
Limited career progression  
Inability to meet Job  
requirement,  
hinder job satisfaction, and  
ultimately  
Reduced  
job Performance &  
Productivity

# Current scene

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- **Globalization**
- **Technological Advancement**
- **Demographic Shift**
- **Climate related Transformation**
- **Gen 4.0 Technology**
  - **Digital and Smart Technology, AI, Robotics**
- **Gen 5.0 Technology**
  - **Human centered Technology, Human AI Interactions, Green Technology**

## Current scene

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**World Economic Forum (WEF, 2023)**

**69 Million job will be generated & 83 Million will be eliminated**

**resulting in global Market**

**reduction of 14 millions job over the next 5 year.**

**(2023-2028)**

**Proactive adaptations**

**to ensure the work force remains well prepared for  
multifaceted challenges that lie ahead**

## What can we do ?

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## Area of collaboration between FNCCI and FHTS

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- Public Perceptions and Attitude towards TEVT programs
- Curricular alignment with evolving skills, industrial need and Gen 4.0 & 5.0 technology
- Support recruiting teachers with industrial experiences
- Quality Of TVET Graduates (Quality On the Job Training)
  - Curriculum (2+1 Year, OJT)
  - Labor act ( 1 Year Internship)
- Infrastructure and Training supports.
- Stronger link between TVET and Industry Sectors ( National Training center in collaboration to FNCCI)

## Reference

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- UNESCO Report  
Subregional Study on Transforming TVET in Ensuring Learning and Skills to Support Schools to Work Transition in South East Asian Countries. UNESCO 2023

- Congratulations once again
- Wish you successful tenure
- FHTS is always ready to collaborate with FNCCI Initiatives



Technical

Education

Awareness

... *With*



*Nirimal Sapkota ...*

*Feel the Miracle of Nature's Love.....*

*A Product of APPL...*

**Thank you**