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TVET SECTOR SUPPORT Programme

Total Population in Pakistan



48.76%

are women



51.24%

are men

Energy, agriculture and human capital are some of Pakistan's potentials, which have not yet been sufficiently used due to lack of required skilled workforce. The current of the population of Pakistan is approximately 200 million out of which 48.76 percent are women. Nearly 17 percent of the youth complete secondary education and a very small percentage acquire employable skills. Majority of the young people drift off into the informal sector and learn various vocational skills through the traditional Ustad- Shagird system. Annually, 3 million young people enter the job market, but as of 2015, there are only 476,850 places available in the formal Technical and Vocational Education and Training (TVET) through 3,581 institutes across Pakistan. Apart from this mismatch between demand and supply, even quality and relevance of the training delivered is not according to the demands of the job market. To improve access, quality, equity and relevance of TVET, the Government of Pakistan embarked upon a comprehensive



reform in 2011 with the support of the European Union and the governments of Germany, the Netherlands and Norway. The first phase of the reform, which is based on the National Skills Strategy (NSS), has ended in December 2016. During this period a number of milestones were achieved such as national TVET Policy, National Vocational Qualifications Framework (NVQF) and the introduction of Competency Based Training & Assessment (CBT&A) etc.

The second phase of the TVET Sector Support Programme has been launched in January 2017 for another five years. The Programme is supported by the European Union, the Federal Republic of Germany and the Royal Norwegian Embassy. The overall objective of the Programme is to improve governance and private sector participation in the TVET sector to increase quality skill development that meets the demand of the labour market.



There are only
476,850
places available
in the formal
Technical and
Vocational Education
and Training (TVET)

PRIVATE SECTOR Engagement



Increasing private sector's participation in TVET decision-making processes at federal and provincial/regional levels is one of the key elements of the interventions being supported under this intervention area. The establishment of Sector Skills Councils (SSCs) and strengthening of employer-led Institute Management Committees (IMCs) are the major activities to ensure active engagement of the industry in TVET planning and delivery.

Some of the key results under this intervention area achieved during the Year-2017 are:



186 agreements have been signed in Punjab, Sindh, KP and AJ&K on various aspects of public-private partnership to support training development, delivery and employment



An overarching private sector engagement strategy has been developed, shared and agreed by the stakeholders from public and private sector



SSCs for hospitality and construction sectors have been established to increase industry's involvement in design and delivery of training within their respective sector



42 IMCs established with at least 50% representation from the BIAs



1 federal and 6 regional forum are established to promote collaboration among public-private sector organizations for TVET reform



Road map and Rules of Business (RoBs) have been developed for strengthening the IMCs and District Boards of Management (D-BoM).

POLICY AND GOVERNANCE

Improved governance and legislative measures in the implementation of the National TVET Policy at federal, provincial and regional level is the core aspect of this intervention area. The Programme supports the agreements of cooperation between the public and private sector, quality assurance and management of TVET delivery and accreditation of TVET institutes. It supports digital solutions for job placement and other significant information through the development and management of National Skills Information System (NSIS), National Vocational Qualification Framework (NVQF) Registry System and Job Placement Services.

Some of the key results under this intervention area achieved during the Year-2017 are:





National TVET Policy has been updated and endorsed by the NAVTTC



Implementation plans for TVET policy developed at the federal and provincial/regional level



NVQF has been revised and updated for implementation



Baseline surveys for the NVQF compliance has been completed NVQF support units have been established in AJK TEVTA and Trade Testing Boards



Accreditation manual for TVET sector institutes updated



Demand analysis and usability study completed for NSIS



Skills gap analysis, skills trend analysis, supply side surveys and comparative analysis for TVET sector conducted for all the provinces



Monitoring & Evaluation concept has been developed to strengthen governance system at NAVTTC, TEVTAs, Qualifications Awarding Bodies and TVET institutes.

HUMAN RESOURCE DEVELOPMENT And Teacher Training

The intervention area supports the development and implementation of new demand-driven national qualifications through CBT&A, setting up Centers of Excellence for the training of teachers' assessors and principals of the TVET institutes.

Some of the key results under this intervention area achieved during 2018 are;

- 250 Assessors as per CBT&A criteria have been trained out of which 57 have been certified
- A concept for the establishment of 05 CoEs has been developed and suitable institute to be upgraded identified

250 assessors are trained,
 of which **57** have been
certified

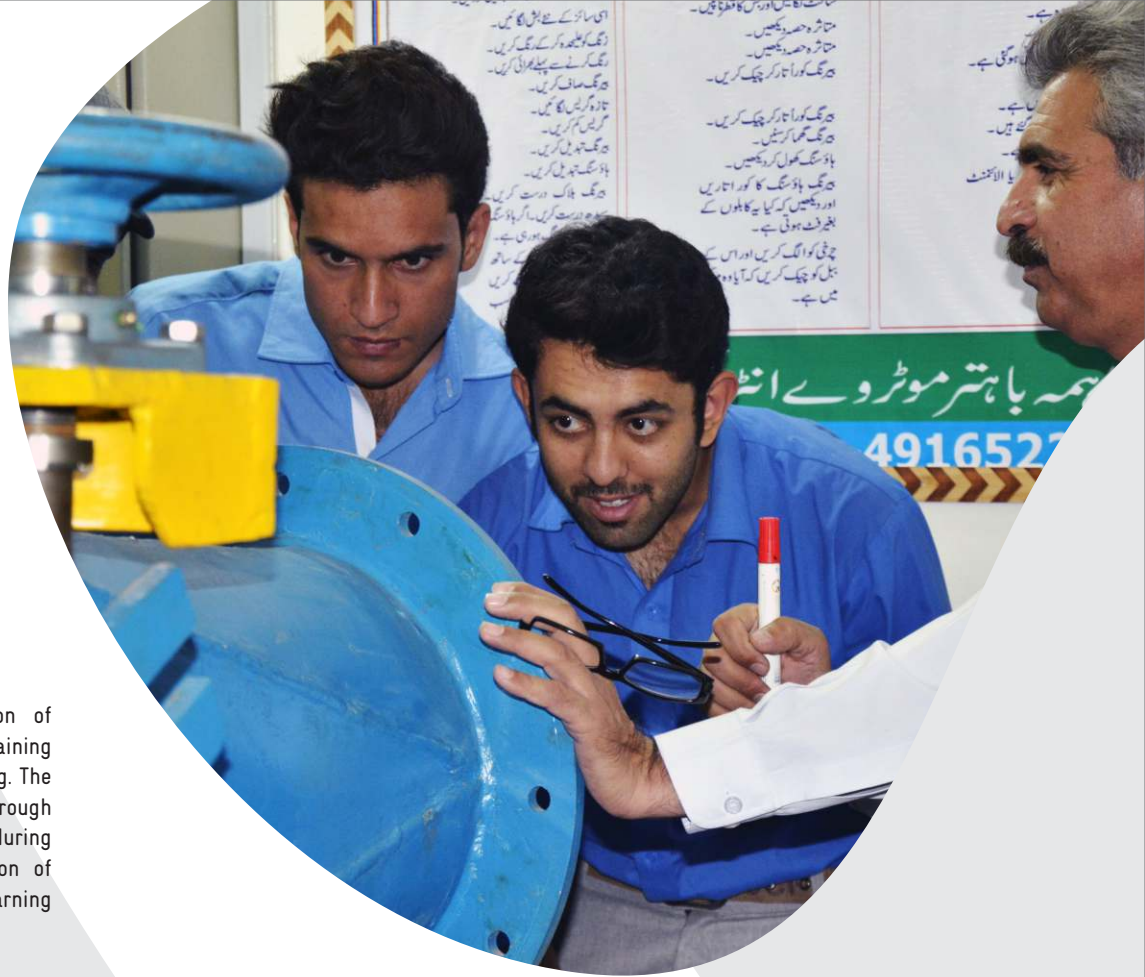


Implementation of Reformed TVET

The intervention area mainly focuses in the implementation of workplace-based training in Sindh and Balochistan through a training fund, promotion of on-the-job and cooperative vocational training. The intervention area also supports the strengthening of the sector through implementation of the efficient monitoring systems, developed during first phase of the Programme. It supports the implementation of demand-driven CBT&A courses as well as Recognition of Prior Learning (RPL).

Some of the key results under this intervention area achieved during 2018 are;

- As many as 230 skilled workforce from informal sector have been assessed in Punjab, Sindh and KP for the RPL
- An operational manual has been developed and shared with stakeholders for the implementation of workplace-based, on-the-job and cooperative vocational training in Sindh and Balochistan



As many as **230** skilled workforce from informal sector have been assessed in Punjab, Sindh and KP for the RPL



SOME UPDATES

on Awareness
& Visibility



Social media following
increased from **3,000** to
9,000 on Facebook

<https://www.facebook.com/Pakistan.TVETRSP/>



Website Hits reached
to average **110,000** every
month

www.tvetreform.org.pk



Conducted a campaign based on testimonials of opinion makers from different fields in Pakistan and published on social media. The campaign received more than

400,000

likes on YouTube and **1,600,000** views on Facebook



Conducted Road Shows with the total outreach of **26,074** people in **5 major cities**



A total of **6,892** call received on the toll free helpline for CBT&A, RPL and Job Placement



SKILLED YOUTH
Wows For Success!

I want to build my own apparel designing outlet after receiving training of dress-making. This training has given me opportunity to learn skills so that I can support my family and pursue a decent career.

Ayesha Safdar, graduate of CBT&A course from (Govt. Technical Training Institute Samanabad, Lahore) Ayesha received her training under the Competency Based Training and Assessment system, which is the latest training approach in Pakistan.



I was thrilled when "My Ustad" (master) encouraged me to apply for this assessment. Having successfully passed the assessment and receiving the national certificate, now I see more opportunities of job in the formal sector.

Mohammed Sami, an auto-mechanic from Hyderabad was one of the 58 workers who received the national certificate through Recognition of Prior Learning (RPL) system, which has recently been introduced in Pakistan.



Learning a skill was the only quick remedy to my problems when my father died during the Baldia Town factory incident occurred in Karachi. The training in basic computer literacy provided me with the skills through which I was able to find a job to support my family.

Asmaa is a CBT&A graduate.

The change in vocational training model based on competency standards is empirical and need of the time. I am glad that I opted for the vocational training which not only supported me for enhancing my skills but also helped me in getting into the mainstream profession

Sadia is one of the CBT graduates who received training in skin care and beauty therapy. She now herself works as a trainer at VTI Korangi.



The experience in industry is vital; but learning theoretical aspect in dynamic environment becomes asset of training and evaluation in supply chain industry. The teacher training program has benefitted my organization has benefited a lot from the training I received.

Shahzad Tabish a young automobile engineer who earned Bachelor of Engineering (B.E) - Automotive Engineering and Masters of Engineering Management (MEM)-Industrial Management from Karachi and earned the opportunity of receiving HCD Training-Automotive Mechatronics in Germany by the TVET Sector Support Programme



I feel enchanted that I went through the vocational training and acquired the skills of my interest. I took part in the skills competition at Abu Dhabi in which I learnt how to further improve my skills.

Tayyba is a CBT graduate in (which trade) and a prize winner of the National Skills Completion 2017. She was also a candidate in World Skills International competition held at Abu Dhabi in 2017.

WHEN THE INDUSTRY TAKES LEAD.....



“ Without active participation of the industry in designing and delivery of TVET, initiatives to provide youth with employable skills would remain ineffective. People with skills from down part of the country they migrate to Balochistan mainly because we don't have skilled workforce to meet the demand of the labour market. It is important to identify demands from the private sector and then train the local youth in these occupations so that employment for them could be generated. ”

Sana Durrani, Chairperson of Balochistan Women Business Association (BWBA) and member of the National Commission of the Assistance for the Women in Balochistan.



“ Technical training has an important role in supporting the socio-economic uplift of a country. Therefore, there is a need to focus on technical and vocational education so that demand for skilled workforce is met in various economic sectors. Instead of hiring certified workforce, most of the industrial units prefer to engage workers from the informal sector. We need skilled workforce, which; will enable the industry to increase its productivity and competitiveness. ”

Mashood Khan, Pakistan Association of Automobile Parts and Accessories Manufacturers (PAAPAM) Chairman

“ We need to actively involve the small and medium enterprises to promote quality skills training and employment in Pakistan. More women can be involved in non-traditional fields like renewable energy sector. Why do we think women can only stitch clothes and do hand embroidery? A lot of women in India and Bangladesh are now getting out of these traditional occupations. ”

Senator Rukhsana Zuberi, President of Tech Education Foundation and former Chairperson Pakistan Engineering Council (PEC)



“ If provision of incentives and recognition, industry can be encouraged to invest in the TVET delivery. Private sector representatives should be involved TVET policy, planning, governance and delivery. ”

Imtiaz Rastgar Founder and Chairman of Rastgar Group

Respect for **SKILLS**





Fasi Zaka, Anchor, RJ, Columnist

I host career counselling shows on radio and TV. Most of our participants, guests and students inquire me about the possible options and future paths. The youth and the students need to explore these opportunities. As there are more job opportunities in this area. Parents, teachers, media and society should encourage this because the skilled workforce produced by TVET will not only help Pakistan progress in the 21st century but will also be lucrative and a great career for the students.



Zeba Bakhtiar, Film and TV Actress

Skilled personnel are every country's assets without their will, skill and effort, no country can progress. Unfortunately, in Pakistan we don't give them the importance they deserve. Take our film industry for example; all big celebrities have fans, but our cameraman, make-up artists and sound engineers; they do not get the acknowledgement they deserve. There are so many other fields, who deserve our respect and who have done so much for this country.

So why don't we start giving them the acknowledgment they deserve. Not just that, I believe we should encourage and advice our children to pursue these career paths and acquire TVET skills.



Pervez Hoodbhoy, Physicist

There is a growing misperception in our society these days. Youth has been brought up to think that very few professions are considered respectable, while most are not. As long as you become a doctor, engineer or a lawyer; only then you are successful. This is totally wrong way of thinking. As the real flag bearers of society are those who possess some form of technical skills like mechanic, plumber, electrician, computer or medical technicians etc. these people are in extremely high demand in this day and age and their wages are decent too around the world including Pakistan. But the catch is to have full command on whichever skill you learn. So do think, perhaps your future career lies on these lines.



Mussarat Misbah, Beautician

For the past 37 years, Pakistani youth has proven their mettle, as a beautician at my saloon. In fact, they have also helped me with my social work. I have always been convinced of their skills and talent. Even though, they have not had any professional or technical training. Now, that there are numerous competency-based technical and vocational centers in Pakistan, I believe this is an opportunity for the youth to polish their skills. It is much needed that this youth is respected and recognized just like youth of other occupations; because these children are trying to make a respectable living.



Ali Moin Nawazish, Educationist and Strategist

Whether its education or profession, success can only be achieved with strong will and hard work. Our students are in dire need of guidance. But unfortunately, due to lack of right guidance, our youngsters and students give preference to only selective professions. Though, in today's day and age, national and internationally, many other professions are becoming popular too, which includes technical and vocational professions. So let's encourage our youngsters and students to get technical and vocational education as well and give them the same respect and prestige they give to other professions.



Anwar Maqsood, Writer and Host

A man can be born poor but lives a life of poverty by choice. There are thousand ways to progress in life. Acquiring a degree to become an engineer or a doctor are not the only options, though nothing likes securing a degree if you can afford it. But not everyone is fortunate to do so. So you must acquire a skill. Since the media has arrived, it has a lot to offer. You can become a cameraman, a set designer, or even, start from the smallest of the jobs. The ones who started as cable boys have climbed the ladder and become great directors in PTV channel now. Self-commitment and hard work and passion will lead you to your success.



Anwar Masood, Poet

I want to say this to the students, who have completed their matriculation, F.A or B.A; and are hopeless due to unemployment. For every skilled person, the world has immense opportunities and our Prophet Muhammad (PBUH) himself used to work his hands. There is a saying of Prophet Muhammad (PBUH) that “one who earns by struggle is a friend of Allah”. Nothing is better than friendship with Allah. Acquire the skill. There are numerous field like cooking, stitching and shoe making; make use of your two hands, learn a skill; and I assure you; your future will be bright and prosperous.



Laila Zuberi, Film and TV Actress

Success is neither a heirloom nor does it relies on a specific field. Success can be achieved in any field if you work with honesty. I want to quote students and professionals from many fields like the technical and vocational education and training which are neglected. I am aware of so many young people who are working successfully after training as electricians, plumbers, mobile phone repairman and beauticians. I thank these young people with all my heart. Let us all encourage and appreciate these skilled people.

Envoys call for
PRIVATE SECTOR'S LEAD
to promote TVET



The event was titled:
“Pakistan At Cross Roads”,
where a large number of
learned speakers,
entrepreneurs, regulatory
officials and
leading diplomats had gathered

The All Pakistan Business Forum (APBF) concluded an insightful forum at the Marriot Hotel in Islamabad on December 4th, 2017. The event was titled: “Pakistan At Cross Roads”, where a large number of learned speakers, entrepreneurs, regulatory officials and leading diplomats had gathered to discuss the key issues in Pakistan's National Economy, Development of a better Skilled Workforce and presenting the Country's Narrative, to cope with the emerging trends and need for global competitiveness.

The main themes of this conference presented; An overview of the current state of Pakistan's economy – considering the Opportunities, Challenges and the Ease of doing business. Another session was focused on; the importance of Skilled workforce development, where the experts discussed ways to increase productivity and exports, fulfil industry requirements, anticipate future trends and appreciate the efforts made by international



partners. The third session's theme was to refresh the Country Narrative, for strengthening Pakistan's image internationally. The business leaders shared their wisdom too; Attract international investors while overcoming the security challenges. The conference was supported by the Technical and Vocational Education and Training (TVET) Sector Support Programme, which is funded by the European Union and the governments of Germany and Norway.

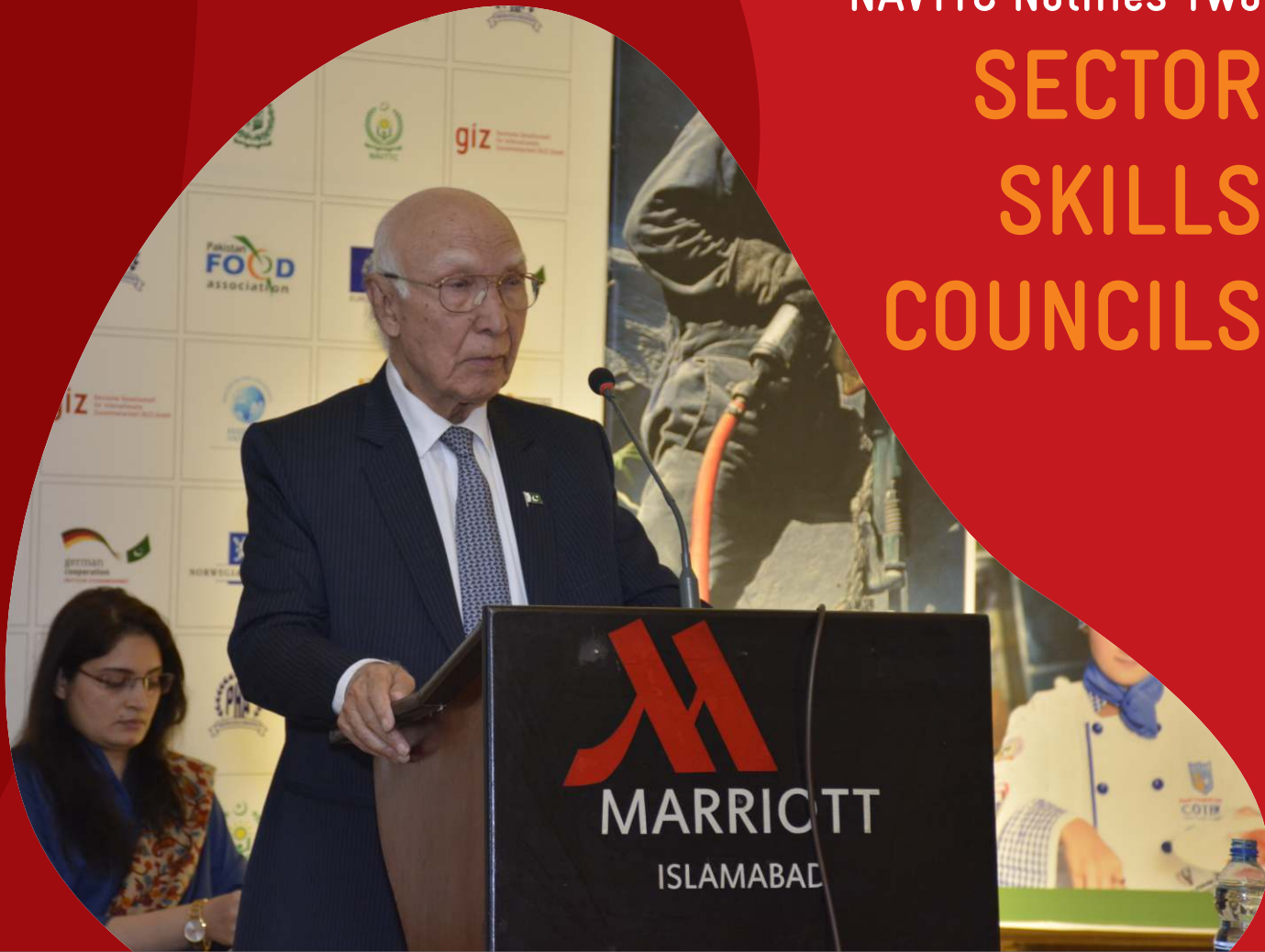
A special session titled: "Skill Workforce Development" featured distinguished speakers like; the Ambassador of the European Union (EU) Delegation to Pakistan – H.E. Jean-François Cautain, Mr Jens Jokisch, Deputy Head of Mission, Embassy of Federal Republic of Germany, Mr. Zulfiqar Ahmed Cheema – Executive Director NAVTTC, Mr. Muhammad Ali Khan – Team Leader at TVET Sector Support Programme. The Expert Panel Discussion in this session featured delegates like; H.E. Daniel Ramos Espiritu – Philippines Ambassador, Mr. Saadat Ali – Senior Programme Officer, Embassy of the Netherlands, Ms. Quanita Ali Khan – Economist World Bank, Mr. Hans-Ludwig Bruns – Head of Programme, TVET Sector Support Programme, and Ms. Sabina Ahmed – TVET Expert. The Moderator of this panel was Mr Muhammad Ali Khan from TVET Sector Support Programme.

Speaking to the audience ambassador Cautian said, “There are two main challenges faced by the TVET sector in Pakistan i.e. not providing right skills to the business community and labour market so there is a disconnect between supply and demand along with the other big issue of the quality of skills.” He said, it is important for the people of Pakistan to understand that there is no shame to have a kid who becomes a plumber, an electrician, a mechanic because not everyone can be a CEO. The session ended with the acknowledgment of the significance of implementation of national skill set strategy in a proper manner by the apex body along with the improved quality of training as well partnership with private sector.



NAV TTC Notifies Two

SECTOR SKILLS COUNCILS



The Government of Pakistan has established industry-led Sector Skill Councils (SSCs) to produce skilled workforce according to the needs of hospitality and construction sectors.

The establishment of SSCs in these two sectors was the result of an extensive consultation process with the representatives of key employer-led associations of the sectors.

According to two separate notifications issued by National Vocational and Technical Training Commission (NAVTTTC), issued on December 22, 2017 the SSCs will support the reform of Technical and Vocational Education & Training (TVET) in Pakistan. The SSCs will act as a platform to promote greater involvement of employers in the design and implementation of publicly-funded training and to increase the quality and scale of training.

According to the notification, Ms. Ayesha Khan from Hashoo Group has been appointed as interim President of the SSC for the Hospitality sector, while, Mr. Ahmed Shafiq from College of Tourism & Hotel Management (COTHM), Lahore, Mr. Afzal Ahmed Siddiqui from Skillston, Karachi and Ms. Qurat ul Ain from

Institute of Tourism & Hotel Management (ITHM), Faisalabad are the Vice Presidents. Similarly, Mr. Shahid Rafiq from Constructors Association of Pakistan (CAP) has been appointed as President of SSC for Construction, while Mr. Mohsin Sheikhan of Association of Builders and Developers (ABAD) will be its Vice President.

The interim SSCs will be responsible to support the development of SoPs for the councils, development and implementation of the annual business strategy, mobilization and outreaching to the companies within the construction and hospitality sector

The establishment of SSCs will help to achieve integral partnership objectives like fostering collaboration and exchange of good practices to encourage the expansion of workplace training, exchange of comprehensive labour market information, collaborate in the development of occupational standards and competency-based training programmes to meet priority skill needs in the sector, supporting the employment of the TVET graduates and exchange of information and good practices between employers and training providers.



SKILLED WORKFORCE from Informal Sector Gets Certified



“Skilled and certified workforce can gain major employability benefits to prosper in their profession.” These remarks were made by Mr Zulfiqar Ahmed Cheema, Executive Director, National Vocational and Technical Training Commission (NAVTTTC) in the Award Ceremony of Certificates of Recognition of Prior Learning (RPL) at a local hotel in Lahore held on November 23, 2017.

The ceremony was held with the support of TVET Sector Support Programme to award certificates to as many as 57 awardees, assessed under the latest system for recognition of their learning from the informal training system under various trades.

Under this new initiative, the skilled workers, who have learned various skills informally mainly through Ustad-Shagird (teacher-student) system, undergo a competency-based assessment and upon successful test are issued national certificates. With the support of TVET Sector Support Programme, RPL is part of the Competency Based Training and Assessment (CBT&A) Programme being run under the selected vocational trades across the country to bring a paradigm shift in the delivery of technical and vocational education and training.

TVET ON THE AGENDA OF MAJOR POLITICAL PARTIES IN PAKISTAN





The sessions, held in collaboration with SFA (Skills for All) at Lahore and Islamabad, were aimed at urging the political parties of Pakistan to make technical and vocational education and training as part of their party manifesto.

The TVET Sector Support Programme organized consultative sessions with major political parties of the country in Nov and Dec of last year to raise awareness among the political parties about the importance of Technical and Vocational Education and Training (TVET). The sessions, held in collaboration with SFA (Skills for All) at Lahore and Islamabad, were aimed at urging the political parties of Pakistan to make technical and vocational education and training as part of their party manifesto. The activity helped to have the political parties on-board to make the TVET sector as part of their party electoral manifesto. The activity in form of awareness and consultative sessions also helped in creating liaison with the political parties. The sessions were attended by major political figures from various parties.

The crux of the discussions between politicians and experts was that TVET is a neglected field. They said that with the youth forming about 60 percent of the total population, there is a dire need to put special focus on TVET to harness such a huge human resource potential to tackle the growing rate of unemployment in Pakistan. There was a consensus that the public sector alone could not provide jobs to everyone, hence there is a need for cooperation between public and private sector for the TVET governance and delivery.

The representatives of the political parties mentioned the efforts of their respective parties for education in general and technical education in particular. All of them offered their full cooperation for the promotion of TVET and to play their role in the legislative assemblies for any legislation required in this regard. They also promised that they will make efforts to make TVET as part of their party manifestos.



Dr. Musaddiq Malik, Pakistan Muslim League (N)

Unemployment is common among the uneducated people. If a person is not educated, then he needs to acquire some vocational skills to get employed. It is necessary for the development of Pakistan that we increase the human productivity and for that we need to impart skills to the employable population of the country. All provinces have good grades in capacity, but have failed in quality and alignment of resources. We will stress the need for technical and vocational education in our party manifesto for the upcoming elections.

Malik Mohammed Ahmad Khan, Pakistan Muslim League (N)

The government of Punjab is taking keen interest in the development of the technical and vocational education and training. We are making a headway to provide quality skills and technical training among youth in demand driven trades. The government is spending a major chunk of development budget on skills development. We will try our best to ensure that the manifesto of our party focuses TVET.





Ali Muhammad Khan, Pakistan Tehreek-e-Insaaf

Our education is mainly degree oriented or education as a means to acquire job. Education should be for the sake of education. Our workforce in Gulf is mostly uneducated that is why they are exploited there. I tell you there is no dearth of talent in Pakistan. Even without any training or vocational education, our workers are performing very well. But if they get proper training, they can do wonders. Our government in KP has given priority to education and skill development. 27-28 percent of our development budget is being spent on education.

Shahida Rehmani, Pakistan People's Party

I was educated at a government school and we used to have a class of technical education as well. Girls were taught home economics while boys were trained to become electricians or plumbers etc. When these boys and girls left school, they had adequate skills to start supplementing the incomes of their families and later become good earners with experience. It will be our effort to introduce more such schemes in future and we will surely include skill based education and training as part of our party manifesto.





Dr Fouzia, Mutehda Quomi Movement

MQM is a party of the middle class people with high emphasis on education. We are striving for a uniform system of education as the duality leads to class differences. At the moment there is quackery not just in medical but in every field. You do not have trained mechanics, plumbers, electricians etc. There are people who are doing these jobs but they are not properly trained and skilled. If we have an education system which produces good quality skilled works, we can earn a lot of foreign exchange and they are high in demand in many countries especially in the Middle East where they can easily go and get jobs. Education is already high on our agenda but we will stress the technical education too in our party manifesto for the coming elections.

Amir-ul-Azeem, Jamat-e-Islami

Our party's manifesto entails the technical and vocational education and training as a priority area. We are trying our best to raise the importance of the skills sector through awareness raising especially among the young supporters of our party. Education is an important pillar of the nation's building and skills are the key to success of our young population.





Shehryar Afridi, Pakistan Tehreek-e-Insaaf

In a country like Pakistan, there is a big work force available and can still afford labour intensive industry. The only problem is that we have not paid attention to vocational and technical education. We need to have more vocational institutes at local level. If we give importance to human development, we will be producing skilled workers who then will be not dependent on anyone for their livelihood. We also need to develop national consensus on that in the same way as we created consensus for National Action Plan to fight terrorism.

EXPECTED RESULTS (2017-21)





Establishment of 5 Centers of Excellence for TVET teachers' training



Training of 25 Chief Master Trainers and 100 Master Trainers



Training of 3,800 TVET teachers, 1,500 assessors and 500 principals of public and private TVET institutes



Accreditation of 200 TVET institutes



Establishment of 3 Sector Skills Councils



Development and implementation of 60 new qualifications for Competency Based Training & Assessment (CBT&A)



Training of 15,500 men and women through CBT&A



Training of 18,000 men and women through a fund in Sindh & Balochistan



Issuance of national certificates to 15,000 skilled persons from the informal sector through Recognition of Prior Learning



Establishment of employer-led Institute Management Committees in 500 TVET institutes



Implementation of the national TVET Policy at federal and provincial or regional level

For further information:

TVET Sector Support Programme

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