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TECHNICAL AND VOCATIONAL EDUCATION & TRAINING REFORM IN PAKISTAN

December 2019

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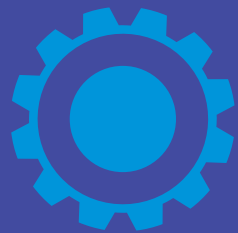
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as provincial Technical Education and Vocational Training Authorities (TEVTAs) and private sector organizations.

Islamabad, Pakistan
December 2019







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LIST OF ACRONYMS

ADB	Asian Development Bank	NVQF	National Vocational Qualification Framework
AJK	Azad Jammu and Kashmir	OJT	On-the-Job Training
BIA	Business and Industry Association	PAPGAI	Pakistan Association of Printing and Graphic Art Industries
CBT	Competency Based Training	PPP	Public Private Partnership
CBT&A	Competency Based Training and Assessment	PSDP	Punjab Skills Development Program
CCJP	Career Counselling and Job Placement	PSE	Private Sector Engagement
CoE	Centers of Excellence	PVTC	Punjab Vocational Training Council
EU	European Union	QABs	Qualification Awarding Bodies
FATA	Federally Administered Tribal Area	RPL	Recognition of Prior Learning
FPCCI	Federation of Pakistani Chambers and Commerce and Industry	SSC	Sector Skills Council
GB	Gilgit Baltistan	SMEDA	Small and Medium Enterprises Development Authority
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit	TIMT	TVET Institution Management Training
IMC	Institutional Management Committees	TIKA	Turkish Cooperation and Coordination Agency
JICA	Japan International Cooperation Agency	TNA	Training Need Assessment
KP	Khyber Pakhtunkhwa	TVET SSP	TVET Sector Support Programme
M&E	Monitoring and Evaluation	TVET	Technical and Vocational Education and Training
NAVTTTC	National Vocational and Technical Training Commission	TVETA	Technical and Vocational Education and Training Authority
NSF	National Skills Forum	UNDP	United National Development Programme
NSIS	National Skills Information System	USAID	United States Agency for International Development
NSS	National Skills Strategy	VCJP	Vocational Counselling and Job Placement
NSU	NVQF Support Unit	WBT	Workplace-based training

TVET SECTOR SUPPORT Programme

Total Population in Pakistan



48.76%
are women



51.24%
are men

Human capital, energy and agriculture and 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)
through
3,581 institutes
across Pakistan.

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-2019 are:





National and Provincial skills forums established



TVET committees in **16** Business and Industry Associations established



244 Institute Management Committees (IMCs) constituted



4 Skills Councils in construction, hospitality, renewable energy and textile sector established



Function for cooperation with the private sector in **40** TVET institutes established



1,149 agreements between public-private stakeholders and companies signed for provision of OJT or WBT
Joint project activities in **55** institutes of Sindh and Balochistan carried out

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-2019 are:





National Vocational Qualifications Framework Support Unit (NSU) in TEVTAs established



NAVTTTC and provincial and regional TEVTAs have **4** plans developed, budgeted and implemented



For the implementation of joint activities of provincial and federal actors in order to stabilize National TVET Policy and National Skills for

All Strategy, **20** agreements signed



Job placement and national skills information system established



Accreditation of **43** training institutes completed

“

What we know

We are the skilled workforce of Pakistan. Our country needs people like us at our best so we contribute to the country's socio-economic development.

”



IMPLEMENTATION OF National Vocational Qualifications Framework and promoting COMPETENCY BASED TRAINING AND ASSESSMENT IN PAKISTAN

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 2019 are:

Training on technical and pedagogical skills of
2,487 TVET teachers conducted

67,946 trainees in CBT courses across the country enrolled

27,469 candidates across the country through recognition of prior learning (RPL) certified

1,114 national level assessors certified

158 master trainers and **619** principals trained

42 New NVQs developed

Reforming the Technical & VOCATIONAL EDUCATION & Training in Pakistan

Technical and vocational education and training (TVET) plays an important role in supporting the economic growth and reaping the benefits of the demographic dividend, which Pakistan is bestowed with. However, the country's TVET system is confronted with numerous challenges in the area of access, quality, equity and relevance. The role of business and industry in TVET planning and delivery is limited and the system for assessing the labor market needs and adjusting the training delivery accordingly is inadequate. The gap between demand and supply of skilled workforce is due to limited cooperation between the public and the private sector in TVET planning, governance and delivery. As a consequence, the workforce produced lacks the skills needed in the market. Against this backdrop, the realization of having an increased cooperation between private and public sector is gaining prominence. Mainstreaming this cooperation between public and private sector is a key to ensuring provision of employable skills to the youth of Pakistan. To address these challenges, the Government of Pakistan, in April 2011, embarked upon a comprehensive TVET sector reforms. During this time, a number of milestones were achieved like first-ever National Vocational Qualification Framework (NVQF), introduction of competency-based training (CBT) system in Pakistan and so on.



“How we do it

We put all our energies and outmost eorts in our work. Sometimes we are not fully equipped or safe for the job at hand, but that doesn't stand in our way to bring all our best at work

”



National SKILLS FOR ALL Strategy

The National Skills for All TVET Strategy approved in 2018 outlines a number of areas, providing a roadmap to undertake further reforms in the TVET sector in the years to come. Upon the recommendation of the taskforce constituted by the Prime Minister, this strategy has been formulated, outlining eight core areas to mitigate the challenge of access, quality and equity in TVET sector in Pakistan. Improved governance streamlined financial resources, capacity enhancement, quality assurance, gender mainstreaming, industry ownership, labor market standards according to international market and wider communication and outreach are the key areas of this strategy. The strategy provides details on the resource planning, targets and key areas of the intervention where government of Pakistan through NAVTTC and provincial Technical Education and Vocational Training Authorities (TEVTAs) will be implementing the recommendations.



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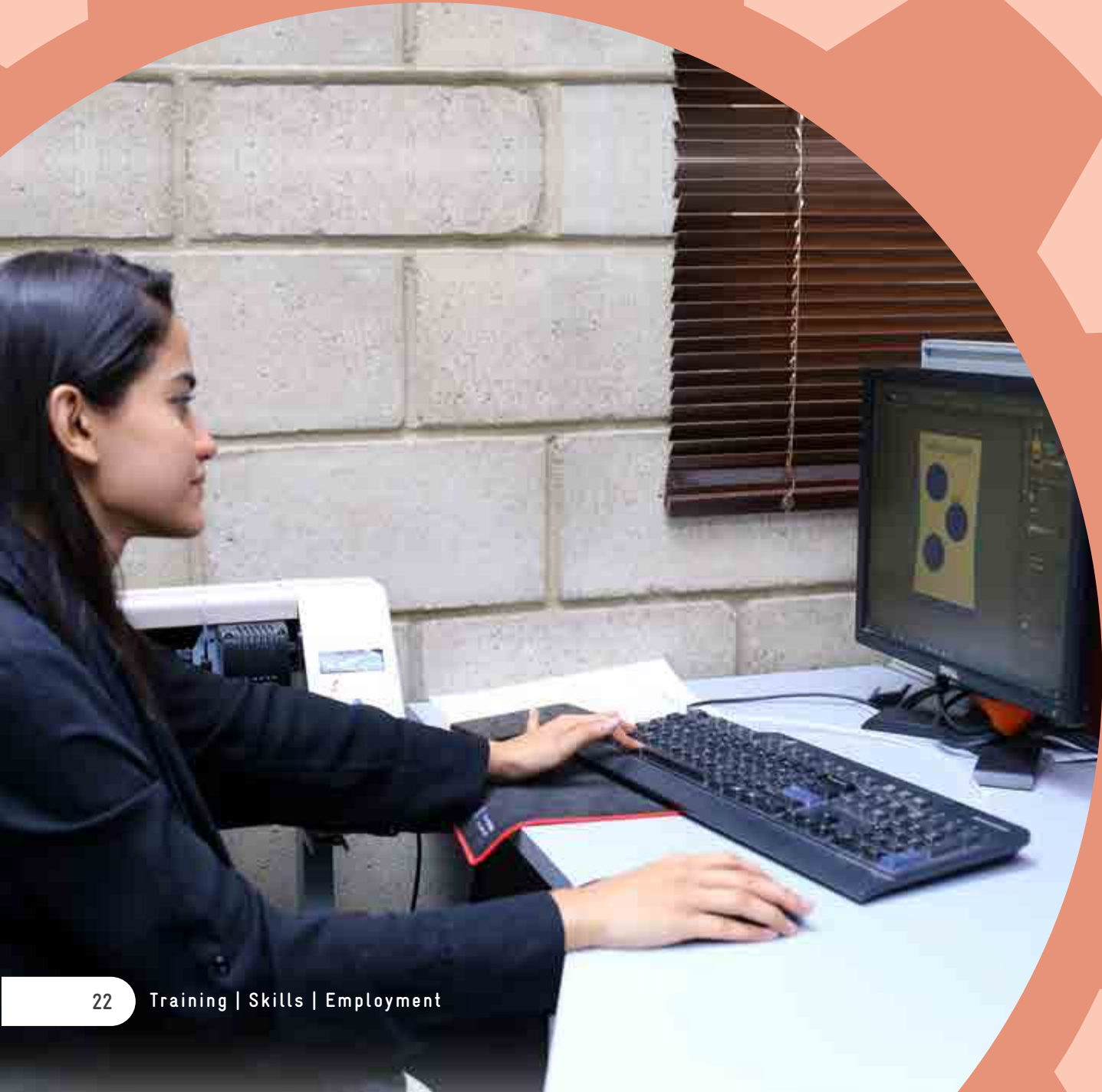
TVET Sector Support Programme

The TVET Sector Support Programme is assisting the Government of Pakistan in improving access, relevance, equity and quality of the TVET system. With relevant skills, the skilled workers are able to:

- Transform their lives
- Earn several times more
- Work with better understanding
- Contribute more to the development of the economy

”





“

We make a difference Policy Formulation

First ever TVET policy have been launched, while implementation of the National Skills Strategy initiated to allow more and more young men and women learn skills, needed in the job market.

”

Competency Based Training GAINING GROUNDS IN Pakistan

Competency Based Training, a world-wide popular approach for quality vocational training, is fast gaining grounds in Pakistan as over 50,000 men and women across the country have signed up for various skills training programmes under this approach.

Introduction of Competency Based Training (CBT) is the cornerstone of the ongoing reform with the technical education and vocational training (TVET) sector reform, initiated by the Government of Pakistan and supported by the European Union and the governments of Germany and Norway.

National Vocational and Technical Training Commission (NAVTTTC), which is spearheading the country-wide reform in the TVET sector, has developed the first-ever National Vocational Qualifications Framework (NVQF) that provide the basis for introduction of the paradigm shift in the delivery of vocational training in Pakistan.

The CBT is delivered against the national standards set by the industry, hence the prospects of employability for the pass outs of CBT training programmes are higher than the old traditional training methods, says Syed Javed Hasan, chairman NAVTTTC while highlighting the importance of this new training approach.

Particulars of all the trainees and pass outs under CBT programmes is nationally compiled through an online NVQF registrar, which is housed within NAVTTTC. According to the latest update, over 50,000 men and women from all over the country has either completed or are enrolled for various CBT programmes in over 400 TVET institutes.

“Switching more and more TVET institutes towards CBT approach is an encouraging sign, hence the current government has also decided to shift from the traditional way of training to the ones led by industry,” says Mr. Hasan.

Upscaling of NVQF and mainstreaming of CBT approach is an integral part of the new National

Skills for All Strategy, which has been developed by the current federal government.

The competency-based training is the latest approach of training delivery and assessment which is being followed across the globe. The initiative is carried out since 2015 after the launch of NVQF an important intervention in the TVET to improve quality of the training. The NVQF supports in establishment of a national system for recognition for TVET qualifications and certificates. The NVQF provides a basis for recognition of qualifications at national and international levels.


It is worth mentioning here that under this reform process, the governments of Khyber Pakhtunkhwa (KP) and Azad Jammu and Kashmir have already announced to convert their complete TVET system on CBT, which will improve the quality of skills training and enhance employment opportunity for the youth.

The Managing Director KP TEVTA Mr. Sajjad Ali Shah endorsed the idea of CBT&A system, saying that, 'The CBT&A is a modern way of delivering technical and vocational training, which exists in a number of developed countries such as United Kingdom, Australia, New Zealand, and South Asian countries such as Bangladesh, India and Sri Lanka'.

Chairman AJ&K TEVTA Khawaja Muhammad Tariq said that, 'the goal of making the youth of as skilled as better for employability prospects and the conversion of institutes would bear good results in AJK'.

The implementation of NVQF has been supported by the TVET Sector Support Programme, which is funded by the European Union and Governments of Germany and Norway. The Programme assists the Government of Pakistan to reform the TVET system since 2011. The Programme focuses on governance, development of quality human resource including trainees and trainers as well as creating linkages between public and private sector.

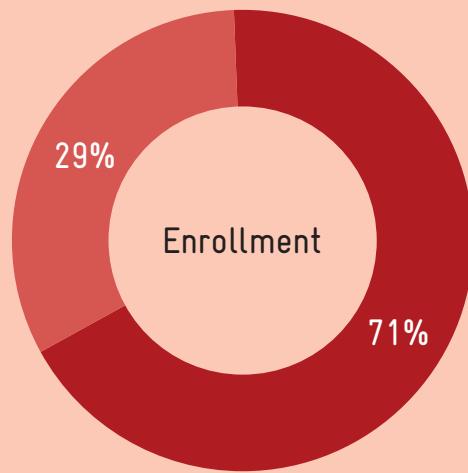
Welcome to NVQF REGISTRATION AND ASSESSMENT SYSTEM

 **95,404**
Enrollment

 **11**
QAB's

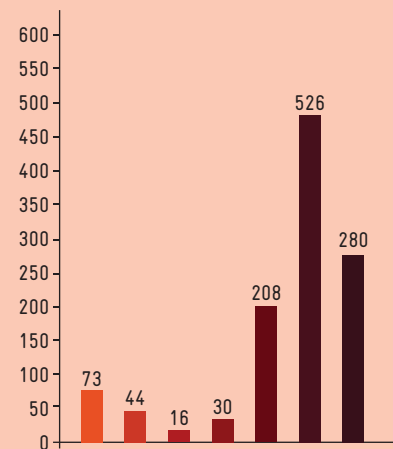
 **707**
Institutes

CBT&A(67,946) / RPL(27,469)



■ CBT&A ■ RPL

Assessors



■ AJK ■ Baluchistan ■ GB ■ ICT ■ KPK ■ Punjab ■ Sindh

Gender Wise

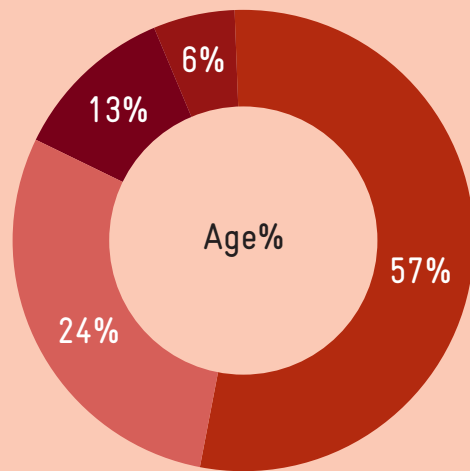
Province	Male	Female	Trans
AJK	4,107	5,806	0
Baluchistan	1,966	1,273	4
ICT	3,821	638	0
KPK	16,572	7,009	8
Punjab	23,159	15,455	11
Sindh	9,870	4,654	4

Stream Wise

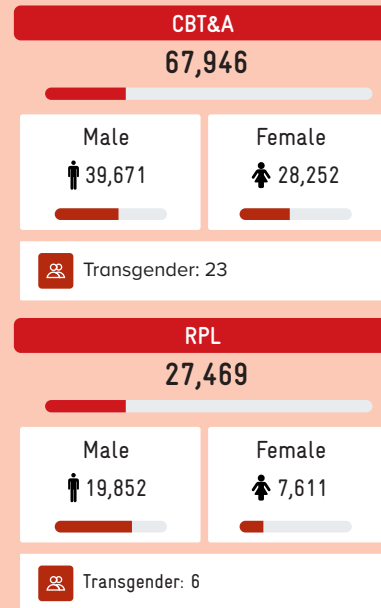
Province	CBT&A	RPL
AJK	8,358	1,555
Baluchistan	2,184	1,059
ICT	78	4,576
KPK	20,648	2,941
Punjab	25,894	13,541
Sindh	10,752	3,778

*Statistics are as of February, 2020

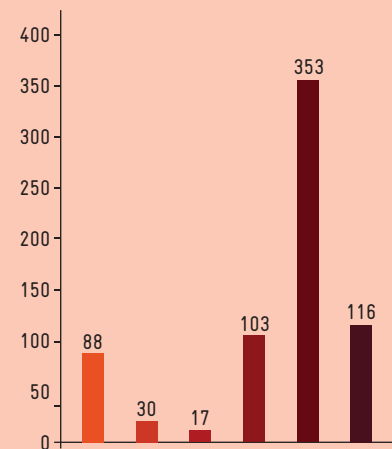
Age wise enrolment%



■ Age: 20 ■ Age: 20-30 ■ Age: 30-40 ■ Age: 40 & above



Institute province wise



■ AJK ■ Baluchistan ■ ICT ■ KPK ■ Punjab ■ Sindh

1,177
Assessors

173
Qualifications

985
Competencies

TVET TO MAINSTREAM Youth Employment

Islamabad, October 14, 2019: Experts at a dialogue have stressed to increase employment opportunities for the skilled workers so that they can join the formal labour market and contribute to the economy.

The national dialogue on the "Employment for Skilled Workforce" was organized on Tuesday in Islamabad by the National Vocational and Technical Training Commission (NAVTTTC) in collaboration with TVET Sector Support Programme, which is funded by the European Union and the governments of Germany and Norway. The event also highlighted the digital tools available for the job seekers and employers to bridge the gap between two and provide efficient mechanism to facilitate the employment process.

A large number of leading industrialists, training providers, government officials and representatives of international development partners attended this dialogue which highlighted the challenges and way forward for facilitation of employment for youth by learning relevant skills and using digital tools.

While addressing to the participants Executive Director NAVTTTC Dr. Nasir Khan said, "The government has launched the National Skills for All Strategy which clearly speaks about the role of NAVTTTC in providing enabling environment for improved employability. This can only be achieved through the strong alliance of stakeholders from public and private sector organizations." He highlighted that National Skills Information System (NSIS) which is established by NAVTTTC provides a one window solution to the job seekers and employers to look for match making of skills versus job available.

The dialogue among various stakeholders provided a platform to formulate technical working group for the promotion of the agreed steps in future for upscaling the utilization of digital tools among employer and job seekers as well providing learning opportunities to the youth according to industry's demand for the promotion of employability. It is pertinent to mention here that TVET Sector Support Programme in collaboration with NAVTTTC at federal level and Technical Education Vocational Training Authorities (TEVTAs) in regions has established more than 130 Career Counselling and Job Placement (CCJP) Centers

across the country. These centers are established to facilitate the process job search for job seekers and provide a platform to employers for centralized access to the workforce pool. The centers also facilitate youth to access and learn various digitized tools for their employment search.

Experts, policymaker stress importance of NVQF

Islamabad July 30th, 2019: Policymakers and experts at a national conference here on Tuesday stressed the need for a national framework to ensure unified and standardized vocational training in the country.

They expressed their views at the first-ever Conference on the National Vocational Qualifications Framework: Opportunities & Challenges". The conference was inaugurated by the Federal Minister for Federal Education and Professional Training Mr. Shafqat Mehmood. The conference was attended by experts, policymakers and representatives of the private sector from across the country.

Speaking at the ceremony the minister highlighted that the government is working on streamlining the education in the country. He said TVET is an imperative factor for the youth of Pakistan and cannot be ignored, saying delivery of vocational training based on national standards is a key to improve the employment perspectives of the youth.

He termed the launch of NVQF as a remarkable step in this regard. He urged that provinces shall play their vital role in implementation of the NVQF in its true spirit.

NAVTTTC launched Pakistan's first-ever National Vocational Qualification Framework (NVQF) in 2015 to standardize and streamline the technical and vocational education and training (TVET) in Pakistan. The NVQF is a key component for establishing a coherent national system of vocational training, curriculum, and through implementation of Competency Based Training and Assessment (CBT&A).

The Charge de affairs at the European Union Delegation to Pakistan Anne Marshal said that EU since 2011 is supporting government of Pakistan for bringing reforms in TVET sector. The standardization of the TVET sector through implementation of NVQF will pave way for a better TVET system in the country.

The ambassador of Germany Mr. Bernhard Schlagheck and Norway Mr. Kjelle Gunnar Eriksen said that the implementation of NVQF will help government to upscale the implementation of National Skills Strategy and help in achieving Naya Pakistan as per the vision of prime minister.

The Executive Director Dr. Nasir Khan said that NAVTTC has worked upon equivalencies of the NVQF levels with the general education system to synchronize the TVET system with the ongoing educations level. NAVTTC will continue upscaling the curriculum as well as bring in more trades as per the industry's demand.

The NVQF is a key component in the establishment of the coherent national system of qualifications, assessment and training that will support implementation of the national goals expressed in the NSS and the national TVET policy. The main purpose of NVQF is to improve the quality of outcomes, increase the quality of skills and provide sufficient knowledge that meets the needs of industry. The NVQF integrates formal, in-formal and non-formal achievement, which results into increased accessibility to the recognition of skills.

The implementation of NVQF has been supported by the TVET Sector Support Programme, which is funded by the European Union and Governments of Germany and Norway. The Programme assists the Government of Pakistan to reform the TVET system since 2011. The Programme focuses on governance, development of quality human resource including trainees and trainers as well as creating linkages between public and private sector.





“ **National Vocational
Qualifications Framework
(NVQF)**

First ever NVQF launched in Pakistan and
its implementation started with the
launch of Competency Based Training.

”

Respect for SKILLS



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.

A woman wearing a red headscarf and a white long-sleeved shirt is focused on her work at a white sewing machine. She is using a pair of gold-handled scissors to cut a piece of light-colored fabric. The background shows a busy factory environment with other workers at sewing machines. A large, stylized grey gear graphic is partially visible on the right side of the image.

“National Skills
Information System

containing data of over 36,000
employers and 500,000 skilled
workers”



TVET

HIGHLIGHTS

IN 2019

Shafqat Mehmood

TERMED GENDER PARITY CRITICAL FOR TVET

Islamabad, May 3, 2019: Federal Minister for Professional Training and Education Mr. Shafqat Mehmood launched three research studies on 'Participatory gender assessment of NAVTTC and provincial TEVTAs', 'Organizational assessment of women TVET institutions' and 'Analysis of job market opportunities for women in Sindh and Balochistan' here today at a local hotel in Islamabad.

The flagship studies provide a detailed analysis of existing policy framework, systems, structures, competence, resources, recent trends of gender mainstreaming, and challenges/limitations, organizational culture and perceptions of officials in these institutions regarding promotion of women's participation in TVET and labor market in the country. It also highlights strengths, best practices and a way forward for these institutions on mainstreaming gender and building inhouse competences.

Speaking at the ceremony, Minister asserted on the significance of women participation in the TVET sector as a critical factor.

"Women can play an integral role through their keen social and economic understanding and involvement for a prosper growth of self, household and community", he said.

Ambassador of delegation of European Union to Pakistan, Mr. Jean Francois Cautian appreciated the efforts of NAVTTC on conducting these studies. He asserted that only the gender mainstreaming and increased participation of women in TVET sector can ensure mainstreaming the TVET sector in Pakistan.

Parliamentary Secretary for Ministry of Education and Professional Training, Ms. Wajiha Akram appreciated the findings of the study and termed highly persistent. She said that these studies provide further way forward to NAVTTC (National Vocational and Technical Training Commission) to act for gender equity within their structure as well as while acting as its role of being apex body to trickle down the activities in light of findings in provinces. Member National Assembly, Ms. Andhleeb Abbas said that technical education and vocational training can provide a pathway to country's women to play its economic role by domestic entrepreneurial activities.

Chairman NAVTTC Syed Javed Hassan endorsed the recommendations of the study and ensured that NAVTTC will take lead in implementation of recommendations of the study.



He said that gender equality and improved women's employability sits at the core of the TVET reforms in Pakistan. Women represent 49% of the total population and only 24% participate in labor market. There are over 2,000 TVET institutions for women in the country, where only 36% of women acquire competencies in formal TVET programmes. Women's participation in TVET programmes and formal labor market is a big challenge for technical and vocational education service providers.

On the sidelines of the event, the federal minister distributed certificates among as many as 100 Master Trainers of various areas of TVET. The training is conducted by the Melbourne Polytechnic, Australia in collaboration with NAVTTC and ITHM. The assessment studies for gender mainstreaming in TVET and the Master Training is supported by TVET Sector Support Programme funded by the European Union and the Federal Republic of Germany.

The TVET Sector Support Programme implemented by the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH in close collaboration with the National Vocational and Technical Training Commission (NAVTTC) as well as provincial Technical Education and Vocational Training Authorities (TEVTAs) and private sector organizations promotes women's full and effective participation at all levels and advocate maximum opportunities for employment. The programme also undertakes multiple interventions to enhance the use of enabling technology for accessing labor and economic market through multiple measures.



Inter-provincial Minister CONFERENCE ON TVET ESTABLISHED

Islamabad March 27th, 2019: The Government of Pakistan on Wednesday formally launched the Inter-Provincial Ministers Conference to promote and coordinate the technical and vocational education and training (TVET) sector in the country.

"The conference has been established to identify challenges and opportunities in the skills sector. The forum would pave way for devising a roadmap for better coordination among federal and provincial governments," said Mr. Shafqat Mehmood, Federal Minister for Education and Professional Training while chairing the median meeting of the forum.

The conference will also make efforts to implement the National Skills for All Strategy developed by the task force. The conference was held under the auspices of National Vocational & Technical Training Commission (NAVTTTC).

Special Assistant to Prime Minister on Youth Affairs Mr. Usman Dar while speaking at the occasion said that "skills

development among youth is at the forefront of our government's agenda and reforms are underway to bring education and vocational training system in sync with labour market requirements".

"I believe education a skill development is beyond politics and we must all put our efforts collectively in the national interest to promote skill development and empower our young people" the minister said.

The conference was attended by the provincial ministers dealing with the topics of TVET from all the four provinces as well as Gilgit Baltistan and Azad Jammu & Kashmir. In addition, the ambassador of European Union Jean-François Cautain, ambassador of Germany Martin Kobler, ambassador of Norway Kjell-Gunnar Eriksen, and representatives from the Chinese embassy, USAID, UNDP, World Bank & British Council, GIZ, ADB, TIKa, JICA, and all provincial TEVTAs also attended the first session as observers.





NAVTTTC and FPCCI ESTABLISHED JOINT SECRETARIAT OF NATIONAL SKILLS FORUM TO PROMOTE TVET

Karachi April 25, 2019: FPCCI and NAVTTC inaugurated joint secretariat of National Skills Forum at the Federation House in Karachi to strengthen the public-private partnership in TVET sector.

Public-private partnership is the core to promote TVET and mitigate the challenge of right-quality skilled-workforce in the country. These remarks were made by the Federal Minister of Professional Training and Education, Mr. Shafqat Mehmood at the inaugural ceremony of the Joint Secretariat of the National Skills Forum (NSF) here at the Federation of Pakistan Chambers of Commerce and Industry (FPCCI).

Speaking at the ceremony he said that, 'Business community can play a vital role in strengthening the TVET sector in the country. I see this partnership between NAVTTC and FPCCI as an exemplary step that the visionary countries take.' Mehmood

It is pertinent to mention that the National Skills Forum was constituted, notified and launched on 1st October 2018 by the Government of Pakistan which is a joint initiative of National Vocational and Technical Training Commission (NAVTTTC) and Federation of Pakistan Chambers of Commerce and Industry (FPCCI).

Speaking at the ceremony, chairman NAVTTC Syed Javed Hassan said that

the objective of the forum is to deliberate issues and challenges in the realm of skill development, formulate operable strategy and suggest policy options encompassing varied aspects of TVET sector in Pakistan and reflect on the full spectrum of interdependencies to foster cooperation among key stakeholders. This forum can play a strategic role in bridging the gap between public and private sector to promote TVET.

Acting President FPCCI Mirza Ikhtiar Baig emphasized on the efficient utilization of resources and underscored the need of coordination in planning to efficiently realize the objectives of the National TVET Roadmap through this partnership.

The Forum is comprised of representatives from public and private sector, training providers, Industry and TVET experts. The NSF aims at establishing and increasing the collaboration among the Federation of Pakistan Chambers of Commerce and Industry (FPCCI) and National Vocational and Technical Training Commission (NAVTTTC) to bring both the government and the industry to one platform for offering employable skills to the youth according to the needs of the industry.

The National Skills Forum and its Joint Secretariat is the forum is established with the support of TVET Sector Support Programme which is funded by the Royal Norwegian Embassy, the Federal Republic of Germany

and European Union. The forum is intended to reflect the full range of interdependencies to foster cooperation, emphasize on the effective use of resources, and highlight the need of coordination in planning, to pursue the objectives of the National TVET Policy.

During the event, private sector through FPCCI was presented with the guidelines to engage Business Industry Associations (BIAs), Chambers of Commerce and industry in TVET sector significantly at the federal and provincial level through various aspects of public-private partnership. Six private sector organizations were also acknowledged for their continuous efforts in promoting TVET sector through workplace based training.



TVET GRADUATES TO FULFILL THE HUMAN RESOURCE NEEDS OF PAKISTAN

Karachi April 26, 2019: More than 65 private sector companies joined in the 'Job Fair and Skills Expo 2019' for the hiring of more than 2,500 trainees, declared competent in 2018 under the workplace-based training system. The ceremony held in Karachi at a local hotel in Karachi on Friday. The event was organized by National Vocational and Technical Training Commission (NAVTTTC) in collaboration with Sindh Technical and Vocational Education and Training (TEVTA), supported by Technical and Vocational Education and Training (TVET) Sector Support Programme which is funded by the European Union, the governments of Germany and Norway and implemented by Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH (GIZ) in collaboration with NAVTTTC, TEVTAs, P V T C and several private sector organizations

Speaking at the opening ceremony of 'Job Fair and Skills Expo to promote Workplace-based Training' the Federal Minister for Professional Training and Education Mr. Shafqat Mehmood Skilled said, 'youth can fulfill the industry's need of human resource to boost country's economy by cost-efficient processes. Naya Pakistan envisions to promote skills training according to private sector needs.'

The event was attended by a large number of entrepreneurs, business fraternity, member organizations of chambers of commerce and industry associations. Large number of TVET institutes participated to show case the products and services and products of the skilled human resource been trained under competency-based training (CBT) system. The main objective of the event was to highlight the importance of vocational training, exhibit the skills of TVET trainees and provide a platform for their employment. Its is pertinent to mention here in 2018, total 4,500 trainees were trained and 2,500 declared competent and this Job Fair will facilitate these trainees to earn better employment for themselves.

The ambassador of European Union, Mr. Jean Francois Cautian while speaking at the ceremony highlighted the role of employment of skilled human resource in the economy of country. While share the experiences of EU countries, he mentioned that Pakistan is going through a reform process where importance of TVET is integral to be admired by private sector





because that's how countries like Germany, Norway etc. mitigated their economic challenges. "skilled human resource is the key to mitigate the economic efficiency challenges of the country' he said.

Chairman National Vocational and Technical Training Commission appreciated the efforts of Technical and Vocational Education and Training Authority for their efforts in the province and mentioned them a strong ally for quality skills training delivery. The speakers termed the skill development as key priority of the province to provide maximum jobs among young.



Skills Advisory Forum on TVET IN PUNJAB VOWS FOR SYNERGY AMONG PUBLIC-PRIVATE SECTOR

Lahore December 2, 2019: Provision of demand-driven technical and vocational education and training to the youth is one of the key priorities of the current government, hence it is taking all steps to achieve this objective, says the provincial minister for industries Mia Mohammad Aslam Iqbal here on Monday.

He said this while inaugurating the annual session of the Punjab Skills Advisory Forum, which has been established with the support of TVET Sector Support Programme that is funded by the European Union and the governments of Germany and Norway.

The minister said technical and vocational education and training (TVET) can provide a number of opportunities to young men and women to be part of

job market. This meeting was organized by the Project Implementation Unit (PIU) of Industries, Commerce & Investment acting as a secretariat for the Skills Advisory Forum (PSAF) in Punjab.

The forum, established in 2017, is comprised of representatives from public and private sector, training providers, International Development Partner's industry and TVET experts. At the provincial level, the PSAF works to deliberate issues and challenges in the realm of skill development, formulate operable strategy and suggest policy options encompassing varied aspects of TVET sector in the province and emphasize on the efficient utilization of resources and underscore the need of coordination in planning to efficiently realize the objectives of the National TVET Roadmap following.

Speaking at the occasion, chief Executive Officer (CEO), Punjab Skills Development Fund (PSDF), Mr. Jawad Khan said that, 'establishment of this forum and the working groups under this forum provides a key connect between academia and industry for better design and delivery of technical training.' Office bearers and senior representatives from Chambers of Commerce in Punjab; Punjab Technical Education and Vocational Training Authority (TEVTA), Pakistan Vocational Training Council (PVTTC), Small and Medium Enterprise Development Authority (SMEDA), and Associations (BIAs) of footwear, automotive, and other organizations participated in the meeting.



Experts from public sector vowed to the private sector that with their interest and technical input the TVET sector can seek potential reform in terms of curriculum, assessment, on-the-job training as well as job placement. They also appreciated the efforts and contribution of the forum members for providing their support in developing 15 new nationally recognized training programmes, which are being implemented in as-many-as 161 TVET institutes across Punjab.



Experts, POLICYMAKER STRESS IMPORTANCE OF NVQF

Islamabad July 30th, 2019: Policymakers and experts at a national conference here on Tuesday stressed the need for a national framework to ensure unified and standardized vocational training in the country.

They expressed their views at the first-ever Conference on the National Vocational Qualifications Framework: Opportunities & Challenges". The conference was inaugurated by the Federal Minister for Federal Education and Professional Training Mr. Shafqat Mehmood. The conference was attended by experts, policymakers and representatives of the private sector from across the country.

Speaking at the ceremony the minister highlighted that the government is working on streamlining the education in the country. He said TVET is an imperative factor for the youth of Pakistan and cannot be ignored, saying delivery of vocational training based on national standards is a key to improve the employment perspectives of the youth.

He termed the launch of NVQF as a remarkable step in this regard. He urged that provinces shall play their vital role in implementation of the NVQF in its true spirit.

NAVTTTC launched Pakistan's first-ever National Vocational Qualification Framework (NVQF) in 2015 to standardize and streamline the technical and

vocational education and training (TVET) in Pakistan. The NVQF is a key component for establishing a coherent national system of vocational training, curriculum, and through implementation of Competency Based Training and Assessment (CBT&A).

The Charge de affairs at the European Union Delegation to Pakistan Anne Marshal said that EU since 2011 is supporting government of Pakistan for bringing reforms in TVET sector. The standardization of the TVET sector through implementation of NVQF will pave way for a better TVET system in the country.

The ambassador of Germany Mr. Bernhard Schlagheck and Norway Mr. Kjelle Gunnar Eriksen said that the implementation of NVQF will help government to upscale the implementation of National Skills Strategy and help in achieving Naya Pakistan as per the vision of prime minister.

The Executive Director Dr. Nasir Khan said that NAVTTTC has worked upon equivalencies of the NVQF levels with the general education system to synchronize the TVET system with the ongoing education level. NAVTTTC will continue upscaling the curriculum as well as bring in more trades as per the industry's demand.

The NVQF is a key component in the establishment of the coherent national



system of qualifications, assessment and training that will support implementation of the national goals expressed in the NSS and the national TVET policy. The main purpose of NVQF is to improve the quality of outcomes, increase the quality of skills and provide sufficient knowledge that meets the needs of industry. The NVQF integrates formal, in-formal and non-formal achievement, which results into increased accessibility to the recognition of skills.

The implementation of NVQF has been supported by the TVET Sector Support Programme, which is funded by the European Union and Governments of Germany and Norway. The Programme assists the Government of Pakistan to reform the TVET system since 2011. The Programme focuses on governance, development of quality human resource including trainees and trainers as well as creating linkages between public and private sector.

EU ambassador Visits WBT PARTNERING ENTERPRISES

The Ambassador of the European Union Her Excellency Androulla Kaminara visited the printing and packaging industry in Karachi, Sindh on October 25, 2019. During this visit she especially met with young people in the industry who have been trained in Assistant Offset Machine Operator program under EU, German and Norwegian funding and are working in various organizations. The European Union Ambassador appreciated the role and services of the Pakistan Association of Printing and Graphic Art Industries (PAPGAI) and showed gratitude to the institutions for providing employment to the young people trained under this program.

The ambassador was informed that seven more qualifications in this regard have been prepared for post-printing operations that go up to the diploma level which is level V as per national vocational qualification framework of Pakistan.

The ambassador also paid a visit to Vocational Training Institute, Green Town Lahore on October 22, 2019 and appreciated Punjab Vocational Training Council for their efforts to impart competency based training to young men and women in various demand-driven trades.





Public-private Partnership IS THE KEY TO BETTER TVET DELIVERY IN KP

Peshawar March 26, 2019: The Government of Khyber Pakhtunkhwa consider investment in vocational training as key to enable young men and women to contribute in the socio-economic uplift of the province, said the provincial minister for Finance Mr. Taimoor Khan Jahgra here on Tuesday. Speaking at the annual meeting of the Khyber Pakhtunkhwa Skill Advisory Forum, the minister said Technical and Vocational Education and Training (TVET) is the key to provide quality human resource in demand-driven areas according to the industry's requirement.

The KP Skills Advisory Forum has been established by the Department of Industries, Commerce and Technical Education in 2017 to promote public-private partnership among relevant TVET organizations from the government sector.

The forum is supported by the TVET Sector Support Programme, which is funded by the European Union and the governments of Germany and Norway.

The forum provides opportunity to the stakeholders from BIAs and chambers to highlight the latest skills demands and changing trends required among the skilled youth. The technical working groups under the forum work upon the development of curriculum according to industry's requirement and discuss the progresses, challenges and opportunities pertaining to TVET programmes and labour market and provide solutions. The forum also advocates partnership among public and private institutions and the paradigm shift from the traditional methods of

training and vocational education to Competency Based Training & Assessment (CBT&A).

The minister further said that Khyber Pakhtunkhwa (KP) government is ready to provide its all-out support to the private sector for their technical input to improve the TVET sector in the province and work in collaboration with private sector for the promotion of employment.

Speaking at the Ceremony, the German Ambassador to Pakistan H.E Martin Kobler appreciated the idea of establishment of TVET advisory forum. He said that Pakistan needs to reach out to the private sector community on all levels so that direct interest of private sector can be developed in Skills training design and delivery.

Syed Javed Hassan, Chairman NAVTTC strong urged on the industry linkages and said that this guarantees better employment prospects for the learners. He also highlighted various aspects of recently approved National Skills for All Strategy and urged the provincial government to allocate resources for upscaling the reform measures in the province. Speaking at the occasion Managing Director KP TEVTA, Engr. Sajjad Ahmed said that the need of providing youth with market-led technical education and vocational training (TVET) is the need of the time and TEVTA is working to fulfil this need. He mentioned that KP is the first province in the country which has shifted its complete technical education and training from traditional system to the Competency Based Training (CBT) system which is latest best practice according to international benchmarks.

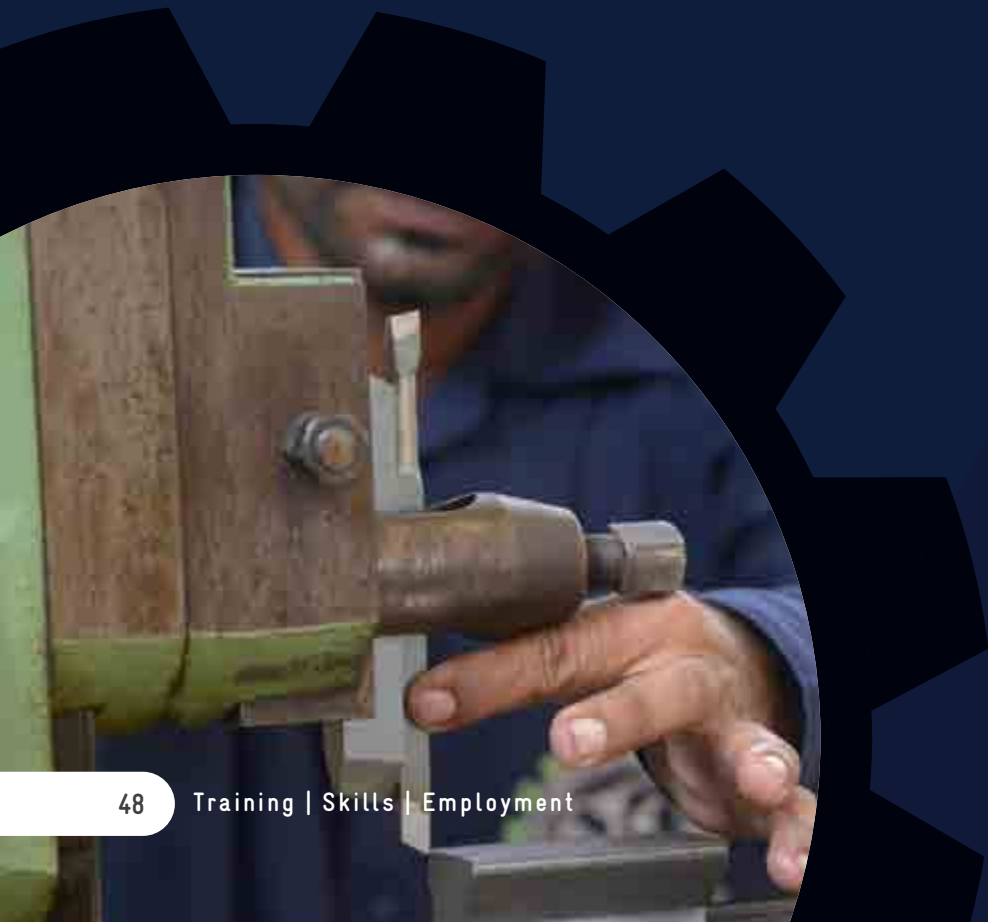


All for a Skilled BALOCHISTAN AND AFFLUENT PAKISTAN By Sheher Bano

Imam Ali, a trained general electrician, is on-the-job-training (OJT) at the maintenance department of Honda Superpower in a real worktime environment.

"After practicing one phase wiring at the centre, here we are learning the difficult 3-phase electrical wiring. This additional skill will make our job easy in the industry, where this wiring system is used. Not able to afford expensive degrees of medicine or engineering, this skill training is mandatory for us" says Imam, a beneficiary of a special training fund, constituted to equip youth with employable skills.

Coming from Jahanabad, Hub Chowki, 4-5 km away from the enterprise, Ali is a son of a disabled father and wants to contribute to the family income along with his brother who is a shop labour here.



Similarly, Waleed is another trainee doing OJT in the general electrician in Honda Superpower. His two elder brothers work as fisherman to run the house. Learning industrial wiring here, he intends to complete other levels too to secure a better employment to help his retired father.

"Having six trainees, two in general electrician and four in welding, we intend to provide jobs too. Pak-German TTC should merge Level-II and Level-III of General Electrician course to teach domestic and industrial electrical wiring," says Tariq Jawed, General Manger HR & Admin, Honda Superpower.

Sajjad, enrolled in one-year machinist course at the centre has done Diploma of Associate Engineer (DAE) too from Karachi.

"Even in DAE, they didn't focus on the practical aspect. In eight months, I have learnt far more than what I had learnt from my DAE course. The students practice tool grinding, turning and tapering jobs on separate machines and then make tools according to the market demand," maintains Sajjad.

Shabbir Memon, a B.E mechanical, In-charge Safety and Deputy Manager, Machine Shop, BCL, says no internee is allowed to work without wearing safety gears. However, they need more time to understand the process and working of heavy machines. A trained machinist can match the qualification of a BE mechanical."

Another trainee at the same institute, Gohram, 21, studied till intermediate and is doing Machinist course at Pak-Germen TTC. Coming from Orangi Town Karachi Gohram after his training at the institute goes to Fisheries, Karachi to supply hand-made baskets to the fish vendors till midnight. He earns Rs 1,000-1500 daily."

Owais Qadir, 18, after completing welding course from the centre is doing OJT at Balochistan Wheels. "I along with my elder brother earn Rs 1,000-1,200 per day by running a paan shop in the evening in Faqeer Colony, Orangi Town as our father is jobless. After the course, I will join a friend at a Gate Jali factory in Orangi Town to get more perfection after which I will try to go abroad."

All these stories reflect the demand and importance of skilled trainings in Hub and adjoining areas, situated at the border of two largest provinces of Pakistan, Sindh and Balochistan. Pak German TTC, Hub working under the Directorate of Manpower and Training, Government of Balochistan, alone cannot meet the burgeoning demand of skilled force in the area.

Ashraf, In-charge machine shop (mechanical work) at the centre says: "We receive trainees from Pirkas, Vinder, Lasbella, Uthal, Godam and even Karachi."

"These trainees will be preferred over fresh grads. Around 150 active factories in Lasbella are in need of skilled manpower and such courses are the need of hour," concluded Abdul Rauf, General Manager, BCL.



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For further information:

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