



Engagement with Business and Industry Associations (BIAs)



Under the reform Programme, support is being extended to bridge the gap between public and private sector as far as TVET design and delivery is concerned. The Programme extends assistance to promote cooperation between at least 16 BIAs with the training providers across the country.

According to the National Vocational Qualifications Framework (NVQF), the BIAs are expected to play larger role in terms of planning and delivery of Competency Based Training & Assessment (CBT&A). Following are some of the prominent BIAs, which are actively involved in the TVET sector;

- Balochistan Women Business Association
- Gems and Jewellery Training and Manufacturing Centre, Quetta
- All Pakistan Marble Industrialists Association
- Renewable and Alternate Energy Association of Pakistan
- FATA Contractors Association
- Khyber Pakhtunkhwa Pharmaceutical Manufacturers Association
- PEFMA (Pakistan Electric Fan Manufacturers Association)
- PLGMEA (Pakistan Leather Garments Manufacturers & Exporters Association)
- PGMEA (Pakistan Gloves Manufacturers Association)
- PHMA (Pakistan Hosiery Manufacturers Association)
- SQF (Solar Quality Foundation)
- Pakistan Association Of Automotive Parts & Accessories Manufacturers (PAAPAM)
- Pakistan Readymade Garments Manufacturers and Exporters Association (PRGMEA)
- Pakistan Association of Printing and Graphic Arts Industry (PAPGAI)
- Pakistan Hotel Association (PHA)
- Pakistan International Freight Forwarders Association (PIFFA)



Private Sector Engagement in TVET

An active role of the private sector in planning, designing and delivery of technical and vocational education and training is a pre-requisite for producing a skilled workforce according to the demands of the labour market. In countries with better TVET system, the private sector plays lead role in the TVET sector through different forums and platforms.

In Pakistan, there is a greater realization of the fact that a close collaboration and sharing of responsibilities between public and private sector is essential to build a demand-driven TVET system in Pakistan. All the policy documents of the Government of Pakistan including the National Skills Strategy, National TVET policy and the recently launched National Skill for All Strategy have underlined the importance of industry engagement as essential elements of a better TVET system.

Since 2011, the TVET system of Pakistan is going through a reform process, which is supported by the TVET Sector Support Programme. The Programme is funded by the European Union and the governments of Germany and Norway. The ongoing reform are spearheaded by the National Vocational and Technical Training Commission in collaboration with Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH.



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Private Sector Engagement Strategy

Under the Programme, a private sector engagement strategy has been rolled out, which supports interventions such as;

- increasing participation of private sector bodies in TVET decision-making bodies through Business and Industry Associations (BIAs) and Chambers;
- establishing national and provincial skills forums with representation from public and private sectors
- establishing 4 Sector Skills Councils
- facilitation of joint ventures between TVET providers and industry through Business and Industry Associations (BIAs) engagement
- establishing of employer-led Institute Management Committees (IMCs) and District Boards of Management (D-BoMs)



National and Provincial Skills Forums



At national level, National Vocational and Technical Training Commission (NAVTTTC) and Federation of Pakistan Chambers of Commerce and Industry (FPCCI) have jointly constituted the National Skills Forum in October 2018. The forum is comprised of representatives from public and private sector, training providers, industry and TVET experts.

Similar forums have also been established in all the four provinces, Azad Jammu and Kashmir and Gilgit Baltistan. The broader objectives of these forum are 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
- Reflect on the full spectrum of interdependencies to foster cooperation among key stakeholders
- 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.

Sector Skills Councils



Sector Skills Councils secure the greater involvement of employers in the design and implementation of publicly-funded training and to increase the quality and scale of training. Sector Skills Councils is a new approach in Pakistan; however, these bodies are working all over the world including United Kingdom, New Zealand, Australia, Sri Lanka, India, Philippine etc.

In Pakistan, four Sector Skills Councils have been established in sectors such as construction, hospitality, textile and renewable energy. These councils are run by the representatives of the respective Business and Industry Associations (BIAs) and leading employers.

Sector Skills Councils will have three principal functions:

- To get employers more involved in all aspects of skills development. This include programmes/activities to encourage the development of work-place learning (e.g. joint training programmes, access to equipment and facilities) and initiatives to encourage the growth of work-place learning;
- To research and publish reliable and accurate labour market information about its sector;
- To support the development of qualifications and programmes that meet the needs of employers. This area of work will include working with Institute Management Committees to ensure that new training programmes are delivered.

Institute Management Committees (IMCS) and District Boards of Management (D-BoMS)



To involve industry in management of training institutes, the concept of Institute Management Committees and District Board of Management (in case of Punjab) is prevalent in Pakistan for quite some time. These committees at institute level and district level are headed by representatives of the private sector.

These bodies play an important role in effective management of the institute (s) through active involvement of the industry like providing employment opportunities, preparing annual training plan, appropriate resource planning and utilization, evaluation of trainers, facilitation in enterprise-based training promotion of public-private joint ventures in the TVET sector. Under the reform Programme 550 IMCs and D-BoMs are being strengthened across Pakistan.

Strategies and Manuals

The Programme also supports capacity building of the representatives of BIAs through various measures including orientation sessions. In addition to support meaningful engagement of the organized private sector in TVET, the Programme has also assisted development of following documents;

- Private Sector Engagement Strategy for TVET
- A Handbook for Linking Training in institutes with the Workplace
- Handbook for Business and Industry Associations to promote TVET
- Manual for Institute Management Committee and District Board of Management

