SKILLS TREND ANALYSIS
National & International

Skills Trend Analysis

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ACRONYMS USED

DAE	Diploma in Associate Engineer
DBA	Diploma in Business Administration
DIT	Diploma in Information Technology
FATA	Federally Administrated Tribal Area
GCC	Gulf Cooperation Council
NSIS	National Skills Information System
NVQF	National Vocational Qualification Framework
NAVTTC	National Vocational and Technical Training Commission
P&D	Planning & Development
RAC	Refrigeration and Air conditioning
S&C	Skills Standards & Curricula
TVET	Technical Vocational Education & Training
UAE	United Arab Emirate

EXECUTIVE SUMMARY

Socio-economic development of a nation is linked with availability of educated and trained workforce. If education is considered to be the "key", then Technical Vocational Education & Training (TVET) is termed as "master key" to development. In order to reform the TVET Sector, National Vocational & Technical Training Commission is looking into the issues pertaining to policy guideline, coordination, standardization, regulation, National Vocational Qualifications Framework (NVQF), Accreditation, Apprenticeship, demand driven and market based training by enhancing the greater role of employer including private sector working in TVET Sector.

The total supply of the skilled workforce in 2015 was 318000 (39% female and 61% male) against the labour market demand which is around 491000 (Pakistan & GCC countries only). The demand of national market was 33362 (20% of the total national demand) and overseas 463398 (GCC countries).Saudi Arab has the highest skilled workforce demand 49%, followed by UAE 36%, and Pakistan with 25% on third number.

As per the provincial distribution of skilled workforce demand Punjab was the highest with 43% followed by Sindh 18%. District   workforce demand analysis postulate Karachi as highest with 15.4% and Islamabad tipped second with proportion of 14.3% followed by Lahore 10%. The female proportion in annual skilled workforce supply was 39%, but the female specific demand was around 6% only. The highest demand of national (71%) as well international labour market (52%) was observed for mid-level experience skilled workforce.

Highest demand was observed in Vocational trade, but most demanded trade even do not exist in Pakistan TVET system, around 43% gaps was observed in skilled worked force supply and labour market demand.

The age wise skilled workforce demand of international labour market is started from the age of 27 year and above, as against the national labour market where it is started from 18 year and closing on 35year.

INTRODUCTION

Skill shortages and surpluses have emerged during the process of economic transition in Pakistan as a consequence of privatization and economic restructuring. Newly created jobs due to technological modification required different advance skills and demand for new skills that takes place more rapidly than the education and training system that could able to adapt to widespread skill shortages. Moreover, economical structural changes at National and Provincial level lead to skill mismatch making this a permanent phenomenon resulting in high levels of long-term unemployment. Such skills mismatch increases with the age of workers in Pakistan than falling as against happen in the developed economies.

Realizing the need, the National Vocational & Technical Training Commission (NAVTTC), Government of Pakistan established a National Skill Information System (NSIS) under TVET Sector Support Programme of GIZ at its Headquarters in Islamabad in December, 2014.

The main objective of NSIS Cell is following:
- Develop/provide a reliable Information System for workforce development in employable skills
  - Skills Information System
  - Establish data collection system (Supply & Demand)
  - Supply & Market Demand Management
  - Supply & Market Demand Analysis
- Provide timely and accurate information on demand and supply analysis, to TVET planners, training institutions, industry, academia, students and public in general;
  - Information Dissemination System
  - Establish interactive platform/network for TVET Stakeholders
  - Align TVET Plans, Policies, Programs with SIS
- Establish and facilitate career/vocational guidance and placement services for TVET graduates and potential employers;
  - Establish Career/Vocational Guidance Service
  - Establish Job Placement Service
  - Provide information on skills available & skills required

The objective of the jobs analysis is to find out skills demand of job market in various TVET related trades in Pakistan, identify deficiencies and opportunities of each trade in national and international job markets.

Information compiled in this monthly report is collected by NSIS cell through the various jobs for skilled workforce, advertised in national and international job websites and newspapers on daily basis. The NSIS cell will also issue a regular monthly job bulletin. In addition to this, a periodical/annual report will also be compiled from the monthly data bank. This data will provide basis to conduct analysis, identify nation-wide supply and demand gaps of TVET Graduates in addition to identification of trend and impact of training conducted in a whole year.

All the national and International TVET information is available on the NSIS website (http://www.skillingpakistan.org/) and sharing its' updates on skilling Pakistan Facebook page (https://www.facebook.com/skillingpakistan) linking the job seeker to national and international market.

OBJECTIVES

There are two ways to calculate the National and International Market skills demand, one is to conduct sample based survey covering various sectors and the other is to collect job data from national and international job sites, dedicated job portals, newspapers and others sources including social media and company web portal. The NSIS cell is piloting both ways to collect job data in Khyber Pakhtunkhwa province. To this, a sample based survey has been conducted and collected job information from secondary sources including national and international job markets. This approach is taken judiciously by all the stakeholders and now, NSIS cell is considering its replication in other provinces too.

In Pakistan, the employer hired a private job service provider to seek skilled human resource and seldom advertise jobs openly but in some cases they alsoadvertise within the industrial zones. Such data constraints owing to variety of reasons including the ones quoted earlier has limited this diagnostic report that only accounts for 20% of the actual demand of the national labour market. Followings are the main objectives of this diagnostic report:

1.   To calculate skills supply and demand Gaps Analysis
2.   To adjust the skills supply as per the Labour Market demand

METHODOLOGY

NSIS adopted multi-pronged strategy to collect data from diverse sources to build job data bases. Firstly, daily jobs advertise from national and international (Including GCC countries- Hot market for Pakistani skilled and unskilled workers) job sites, newspaper, and social media enabling the policy planner to find means and ways to reduce demand and supply gaps exist in national and international markets. Secondly, sample based job survey has been conducted to find trends occurring in the local markets. This NSIS effort will enable creation of a growing job databases, create awareness among job seekers about the skills gap exist in the markets, and linking them with employer. This unique NSIS job database will also help employers to find out appropriate skill holders of their choice.

COUNTRY WISE SKILLED DEMAND

In 2015, the Saudi Arab demand of skilled workforce was highest at 49% followed by UAE 36% and Pakistan 25% and all the remaining countries were below 5%. Trends shown in Figure 1 further endorses the fact that GCC countries has more of skills demand which can be tapped by meeting it with local skills market.

Figure 1: Country Wise Skills Workforce Demand
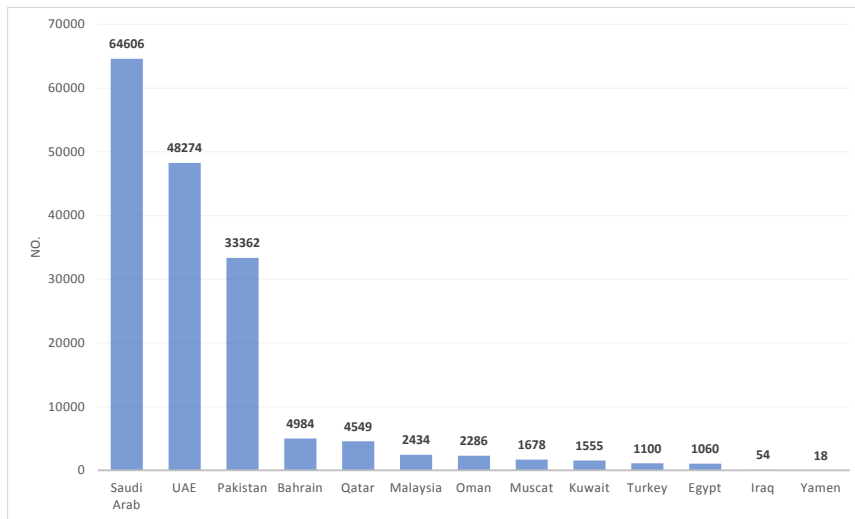
PROVINCE SKILLED WORKFORCE DEMAND

This is highly encouraging that Pakistan proportion of demand of skilled workforce is one-fourth of the total demand. Within Pakistan, this demand is spread out to all geographic regions. Punjab is having highest proportion of around 48% followed by Sindh 18%, Islamabad Capital Territory and Khyber Pakhtunkhwa 14% each while very less for Baluchistan.

Figure 2: Province Wise Skills Workforce Demand
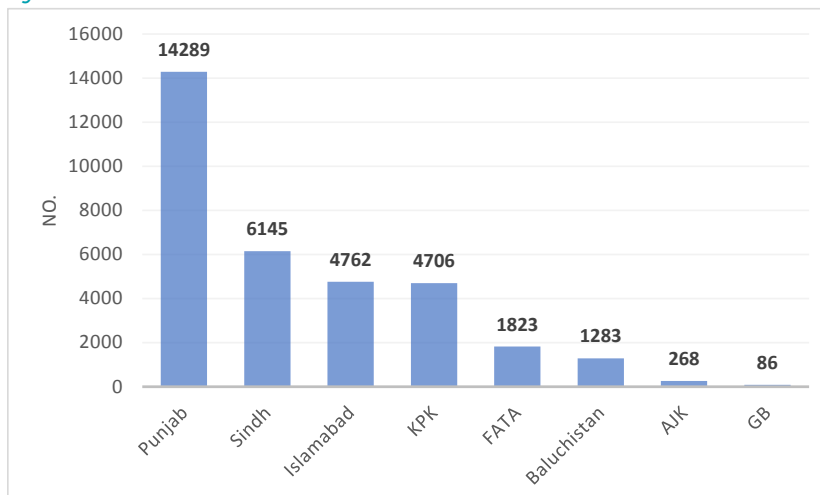
DISTRICT WISE SKILLED WORKFORCE DEMAND

This diagnostic is further unfolded to the district level with an objective to estimate skill gap and enable policy planners to determine the skilled workforce supply as per the local economy of district, province and national and remaining workforce to align the skills demand of the international market. TVET sector is the most sensitive area for economic transaction; it is suggested to conduct regular research activities for all the relevant stakeholders. As per the following table, the highest skills demand is recorded in Karachi (15.4%) followed by Islamabad 14.3% and Lahore 10.0%.

Table 1: District Wise Skills Demand

District	No. of Post	Percentage	District	No. of Post	Percentage
			Attock	260	0.8
			Kohat	255	0.8
Karachi	5,139	15.4	Swat	238	0.7
Islamabad	4,762	14.3	Benazirabad	230	0.7
Lahore	3,344	10.0	Charsadda	224	0.7
Peshawar	2,693	8.1	D.I.Khan	224	0.7
Faisalabad	2,202	6.6	Mardan	224	0.7
FATA (Agencies)	1,823	5.5	Mianwali	210	0.6
Multan	1,472	4.4	Sargodha	196	0.6
Sahiwal	1,200	3.6	Muzaffarabad	188	0.6
Quetta	988	3.0	Haripur	171	0.5
Khanawal	810	2.4	Sukkur	170	0.5
Bahawalpur	696	2.1	Gwadar	160	0.5
Kasur	580	1.7	Karak	160	0.5
Hafizabad	574	1.7	Hyderabad	156	0.5
Rawalpindi	454	1.4	Guranwala	155	0.5
Jacobabad	450	1.3	Abbottabad	140	0.4
Seikhupura	396	1.2	Lasbela	120	0.4
Swabi	392	1.2	Chakwal	94	0.3
Pakpattan	340	1.0	Gilgit	86	0.3
Sailkot	338	1.0	Bawalnager	80	0.2
D.G.Khan	312	0.9	Mirpur	80	0.2
Jehlum	312	0.9	**G. Total**	**33,362**	**100**
Gujrat	264	0.8			

LEVEL OF EXPERIENCE WISE SKILLED WORKFORCE DEMAND

It is often considered that majority of the employers tend to hire experienced skilled person, Figure 3 showcases the tendency of national and international market regarding the level of skill. In international market, the highest demand of mid-level experience skilled workforce is estimated around 52% followed by fresh 30% and high level experience 18%. The National market also is nearly following the same pattern. The proportion of mid-level experience skilled workforce is around 71% followed by 29% and high level of experience 0.3%.

QUALIFICATION WISE SKILLED WORKFORCE DEMAND

The table 2 summarizes information about the qualification wise skilled workforce demand in national and international labour market. As per the statistics, the highest demand of the skilled workforce is recorded in trade certificate (Vocational trades), it is 65% in national market while 68% in international market. Health diploma demand in international market is 16% while 7% in national market, DAE is 5% in international market and 16% in national market, B. Tech 8% in international and 1% national market.

Table 2: Qualification Wise Skills Demand

Level	Origin	B. Tech	DAE	Diploma	Driving Lisence	Trade Certificate	G. Total
Fresh	Total	426	1,744	1,670	6,392	39,267	49,499
	International	422	1,549	1,445	3,341	33,215	39,972
	National	4	195	225	3,051	6,052	9,527
Mid-Level	Total	5,690	8,640	11,781	1,226	65,020	92,357
	International	5,514	3,404	9,647	443	49,620	68,628
	National	176	5,236	2,134	783	15,400	23,729
Senior Level	Total	5,021	1,172	9,661	360	7,900	24,114
	International	5,021	1,154	9,661	360	7,812	24,008
	National		18			88	106
Grand Total		**11,137**	**11,556**	**23,112**	**7,978**	**112,187**	**165,970**

GENDER WISE SKILLED WORKFORCE DEMAND

Huge gap is identified in the gender wise skilled workforce supplies to the market demand. This may be attributed to the nature of work that suits more male than female. In international labour market, the demand for male skilled worker is around 98% while female skilled worker demand is around 2%. In the national labour market, trend is no different from international market, male skilled worker demand is around 89% while female skilled worker demand is 2% and 9% for both gender. The proportion of female in annual skilled workforce supply is around 39%. This raises a question of weak utilization of skilled female worker in national and international markets. More in-depth analysis is needed to determine the weak utilization of female workers as against the investments made in the TVET sector.

Figure 4: Gender Wise Skill Demand
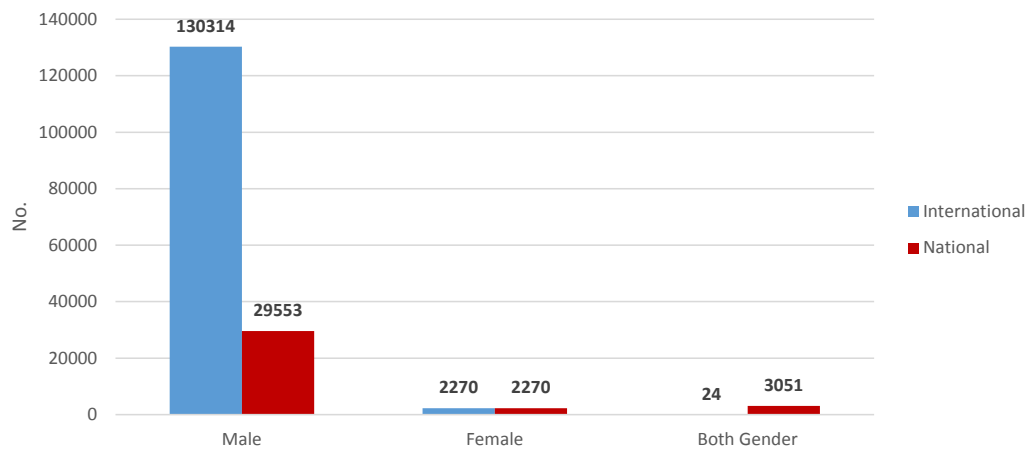
SECTOR WISE SKILLED WORKFORCE DEMAND IN NATIONAL & INTERNATIONAL LABOUR MARKET

Table 3 provides sector wise analysis of skilled workforce demand in in national and international labour market. In international market, the highest demands concentrate in Construction sector with 55% followed by Maintenances & Repair at 17%, Services at 11% and manufacturing 8%. In national labour market, the highest demand is in manufacturing sector at 33% followed by services sector 27% and construction sector 16%. A clear divide is visible in sector demand in national and international labour market that accounts for skills gap persists in the local skill market. Such diagnostic reports will help policy planners to look into the trends over the years to make informed decisions for prioritizing the skills nationally and globally.

Table 3: Sector Wise Skill demand

Sector	International	National	Grand Total
Communication	1090	1165	2255
Construction	72671	5420	78091
Hospitality	1102		1102
Livestock	1564	123	1687
Maintenances & Repair	22786	3855	26641
Manufacturing	11236	11042	22278
Oil & Gas	4727		4727
Power	2833	2669	5502
Services	14599	9088	23687
Grand Total	**132608**	**33362**	**165970**

GENDER & AGE WISE SKILLED WORKFORCE DEMAND

Age differential preferences are well reported in the diagnostic as divergent statistics were reported in the primary and secondary surveys. This is natural as skilled entrant in the national market often falls between the ages of 19 to 26 while international market behaves differently and prefers workforce between ages of 27 to 35+. The gender wise demand already explained in above discussion.

Figure 5: Age Wise Skills Demand
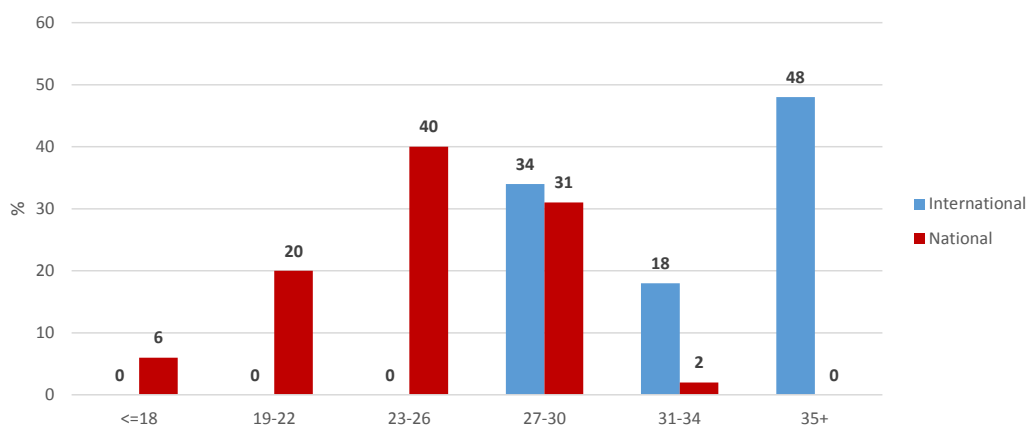
Table 4: Gender & Age Wise Skill Demand

Age	Male	Female	Both	Grand Total
<= 18	1,703	44	158	1,905
19 - 22	6,023	138	678	6,839
23 - 26	11,848	306	1,281	13,435
27 - 30	52,828	1,329	880	55,037
31 - 34	24678	415	76	25169
35+	62,787	796	2	63,585
Grand Total	**159,867**	**3,028**	**3,075**	**165,970**

TOP 10 MOST DEMANDING TRADES

Electrician and Driving are the most demanded trades. Take the example of driving where supply is around 5,785 while demand is 82,015, though, this analysis is quite misleading as the data was not collected against this trade from diverse sources. The second most demanding trade is mechanic and followed by Mason, Steel Fabricator, Carpenter, Plumber, Electrician, Welder, and Machine Operator. The skilled workforce supply in most of the demanding trade is lessed than the demand of labour market, even some of the trade does not exists in the TVET system of Pakistan. The overall gap between skilled workforce and demand are around 67%, which is one of the main issues of unemployment.

RECOMMENDATIONS

- The existing supply patterns need to change as per the demand of national and international labour market.
- The proportion of female in skilled workforce supply is around 39% while demand is around 6% raising an important question of utilization of 33% contributing either towards informal market or to the household economy
- The proportion of technical and vocational supply need to base on market demand.
- Provincial and district level skilled workforce supply need to base on the local economy skills gap analysis.
- The TVET sector is sensitive to economic transition, therefore it is suggested that each stakeholder should establish research unit to calculate the impact of economic transition to avoid unemployment.

ANNEX 1: SKILLS SUPPLY AND DEMAND GAPS

Trade	Supply 2014-15			Demand - 2015				
	Country	NAVTTC	Total	Local	Overseas	POEPA	Total	Gaps
Driver	5,785	-	5,785	3,896	1,081	77,038	82,015	(76,230)
Mechanic	169	175	344	3,138	5,316	36,228	44,682	(44,338)
Mason	2,819	50	2,869	104	2,945	36,170	39,219	(36,350)
Steel Fabricator	23	-	23	309	16,900	15,854	33,063	(33,040)
HTV Driver	-	-	-	84	32,070	-	32,154	(32,154)
Carpenter	5,353	184	5,537	657	919	20,820	22,396	(16,859)
Electrician	7,443	2,566	10,009	1,089	507	19,890	21,486	(11,477)
Agricultural Field Assistant	118	25	143	10	30	18,069	18,109	(17,966)
Plumber	3,639	477	4,116	565	3,380	12,090	16,035	(11,919)
Machine Operator	463	25	488	711	1,579	11,288	13,578	(13,090)
Painter	997	-	997	252	745	12,046	13,043	(12,046)
Welder	7,626	1,011	8,637	400	1,628	10,643	12,671	(4,034)
Office Management	499	1,606	2,105	876	259	11,075	12,210	(10,105)
DBA	252	-	252	92	14	11,745	11,851	(11,599)
Fitter	625	40	665	322	5	10,052	10,379	(9,714)
Operator Heavy Machinery	103	-	103	12	10,158	-	10,170	(10,067)
Sanitary Inspector	8	-	8	41	7,700	-	7,741	(7,733)
Concrete Plant Operator	-	-	-	-	7,739	-	7,739	(7,739)
Auto Diesel	1,597	190	1,787	-	5,443	-	5,443	(3,656)
Cook	2,355	775	3,130	939	132	4,238	5,309	(2,179)
Crane Operator	-	-	-	36	5,256	-	5,292	(5,292)
Waiter	-	-	-	60	71	5,063	5,194	(5,194)
Supervisor	-	-	-	70	44	4,805	4,919	(4,919)
Auto Mechanic	4,688	540	5,228	221	2,483	1,916	4,620	608
Tailoring	18,563	-	18,563	-	-	4,366	4,366	14,197

Trade	Supply 2014-15			Demand - 2015				
	Country	NAVTTC	Total	Local	Overseas	POEPA	Total	Gaps
Guard	-	-	-	3,088	319	-	3,407	(3,407)
HVACR	6,727	988	7,715	356	2,636	-	2,992	4,723
Accounting	576	50	626	30	6	2,610	2,646	(2,020)
Surveyor	72	15	87	63	-	2,229	2,292	(2,205)
AutoCAD	10,613	545	11,158	316	1,942	-	2,258	8,900
Computer Course	34,882	1,381	36,263	2,158	99	-	2,257	34,006
Aluminum Technician	1,758	-	1,758	110	1,871	-	1,981	(223)
Shuttring carpenter	24	-	24	84	1,790	-	1,874	(1,850)
DAE - Civil	20,974	-	20,974	1,616	167	-	1,783	19,191
Fire Fighters	-	-	-	10	1,732	-	1,742	(1,742)
Quantity surveyor	766	205	971	464	824	-	1,288	(317)
Mason Pluster	-	-	-	-	1,283	-	1,283	(1,283)
DAE - CIT	6,091	-	6,091	86	7	1,130	1,223	4,868
BTech Civil	453	-	453	914	300	-	1,214	(761)
Tile & Marble Fixer	20	-	20	84	1,066	-	1,150	(1,130)
Rigging Supervisor	-	-	-	-	68	1,075	1,143	(1,143)
Labourer	-	-	-	32	1,090	-	1,122	(1,122)
Lab Technician	65	263	328	1,058	34	-	1,092	(764)
Graphic Designing	756	387	1,143	66	98	832	996	147
Scaffolder	-	-	-	-	877	-	877	(877)
Blacksmith	-	-	-		-	827	827	(827)
Machinist	2,162	471	2,633	525	271	-	796	1,837
DAE - Mechanical	12,121	-	12,121	585	148	-	733	11,388
Duct Fabricator	-	-	-	-	704	-	704	(704)
Civil Surveyor	1,553	472	2,025	373	277	-	650	1,375
Vocational Teachers Training Diploma	631	25	656	-	-	648	648	8
BTech Electricial	718	-	718	459	160	-	619	99
BTech Mechanical	736	-	736	387	206	-	593	143
DAE - Electrical	17,783	-	17,783	428	132	-	560	17,223
Helper	-	-	-	198	353	-	551	(551)
Draftsman	27	-	27	6	1	533	540	(513)
Stenographer	889	-	889	14	6	518	538	351

Trade	Supply 2014-15			Demand - 2015				
	Country	NAVTTC	Total	Local	Overseas	POEPA	Total	Gaps
Nursing Assistant	-	25	25	156	225	111	492	(467)
Medical Assistant	27	-	27	480	1	-	481	(454)
Hydraulic Mechanic	-	-	-	5	473	-	478	(478)
LTV Driver	-	-	-	-	452	-	452	(452)
Domestic Tailoring	3,190	-	3,190	311	127	-	438	2,752
DAE - Instruments & Process	30	-	30	382	51	-	433	(403)
Quality Control Inspector	-	-	-	128	298	-	426	(426)
Goldsmith	-	-	-		-	367	367	(367)
Draftsman - Civil	1,295	25	1,320	166	113	-	279	1,041
DAE - Chemical	2,595	-	2,595	244	18	-	262	2,333
Radio & TV	1,276	40	1,316	259	3	-	262	1,054
Deziner	-	-	-	255	-	-	255	(255)
Lift Operator	-	-	-	52	198	-	250	(250)
Auto Electrician	2,227	228	2,455	163	82	-	245	2,210
Mason Block	-	-	-	-	223	-	223	(223)
Dispenser	25	70	95	218	-	-	218	(123)
Beautician	15,699	900	16,599	206	10	-	216	16,383
Safety Officer	90	145	235	109	80	-	189	46
Pharmacist	-	-	-		-	177	177	(177)
X-Ray Technician	-	35	35	170	4	-	174	(139)
Industrial Electrician	1,735	25	1,760	14	140	-	154	1,606
DAE - RAC	225	-	225	83	70	-	153	72
Hair & Skin Care	101	25	126	94	58	-	152	(26)
Fabricator	-	50	50	62	89	-	151	(101)
Dozzer Operator	-	-	-	-	144	-	144	(144)
DAE - Telecom	900	-	900	36	98	-	134	766
DAE - Architecture	614	-	614	127	7	-	134	480
Embroidery	2,868	276	3,144	124	-	-	124	3,020
CAD / CAM	31	225	256	68	54	-	122	134
ECG Technician	-	-	-	114	6	-	120	(120)
Secretarial Skill	83	45	128	113	5	-	118	10
Veterinary Assistant	73	25	98	115	1	-	116	(18)

Trade	Supply 2014-15			Demand - 2015				
	Country	NAVTTC	Total	Local	Overseas	POEPA	Total	Gaps
Art & Painting	255	-	255	56	20	37	113	142
Cleaner	-	-	-	-	94	-	94	(94)
Insulator	-	-	-	-	94	-	94	(94)
Janitor	-	-	-	88	-	-	88	(88)
Clinical Assistant	1,456	-	1,456	86	1	-	87	1,369
CNC Machine Operator	25	502	527	62	15	-	77	450
Airport Loader	-	-	-	-	75	-	75	(75)
Control Room Operator	-	-	-	74	-	-	74	(74)
Instrumentation	959	-	959	5	67	-	72	887
Dress Designing & Making	4,019	1,927	5,946	71	-	-	71	5,875
Photographer	5	-	5	10	-	52	62	(57)
Aircraft Cleaner	-	-	-	-	58	-	58	(58)
Driller	-	-	-	54	4	-	58	(58)
Plastic Molding	22	-	22	36	21	-	57	(35)
Duplicate Machine Operator	-	-	-	52	5	-	57	(57)
Home Appliances	3,017	435	3,452	44	9	-	53	3,399
House Keeper	-	220	220	24	26	-	50	170
Fireman	-	-	-	49	-	-	49	(49)
Draftsman - Mechanical	371	-	371	37	11	-	48	323
Loader Operator	-	-	-	22	26	-	48	(48)
Ultrasound Technician	-	-	-	40	5	-	45	(45)
Fashion Designing	1,825	249	2,074	42	1	-	43	2,031
CCTV Camera Technician	45	-	45	30	12	-	42	3
Ditch Witch Operator	-	-	-	42	-	-	42	(42)
Spray Painting	10	-	10	12	29	-	41	(31)
Motor Winding	2,355	614	2,969	34	5	-	39	2,930
Dresser	-	-	-	38	-	-	38	(38)
Health Technician	-	-	-	38	-	-	38	(38)
Marble Cutting & Polishing	2,234	-	2,234	-	37	-	37	2,197
Tractor Mechanic	1,683	-	1,683	36	-	-	36	1,647
DAE - Electronics	4,844	-	4,844	-	35	-	35	4,809
Carpet Weaving	30	-	30	34	-	-	34	(4)

Trade	Supply 2014-15			Demand - 2015				
	Country	NAVTTC	Total	Local	Overseas	POEPA	Total	Gaps
Grader Operator	-	-	-	-	34	-	34	(34)
Locomotive Driver	-	-	-	34	-	-	34	(34)
DAE - Biomedical	255	-	255	30	-	-	30	225
Fibre Optic	80	-	80	-	30	-	30	50
Roler Operator	-	-	-	-	28	-	28	(28)
Draftsman - Electrical	10	-	10	18	9	-	27	(17)
Gardener	-	-	-	12	15	-	27	(27)
Mobile Phone Repairing	676	255	931	14	11	-	25	906
Professional Cooking	35	150	185	24	1	-	25	160
Die Maker	-	155	155	24	-	-	24	131
Decoration & Designing	280	75	355	14	9	-	23	332
Farm Manager	-	-	-	22	1	-	23	(23)
Sports Goods	37	65	102	22	-	-	22	80
Press Designing	13	-	13	10	12	-	22	(9)
Matric Vocational	2,860	-	2,860	20	-	-	20	2,840
Fitness Trainer	-	-	-	20	-	-	20	(20)
Bulldozer Operator	39	-	39	-	19	-	19	20
Craftsman	-	-	-	19	-	-	19	(19)
DAE - Auto	1,344	-	1,344	17	1	-	18	1,326
Hotel Management	37	-	37	7	11	-	18	19
Excavator Operator	-	-	-	10	8	-	18	(18)
Charge Hand Fabricator	-	-	-	14	4	-	18	(18)
Turner	810	96	906	17	-	-	17	889
DAE - Food	1,141	-	1,141	12	3	-	15	1,126
False Celling	30	-	30	-	15	-	15	15
DAE - Mining	47	-	47	14	-	-	14	33
Cutting & Tailoring	2,365	1,188	3,553	12	1	-	13	3,540
DAE - Mechatronic	373	-	373	12	1	-	13	360
Coating Inspector	-	-	-	-	13	-	13	(13)
Haydrolic Mechnic	-	-	-	-	13	-	13	(13)
Aircraft Technician	-	-	-	10	3	-	13	(13)
Steam Boiler Technician	-	-	-	12	1	-	13	(13)

Trade	Supply 2014-15			Demand - 2015				
	Country	NAVTTC	Total	Local	Overseas	POEPA	Total	Gaps
Hand Embroidery	3,353	993	4,346	12	-	-	12	4,334
Cobbler	-	-	-	12	-	-	12	(12)
Hydraulic Supervisor	-	-	-	12	-	-	12	(12)
Jeweller	-	-	-	12	-	-	12	(12)
Web Developer	3,015	110	3,125	10	-	-	10	3,115
Industrial Stitching	198	335	533	10	-	-	10	523
Foundry & Pattern Making	104	20	124	10	-	-	10	114
Gem Stone & Cutting	20	100	120	10	-	-	10	110
Polishing	16	20	36	10	-	-	10	26
Solar Installation	19	-	19	10	-	-	10	9
Automotive	-	-	-	-	10	-	10	(10)
Cartographer	-	-	-	10	-	-	10	(10)
Conservation Assistant	-	-	-	10	-	-	10	(10)
Front Desk Officer	-	-	-	10	-	-	10	(10)
Greaser	-	-	-	10	-	-	10	(10)
Topographer	-	-	-	10	-	-	10	(10)
Depilex	-	-	-	8	-	-	8	(8)
Service Crew	681	-	681	-	7	-	7	674
Crew Member	-	-	-	7	-	-	7	(7)
Kit Operator	-	-	-	-	6	-	6	(6)
DIT	9,753	-	9,753	-	5	-	5	9,748
DAE - Petroleum	492	-	492	-	5	-	5	487
Textile Weaving	52	200	252	5	-	-	5	247
Assembler	-	-	-	-	5	-	5	(5)
Cabin Crew Instructor	-	-	-	-	5	-	5	(5)
Brazer Compressor	-	-	-	-	4	-	4	(4)
UPS Repairing	1,465	320	1,785	-	3	-	3	1,782
Call Center Agent	-	-	-	-	3	-	3	(3)
Skid Steel Loader	1,007	-	1,007	-	2	-	2	1,005
Travel Agent	-	-	-	-	2	-	2	(2)
Motorcycle Mechanic	2,361	355	2,716	-	1	-	1	2,715
DAE - Garments	298	-	298	-	1	-	1	297

Trade	Supply 2014-15			Demand - 2015				
	Country	NAVTTC	Total	Local	Overseas	POEPA	Total	Gaps
Shipping Supervisor	4	-	4	-	1	-	1	3
Hostess	-	-	-	-	1	-	1	(1)
Lead Cabin Crew	-	-	-	-	1	-	1	(1)
Carving	3	-	3	-	-	-	-	3
Scissor Cutting	4	-	4	-	-	-	-	4
Spinning	5	-	5	-	-	-	-	5
Chara Bafi	8	-	8	-	-	-	-	8
Renal Dialysis technician	8	-	8	-	-	-	-	8
Cardiac Technician	10	-	10	-	-	-	-	10
Rug Weaving	10	-	10	-	-	-	-	10
Threat Netting	11	-	11	-	-	-	-	11
Kitchen Gardening	13	-	13	-	-	-	-	13
Koresha	13	-	13	-	-	-	-	13
Basic Safety Precautions	15	-	15	-	-	-	-	15
Cultural Heritage	15	-	15	-	-	-	-	15
Glazing & Decoration	15	-	15	-	-	-	-	15
Cross Stitching	18	-	18	-	-	-	-	18
Fruit Processing	19	-	19	-	-	-	-	19
Pattu Weaving	20	-	20	-	-	-	-	20
Total station	20	-	20	-	-	-	-	20
Grinding	-	20	20	-	-	-	-	20
Dying	21	-	21	-	-	-	-	21
DAE - Animation	24	-	24	-	-	-	-	24
Tunnel Farming	-	24	24	-	-	-	-	24
Desktop Publishing	25	-	25	-	-	-	-	25
Button Elastic Machine course	-	25	25	-	-	-	-	25
Chineese	-	25	25	-	-	-	-	25
Fruit Processing	-	25	25	-	-	-	-	25
Curtin Making	26	-	26	-	-	-	-	26
Zari Tela Embroidery	26	-	26	-	-	-	-	26
Cloth Sewing	30	-	30	-	-	-	-	30
Poultry Farming	30	-	30	-	-	-	-	30

Trade	Supply 2014-15			Demand - 2015				Gaps
	Country	NAVTTC	Total	Local	Overseas	POEPA	Total	
Commercial Art & Graphics	33	-	33	-	-	-	-	33
DAE - Fashion Design	33	-	33	-	-	-	-	33
Commercial Cooking	35	-	35	-	-	-	-	35
EWT DeeniMadrissa	39	-	39	-	-	-	-	39
Overlock & Peeko	40	-	40	-	-	-	-	40
Special education skills	42	-	42	-	-	-	-	42
BTech Auto & Farm	45	-	45	-	-	-	-	45
Italian Dhow	45	-	45	-	-	-	-	45
CDM	49	-	49	-	-	-	-	49
Handloom	-	50	50	-	-	-	-	50
Baskets Making	51	-	51	-	-	-	-	51
Weaving Shawl	51	-	51	-	-	-	-	51
Metal Work	52	-	52	-	-	-	-	52
Textile Supervisor	52	-	52	-	-	-	-	52
DAE - Meteorology	55	-	55	-	-	-	-	55
Maudling & Modeling	56	-	56	-	-	-	-	56
Computer Textile Designing	59	-	59	-	-	-	-	59
D.Com	69	-	69	-	-	-	-	69
Mining	-	70	70	-	-	-	-	70
French Language	-	75	75	-	-	-	-	75
DAE - Apparel Marketing	77	-	77	-	-	-	-	77
Traditional Cap Making	80	-	80	-	-	-	-	80
Halal Butcher	85	-	85	-	-	-	-	85
Adult Literacy	88	-	88	-	-	-	-	88
Drawing & Arts	92	-	92	-	-	-	-	92
Kashigari	100	-	100	-	-	-	-	100
Textile Fitter	102	-	102	-	-	-	-	102
Wool Technology	103	-	103	-	-	-	-	103
City & Guild Advance	106	-	106	-	-	-	-	106
Bag & Purse Making	120	-	120	-	-	-	-	120
DAE - Agriculture Science	138	-	138	-	-	-	-	138
Drafting & Cutting	142	-	142	-	-	-	-	142

Trade	Supply 2014-15			Demand - 2015				
	Country	NAVTTC	Total	Local	Overseas	POEPA	Total	Gaps
Butcher	143	-	143	-	-	-	-	143
Tour Operator	-	150	150	-	-	-	-	150
Arch & Interior	155	-	155	-	-	-	-	155
Wiremen	155	-	155	-	-	-	-	155
Cabinet Making	173	-	173	-	-	-	-	173
Ceramic Body Preparation	80	100	180	-	-	-	-	180
C H & N P	224	-	224	-	-	-	-	224
Stitching & Sewing	233	-	233	-	-	-	-	233
B.Ed	247	-	247	-	-	-	-	247
Pattern Drafting & Cutting	-	275	275	-	-	-	-	275
Surgical Instrument	337	-	337	-	-	-	-	337
CNG Operator	434	-	434	-	-	-	-	434
CNG Kit Installation	549	-	549	-	-	-	-	549
Montessori Teaching	665	-	665	-	-	-	-	665
DAE - Textile	708	-	708	-	-	-	-	708
Printing & Graphics Art	729	-	729	-	-	-	-	729
CA & OP	864	-	864	-	-	-	-	864
Knitting Tailoring	1,046	-	1,046	-	-	-	-	1,046
Garments making	906	162	1,068	-	-	-	-	1,068
Handicraft	1,065	25	1,090	-	-	-	-	1,090
Hand Knitting	1,168	-	1,168	-	-	-	-	1,168
Import & Export Documentation	1,175	-	1,175	-	-	-	-	1,175
English Language	1,155	125	1,280	-	-	-	-	1,280
Glass work	1,390	100	1,490	-	-	-	-	1,490
Auto & Farm	2,144	33	2,177	-	-	-	-	2,177
Fabric Painting	2,637	290	2,927	-	-	-	-	2,927
Rural Poultry	3,544	-	3,544	-	-	-	-	3,544
Machine Embroidery	4,613	-	4,613	-	-	-	-	4,613
Leather Work	5,104	120	5,224	-	-	-	-	5,224
Grand Total	**307,102**	**24,683**	**331,785**	**33,362**	**128,856**	**334,542**	**496,760**	**(164,975)**