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Reforming the Technical & Vocational Education & Training in Pakistan



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SKILLS FOR ALL

SKILLS FOR PAKISTAN

TVET YEAR ENDER 2020

Training | Skills | Employment



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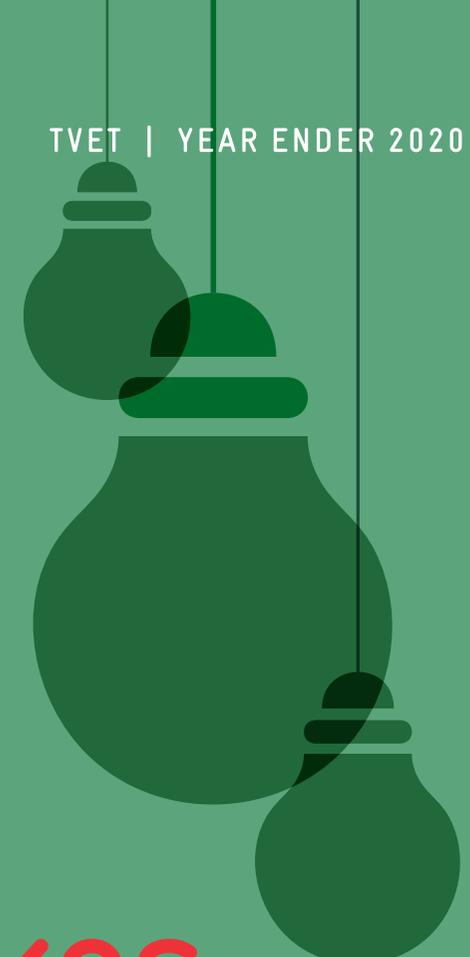


List of
acronyms

AJK	Azad Jammu and Kashmir	IMC	Institute Management Committee
APFMA	All Pakistan Furniture Makers Association	KP	Khyber Pakhtunkhwa
BIA	Business and Industry Association	LMI	Labour Market Information
BTE	Board of Technical Education	M&E	Monitoring and Evaluation
CBT&A	Competency Based Training and Assessment	MoU	Memorandum of Understanding
CCI	Chamber of Commerce and Industry	NAVTTTC	National Vocational and Technical Training Commission
CCJP	Career Counselling and Job Placement	NEX	National Employment Exchange
CfC	Charter for Compassion	NVQF	National Vocational Qualification Framework
COVID	Corona Virus Disease	OJT	On-the-job Training
CPEC	China Pakistan Economic Corridor	PEFMA	Pakistan Electric Fan Manufacturer Association
	DACUM Developing a Curriculum	PGMEA	Pakistan Gloves Manufacturers & Exporters Association
DAE	Diploma of Associate Engineering	PPE	Personal Protective Equipment
DBoM	District Board of Management	PVTC	Punjab Vocational Training Council
DTESD	Directorate of Technical Education and Skills Development	R&D	Research and Development
		RPL	Recognition of Prior Learning
FPCCI	Federation of Chambers of Commerce and Industries	SSC	Sector Skills Council
		TEVTA	Technical Education and Vocational Training Authority
GB	Gilgit Baltistan	TVET SSP	Technical and Vocational Education and Training Sector Support Programme
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit	TVET	Technical and Vocational Education and Training
GPATI	German Pakistan Training Initiatives	WBT	Workplace-based Training
GPCCI	German-Pakistan Chamber of Commerce & Industry	WCCI	Women Chamber of Commerce and Industry
IAC	Industry Advisory Committee		



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Pakistan makes progress towards a better TVET system

Pakistan makes progress towards a better TVET system

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. Nearly 22 percent of the youth complete secondary education and a very small percentage acquire employable skills. A major portion of the youth drifts off into the informal sector and learns various vocational skills through the traditional Ustad-Shagird system. Annually 2 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.

Technical and vocational education and training (TVET) can play 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. To address these challenges, the Government of Pakistan, in April 2011, has embarked upon a comprehensive TVET sector

reforms in line with the National Skills Strategy (NSS). The implementation of the reform is supported by the TVET Sector Support Programme (TVET SSP), which was funded by the European Union, the Kingdom of the Netherlands, the Federal Republic of Germany and the Royal Norwegian Embassy. The Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH implements the Programme in close collaboration with the National Vocational and Technical Training Commission (NAVTTTC) and a number of public and private sector organizations at the national and provincial/regional levels.

The second phase of the TVET Sector Support Programme was launched in January 2017 for another five years so far is in its 3rd year of implementation. 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 further improve governance and private sector participation in the TVET sector to increase quality skill development and delivery that meets the demand of the labour market. The Programme is complimenting implementation of National Skills for All Strategy for better TVET system in Pakistan.



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Sector Support Programme at a Glance

TVET

Sector Support Programme at a Glance

<p>Duration 5 Years (2017-2021)</p>		<p>Estimated Budget € 62.5 Million</p>	
<p>Geographical Spread</p> <ul style="list-style-type: none">• Punjab• Sindh• Khyber Pakhtunkhwa (KP)• Balochistan• Azad Jammu & Kashmir (AJK)• Gilgit Baltistan (GB)• Islamabad Capital Territory (ICT)			<p>Donors</p> <ul style="list-style-type: none">• European Union• Federal Republic of Germany• Royal Norwegian Embassy
<p>Implementing Agency Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH</p>			<p>Partners</p> <ul style="list-style-type: none">• National Vocational & Technical Training Commission• Technical Education & Vocational Training Authorities in Punjab, Sindh, KP, Balochistan, AJK• Punjab Vocational Training Council• TVET Directorate Gilgit Baltistan• Business & Industry Associations• Chambers of Commerce

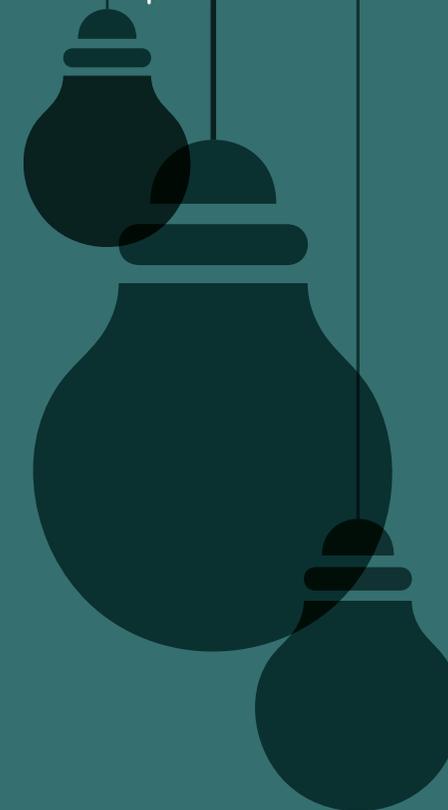




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TVET | YEAR ENDER 2020



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Reform Updates Round the Year 2020

Technical and Vocational Education and Training

Reform Updates Round the Year 2020



Policy & Governance

- 'Job Market Forecast' and 'Skilled Labour Profiling' for special economic zones under CPEC published.
- 'Rapid Labour Market Assessment in priority economic sectors of Pakistan' published.
- For real time monitoring and planning of TEVTA institutes in digitized M&E system incorporated. Establishment of digitized M&E system in GB by DTESD, KP BTE and AJK TEVTA notified.
- Mid-term review of 5-year 'TVET Implementation Plan' (2018-23) conducted. Capacity development of 40 staff members of AJK TEVTA and 25 of GB DTESD completed.
- Orientation on digitized accreditation was carried out in AJK.
- State govt in AJK allocated endowment fund PKR 1,000 million to support and strengthen TVET sector in the region.
- A CBT programme for 200 young men and women through provincial allocations by Directorate of Technical Education and Skills Development (GB-DTESD) launched.
- PKR 446.02 million for sustainability of TVET reforms by Government of GB allocated.
- Funding approval of PKR 1,350 million for TVET through CPEC socio-economic development projects to government of Gilgit Baltistan received.
- TVET graduates of 2018 tracer study in KP published.
- To ensure the sustainability of in-service training in KP, HR committee recommended integration of nomenclatures of Chief Master Trainer, Master Trainers, Master Assessors, LMI/ R&D Officers, CCJP Officers and M&E Officers in the regulation of KP-TEVTA. The initiative was launched by TVET Sector Support Programme.



Private Sector Engagement

- In GB, annual progress review and reconstitution of seven IMCs held. **19 IMCs** in AJK according to the revised ROB's notified.
- For capacity development of IMCs, linkages with industry in KPK and AJK, and for capacity building and development of a M&E mechanism in Sindh and Balochistan technical assistance by TVET SSP provided.
- Through formulation of SoPs for IMC fund utilization, two online capacity building sessions and annual reporting, IMC structures in KP further strengthened.
- Seven MoUs between KP-TEVTA and **13 MoUs** between AJK-TEVTA and private sector for extended partnership were materialized.
- Employment drives by KP-TEVTA through six job fairs conducted.
- WBT by Frontier Foundry Steel for KP TEVTA trainees initiated.
- To orient HRD department representatives of **200** private sector organizations on CBT&A concept and on the benefits of recruiting CBT&A graduates over the traditional and non-skilled workers, three capacity development sessions each in KP and Punjab held.
- With more than **50%** representation from the private sector, new TEVTA Punjab board established.
- **34** DBoMs (covering **34** TMC's and 200 + institutes) of PVTC and **28** industry advisory committees (IAC's) in GCT's of Punjab TEVTA (south and north regions) notified.
- DBoMs & IACs in Punjab with BIAs through BIA TVET committees linked. Newly notified structure in Punjab on ROBs capacitated.
- TVET committees in PGMEA, APFMA, PEFMA and WCCI in Punjab established.
- MoU between Sindh TEVTA and PAPGAI for establishment of a public private partnership to impart Work-place based training signed.
- **44** IMCs in Karachi, Hyderabad, Larkana, Mirpurkhas and Shaheed Benazirabad established.



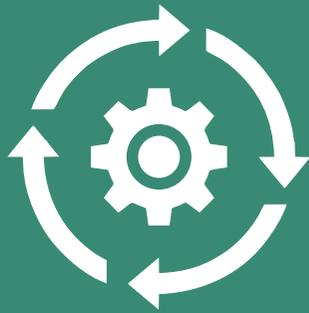
Human Resource Development & Teacher's Training

- Refresher course for **34** master trainers in Punjab for ensuring quality assurance for the digitized M&E system of TEVTA Punjab conducted.
- To capacitate on the application process of accreditation with NAVTTC, **55** staff members of Sindh TEVTA institutes in Sukkur and Larkana have been trained.
- Assessors training material revised and developed.
- Online assessors training for **199** participants from all over Pakistan conducted.
- **837** assessor's certificates awarded.
- As per Pakistani assessor qualification to register them as national certified assessors on NVQ registry system, online gap training of **48** lead assessors and **110** master assessors conducted.
- Training of Chief Master Trainers against the level **5** competency standard "Conduct TVET Research" conducted.
- Training material for NVQ – Lab Assistant Level **2** developed.
- Training material for training of Chief Master Trainers against the competency standard "Facilitate Coordination and Linkages for TVET Sector Activities" developed.
- Training of Chief Master Trainers and Master Trainers against Assessor Level 2 qualification conducted.
- Standardized training material for instructors in **18** trade-specific qualifications and in training and assessment methodologies developed
- Architectural planning and designing for five CoEs completed.
- Tools and equipment for plumbing & pipe fitter, solar PV technician and IT equipment to establish a computer lab delivered to all five CoEs.
- 3-days CBT&A methodology training as per cascading model for AJK TEVTA teachers through chief master and master trainers carried out.
- Assessors certificates to **41** teachers in GB received.
- Assessment activities for **662** participants from Punjab and **180** participants from Balochistan planned and approved.
- Groundbreaking ceremonies of CoE in Peshawar and Islamabad held in october and november 2020, respectively. In Peshawar, CoE is functional with some essential services i.e. RPL, training as per CBT&A, teacher's training and for CCJP services.
- With **248** assessors available for CBT&A assessments, KP pool of assessors extended.

- Through introduction of online mode of training for TVET partners in Punjab, various qualifications were developed.
- Customized online training materials for training of trainers and training of assessors developed.
- **174** TVET instructors on CBT&A methodology, **119** TVET instructors on National Assessors Qualification level-2 were trained in Punjab. **150** assessors certified and became part of national pool.
- One-week 'Capacity Works Training' for senior management of Punjab TEVTA conducted.
- "Skills for Self-Employment 2020" by Punjab Skills Development Fund launched to train **2,000** trainees. **1,500** of the **2,000** trainees are to be trained through the CBT&A methodology in five national vocational qualifications developed by the TVET Sector Support Programme.
- Technical Working Group and timelines of CoE in Punjab notified.
- Lab graduation for the CBT qualifications of Dress Making, Fashion Designing, Beautician, General Electrician, Industrial Electrician, Plumber, ICT to CoE Lahore completed.
- **28** and **15** labs in TVET institutes in KP and Punjab upgraded respectively.
- In Sindh, **92** teachers in national vocational certificate for practitioners, training and assessment at level-3, **79** teachers in HVAC, Machinist, AutoCAD and Computer Operator level-2, **113** teachers in vocational certificate for practitioners, training and assessment level-3 and **78** teachers technical trained.
- Operational manual of CoE, Kotri developed.
- **199** instructors and **26** TVET institute managers at CoE Kotri trained. **50** informal workers at CoE, Kotri assessed and certified.



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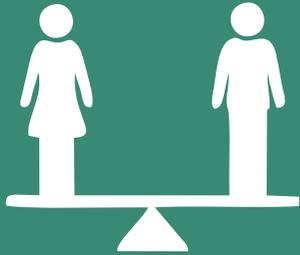
Implementation of National Vocational Qualification Framework and promoting Competency based training and assessment in Pakistan

- The Inter Board Committee of Chairmen decided to approve NVQF level-5 Diploma equivalent to FSC and DAE. The committee also approved NVQF Level 1 Certificate equal to Short Course, NVQF Level 2 Certificate equals to G-III, NVQF Level 3 Certificate equal to G-II and NVQF Level 4 Certificate equal to Matric (Technical School Certificate) subject to clearing compulsory subjects of SSC. This decision will help in acceptance of equal status to the TVET like regular stream of education.
- 30 DACUM facilitators of NAVTTC trained. With the help of this capacity development, NVQF Level 5 diplomas for 27 trades were developed.
- To improve the quality of RPL assessments under CBT&A system, RPL Quality Framework for Sindh, AJK TEVTA and Gilgit Baltistan notified.
- 215 informal economy workers through RPL in Baltistan region certified.
- 13,235 and 4,496 CBT trainees in KP and Punjab respectively, 1,061 trainees in Sindh (613 men and 448 women) enrolled in 2020. About 408 TVET trainees in Sindh graduated in 2020.
- Concept of Workplace Based Training to the departmental level with special allocation of 130 million in KP escalated.
- Under the Prime Minister's 'Kamyab Jawan' and Punjab Chief Minister's 'Hunarmand Nojawan' programmes, successful implementation of CBT&A based 22 NVQs which are developed by the TVET sector Support Programme carried out.



Career Counselling, Job Placement and Employment Opportunities for TVET Trainees and Graduates

- Tracer study for CBT&A & RPL beneficiaries through **26** CCJP officers in KP and **93** CCJP officers in Punjab for **11,148** and **4,000** graduates in KP and Punjab respectively initiated.
- To support employment of CBT graduates, recruitment drives for nine VTIs in Lahore, Faisalabad and Rawalpindi conducted. **36** graduates were offered jobs and **166** graduates were offered OJT.
- **32** career counselling and job placement officers in Sindh on newly designed CCJP framework capacitated.
- With CBT graduates in GB, certificate distribution ceremony and career counselling sessions held.
- In seven districts of GB, employment drive for CBT graduates was launched.
- Support to **102** CCJP centres in terms of functionalization, linkages with NEX, training session on NSIS, utilization of CCJP officers in various employment related activities provided by TVET SSP.
- Capacity building of CCJP officers on NEX modules linked with NVQF for supply side data collection, on NSIS carried out.
- Technical support for development and design of NEX provided.
- Connectivity of **36** CCJP centres with NEX is established.



Gender mainstreaming in TVET

- To especially address male members of the family and society and to raise awareness about women's participation in TVET, an Advocacy and Communication Strategy for Gender Mainstreaming in TVET prepared.
- To develop first-ever 'National Strategy on Gender Mainstreaming in TVET in Pakistan', a national consultative workshop in Islamabad with NAVTTC, provincial TEVTA's and PVTC was organized.
- A concept note on different strategies to engage with parliamentarians at federal and provincial levels to promote government support for women in TVET and economy has been developed.
- A rollout plan on Gender Mainstreaming with NAVTTC regional office in Punjab and Punjab TEVTA for 2021 is developed.



Social marketing and image building in TVET Sector

- Social media-based awareness campaign conducted on precautionary steps against COVID-19.
- Number of social media campaigns conducted to highlight the achievement of TVET graduates in Pakistan.
- As-many-as 13 photo stories developed of TVET graduates who contributed in the production of healthcare material for healthcare staff and people of Sindh and Balochistan during the time of COVID-19.
- Video-based success stories of TVET graduates developed.
- Communication and Outreach Strategy for Sindh TEVTA developed.



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Reforms Highlights of 2020

German organizations to partner with NAVTTC and Sindh TEVTA for bringing employment opportunities

Karachi January 23, 2020 – The Technical and Vocational Education and Training (TVET) Sector Support Programme (SSP) and German-Pakistan Chamber of Commerce & Industry (GPCCI) jointly organized an orientation session for the German enterprises working in Pakistan for enhanced cooperation in providing on-the-job training opportunities to the youth earning education in vocational training arena.

The event titled: “Partnerships with industry to promote TVET for the benefit of Pakistani youth” was held at the office of Federation of Pakistan Chambers of Commerce and Industry (FPCCI) in Karachi on Thursday where the leading industrialists from the top-notch German enterprises participated in the event. The orientation about the technical and vocational education and training sector offered an insight to the industry representatives on the Competency-Based skills training and how they can contribute towards training of youth in Pakistan through offering workplace-based training opportunities.

Mr. Danesh Dinshaw, secretary general, GPCCI speaking at the occasions said that, “business community can play a vital role in the economic development of Pakistan and contributing in training youth can turn beneficial for both youth as well as industry”.

It is pertinent to highlight that the Pak-German cooperation in Pakistan is since 2011 in the area of TVET sector through various initiatives like German Pakistan Training Initiatives (GPATI). These initiatives have been supported by the TVET Sector Support Programme since 2011, which is funded by the European Union and the governments of Germany and Norway. The TVET Sector Support Programme is 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.



TVET Sector Support Programme handed over 50,000 PPE kits and 40,000 surgical masks to Government of Sindh

KARACHI, August 26, 2020: The donor-funded TVET Sector Support Programme handed over 50,000 Personal Protective Equipment (PPE) kits and 40,000 surgical masks to the government of Sindh today in a small ceremony held at the training institute of 'Charter for Compassion'.

The items were produced under a special initiative of the programme to support the Government of Sindh in addressing challenges in the healthcare sector during COVID-19. The ceremony was jointly organized by the National Vocational and Technical Training Commission (NAVTTTC), Sindh Technical Education and Vocational Training Authority (STEVTVA) and Charter for Compassion (CfC). The ceremony highlighted support measures carried out by the TVET Sector Support Programme during the pandemic.

The PPE kits and surgical masks were produced by 40 young women and 35 young men who received competency-based training for dress-making under the 'Humqadam' project. This special practice-oriented training was introduced to provide semi-skilled labour, affected by the lockdown, a much-needed opportunity to further improve their skills and engage in an income-generating and social support activity.

Her Excellency (H.E.) Ms. Androulla Kaminara, Ambassador of the European Union to Pakistan, while speaking at the occasion, said, "The EU has made major efforts across its ongoing cooperation portfolio, as well as with additional funds, to support Pakistan and its citizens during this crisis. We are delighted that the TVET Sector Support Programme has been able to redirect some of its work rapidly to provide help through various measures. This has not only been limited to the equipment handed over today, but also includes beds and bed spreads."

H.E Ms. Birgit Kuhlmann, Chargé d'affaires, Consulate General of the Federal Republic of

Germany in Karachi while speaking at the occasion mentioned that 64% of the Pakistan population is under 30. Their contribution in the fight against COVID-19 is instrumental". H.E. Ms. Vigdis Halvorsen, First Secretary Development of the Royal Norwegian Embassy in Pakistan mentioned that 'skilled youth in any country is the strength to pave the way for a brighter future. I am happy that our Programme is supporting the government in training the youth who contribute with their efforts for the Pakistani society in these challenging times".

The initiative is part of an ongoing Workplace-Based Training (WBT) approach being implemented to prepare young people for the labour market. A special training fund for Sindh and Balochistan has been set up by the TVET Sector Support Programme where 18,000 young men and women will receive practice-oriented workplace-based training. The fund supports training institutes to develop and provide tailor-made programmes for jobs in the private sector.

The Programme is funded by the European Union, the Federal Republic of Germany and the Royal Norwegian Embassy. TVET Sector Support Programme is being implemented by the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH in close collaboration with the National Vocational and Technical Training Commission (NAVTTTC), Technical Education and Vocational Training Authorities (TEVTAs) and a number of public and private sector organizations at national and provincial levels.

Ms. Iris Cordelia Rotzoll, Team Leader, TVET Sector Support Programme, GIZ-Pakistan, Mr. Omair Abubaker, Regional Coordinator, TVET Sector Support Programme, GIZ-Pakistan, Ms. Nabeela Umar, Director General, NAVTTTC Sindh, Mr. Saleem Raza Jalbani, Chairman, Sindh TEVTA and Mr. Agha Sohail Pathan, Managing Director were also among the prominent attendees at the event.



TVET Sector Support Programme brought much-needed support to the Government of Balochistan in response to the COVID-19 crisis

QUETTA, September 04, 2020: The donor-funded TVET Sector Support Programme (TVET SSP) handed over the first consignment of 720 hospital beds, complete with mattresses, pillows and 1,440 bedspreads to the Government of Balochistan today. These supplies will help strengthen healthcare facilities in the province to take care of patients during the pandemic.

This support is in response to an urgent request received from Balochistan health authorities. It was provided by TVET SSP and made possible, thanks to funding from the European Union, the Federal Government of Germany and the Royal Embassy of Norway.

The initiative under which these items were produced was designed by TVET SPP together with Manzil Organization and launched in July. The beds will be donated to health facilities in rural and urban areas in Balochistan. The Balochistan Health Department will decide which hospitals will benefit from this important donation and arrange the distribution together with Manzil Organization.

Stakeholders from the Health Department, the regional office of NAVTTC and TEVTA attended the event. The representatives appreciated the initiative and the support it provides to the

Government of Balochistan especially in times of crisis, adding that trainees would be able to produce such items. They appreciated the role of the donor countries to support the government of Pakistan in general and the government of Balochistan, in particular in this time of need.

Manzil is a Quetta-based organization that specializes in providing vocational and technical training to young people. With technical and financial assistance from the TVET Sector Support Programme, 60 young women and 80 young men are being trained in Balochistan. The competences they acquire will provide them the opportunity to successfully enter the labour market.

The initiative is part of an ongoing Workplace-Based Training (WBT) approach being implemented to prepare young people for the labour market. A special training fund for Sindh and Balochistan has been set up by the TVET Sector Support Programme where 18,000 young men and women will receive practice-oriented workplace-based training. The fund supports training institutes to develop and provide tailor-made programmes for jobs in the private sector.



Pakistan Printing and Graphics sector collaborates with Sindh TEVTA to produce skilled workforce

Karachi, September 29, 2020: Sindh Technical Education and Vocational Training Authority (TEVTA) and Pakistan Association of Printing & Graphic Arts Industry (PAPGAI) agreed to jointly work for producing skilled workforce required by the printing and graphics industry.

The industry expressed their resolve to work hand-in-hand with public sector, at a ceremony which also marked the signing of a Memorandum of Understanding (MoU) between the PAPGAI and Sindh TEVTA. The ceremony held at headquarter of Sindh TEVTA on Tuesday. The partnership is supported by the TVET Sector Support Programme (SSP), which is funded by the European Union and governments of the Germany and Norway.

PAPGAI will take over the training delivery and management of trainees at Pakistani Swedish Institute of Technology (PSIT) Karachi, an institute operating under Sindh TEVTA with the aim to impart workplace-based training (WBT) to 500 men and 100 women trainees in 4 demand driven trades under competency-based training (CBT) methodology. This public-private partnership will ensure facilitation of on-site training of 600 trainees leading to their employment. Agha Sohail Ahmed Pathan, Managing Director Sindh TEVTA and S.M. Naseer Uddin, senior vice chairman PAPGAI signed the MoU on behalf of their respective organizations.

Chief Guest Mr. Jam Ikramullah Dharejo Provincial Minister for Anti-Corruption, Industries & Commerce and Department of Cooperative Societies, said, "this collaboration will not only result in better employment opportunities for the youth but it will also benefit the industry. This kind of partnership should be replicated in other TVET institutes in Sindh, which will embark upon the way of an improved world-of-work experience in training implementation."

Speaking at the occasion, His Excellency, Mr. Holger Ziegeler, Consul General of German

Consulate in Karachi said, "Pak-German support through TVET Sector Support Programme is extended to the Government of Pakistan as-well-as provincial governments since 2011 in reforming the TVET system, promoting cooperation between training providers and industry to improve quality of training as well as enhance employability for the youth going through various training programmes. This public-private partnership is the beginning of similar opportunities in future, where industry will take lead in training delivery and hence it will provide ample indigenous employment opportunities to the youth of province of Sindh."

Chairman Sindh TEVTA, Mr. Saleem Raza Jalbani said that the technical skills training and education can prove as a significant value addition to the industry. Collaboration between public-private sectors can enable a conducive environment for indigenous curriculum development and training delivery. This public-private partnership is first of its kind in not only Sindh but in entire Pakistan as private sector has come forward to take ownership of training delivery and employment.

Speaking at the ceremony, Chairman TVET Committee in Sindh, PAPGAI Mr. Salman Haroon said, "Skilled workforce trained through technical and vocational education as per industry's demand can improve the economic output for the industry and add value in terms of quality human resource."

At this occasion, number of business leads of the province like Dr. S.M. Minhaj Uddin, Head of The Times Press Pvt Ltd., and largest employer of TVET graduates, Mr. Ismail Memon, Head of Paradise Press Pvt Ltd, and Ms. Iris Cordelia Rotzoll, Head of TVET Sector Support Programme, GIZ were also present.





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Centre of Excellence in Peshawar and Islamabad Groundbreaking Ceremony held, Minister & Ambassadors Lay Foundation Stone

The groundbreaking ceremony of two out of five Centres of Excellence (CoEs) aimed at improving the quality of technical and vocational education and training in the country under the donor-funded TVET Sector Support Programme (TVET SSP) were held in Peshawar and Islamabad on October 22nd and November 23rd, 2020 in respectively.

The Centres of Excellence aim to promote excellence in the training delivery for youth and TVET practitioners, hence supporting the development of a skilled and competitive workforce and improved employment opportunities. The CoE Peshawar is being established at Govt Advance Technical Training Centre, Hayatabad whereas the CoE

Islamabad is being established at the National Training Bureau.

The establishment of the CoEs is a very important part of the support being provided by TVET SSP, which is funded by the European Union and the governments of Germany and Norway. TVET SSP is being implemented by the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH in close collaboration with the National Vocational and Technical Training Commission (NAVTTTC), Technical Education and Vocational Training Authorities (TEVTAs) and a number of public and private sector organizations at national and provincial levels.

Ceremony in Peshawar

The provincial Finance Minister of KP Taimoor Jhagra, while delivering his keynote, put emphasis on the importance of quality technical and vocational education and training to empower the youth of the province. He said that the present government would extend all its support for the promotion of TVET. It would create enabling atmosphere so that graduates of TVET institutes are able to get jobs, something which is only possible when the imparted skill development is according to the labour market needs.

“The groundbreaking ceremony of the CoE makes it evident that the present government of the province is paying special attention to the improvement of quality in the technical and vocational education and training for which teacher training is of great significance” said the Advisor to the Chief Minister of KP on industries, Abdul Karim Khan.

It is matter of great satisfaction that different functions of the CoE are already functional here even before the groundbreaking ceremony which speaks of the commitment from the relevant authorities and the provincial government, remarked Bernhard Schlagheck, the ambassador of the Federal Republic of Germany to Pakistan. Head of Cooperation, EU delegation in Pakistan Mr. Ovidiu MIC participated in the ceremony digitally.

The Chairman of NAVTTC Syed Javed Hasan remarked at the occasion that NAVTTC is ready to support the KP government for the functionalization of the centre of excellence. He continued that it is an honour to be part of the ceremony which will be beneficial for the country in general and for people of KP in particular.

Acting Executive Director of NAVTTC Dr. Faheem Muhammad sharing his opinion said that the TVET sector is being reformed in Pakistan for the provision of skills and jobs among the young population. He thanked the donors for their extensive support in this regard.

The dignitaries present at the event also visited various elements of the functional CoE that include a career counselling and job placement centre. They were given orientation on the ongoing and upcoming measures for the digitization of the TVET system.

The Managing Director of KP TEVTA, Syed Sajjad Ali Shah, Deputy Head of TVET Sector Support Programme, GIZ Pakistan Mr. Raja Saad gave an overview on the initiatives of TVET SSP across the country.

The CoEs, which are being established one in each province, will offer a functional and sustainable model of quality training of TVET managers, teachers, instructors and assessors in the system.

TVET SSP supports in-service training of 3,550 TVET teachers across Pakistan within prioritized economic sectors. Initially, these trainings will be offered in selected Staff Training Institutes and Technical Training Institutes through a cascading system. However, in the later stage these trainings will be conducted through the CoEs.



Ceremony in Islamabad

The chief guest of the ceremony, Mr. Shafqat Mahmood, the Minister for Federal Education and Professional Training along with the Ambassadors of the EU, Germany and Norway laid the foundation stone for the CoE.

Speaking at the occasion, the Minister emphasized the need for such Centres of Excellence, adding that the completion of this Centre will pave the way towards allowing the Pakistani TVET system to sustainably improve delivery of training and assessment, career counselling and job placement. The CoEs will be state-of-the-art facilities ready to offer training for TVET practitioners and vocational students alike.

The CoEs will be places to both learn and implement TVET and to serve as a hub for communities of practice and private sector engagement. The close linkage to the private sector will ensure the relevance of the training for the economy. It will lead to skilled human resources that meet the needs of the labour market. This will ultimately result in an improved image of the TVET sector in the country.

Mr. Mahmood further said that the groundbreaking ceremony testifies the importance the present Government at the Federal level gives to the TVET sector. He added that the involvement of the private sector in all steps of the value chain, from the design of training content to training delivery and assessment is key to ensure that the offered services are market-driven.

The Ambassador of the European Union to Pakistan, Androulla Kaminara, addressing the participants, stressed the importance of quality technical and vocational education and training to empower the youth of the country, which is only possible through a sustainable allocation of resources by both state and private sector.

"Teachers are a pillar of the TVET system and it is encouraging to see that the centres of excellence will also focus on enhancing their skills to help them teach more effectively.

Furthermore, I am particularly pleased to see how the CoEs will contribute to women's empowerment by ensuring that at least 30 percent of the trained teachers and students are women. Equipping women with necessary skills also in non-traditional trades, not only empowers them, it is also beneficial for the families, communities and consequently for Pakistan's society and economy as a whole." she remarked.

"It is matter of great satisfaction that NAVTTC being the apex body of the TVET sector is setting standards. This is evident through the groundbreaking ceremony. It speaks of the commitment from the relevant authorities, especially the Federal Government", remarked Dr. Deichmann, the chargé d'affaires of the Embassy of Federal Republic of Germany to Pakistan.

The Chairman of NAVTTC Syed Javed Hasan remarked at the occasion that NAVTTC is working hand in hand with the private and public sector across the country for bringing quality into the TVET sector. He furthermore mentioned the Skills for All Strategy of the present Government.

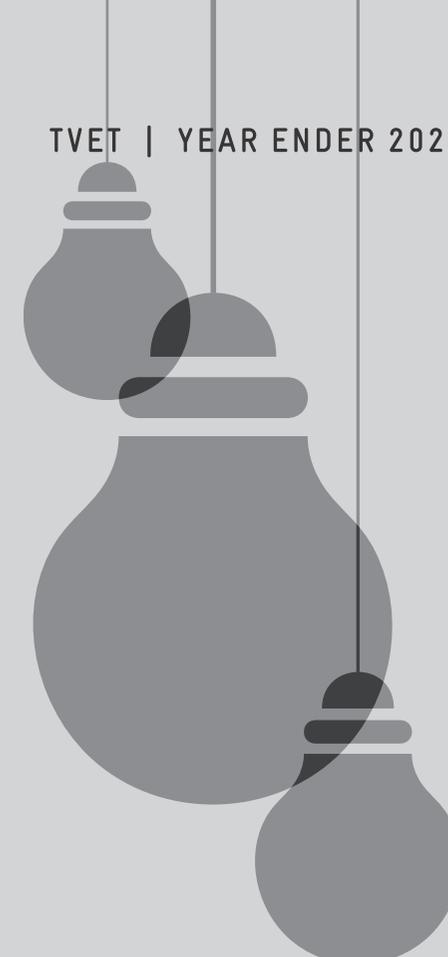
The Acting Executive Director of NAVTTC Dr. Faheem Mohammad said that the TVET sector is being reformed in Pakistan for the provision of skills and jobs for the Pakistani youth. He thanked the donors the EU, Germany and Norway for their extensive support to the country in this regard.

The CoEs, which are being established in KP, ICT, Sindh, Punjab and Baluchistan, will offer a functional and sustainable model of quality training of TVET managers, instructors, assessors, career counselling and job placement officers as well as the open public. The CoEs will be steered with the help of a digitized monitoring system as well as a quality management system based on international good practice.





©TVET SSP



Road to success through TVET Hand-in-hand with Private Sector



Dewan Motors, along with Dewan Institute of Vocational Training, endeavors to empower youth by transferring the knowledge gained from its relationship with BMW, a world-renowned premium German automotive brand, with the belief that a skilled young one will be able to better provide for his family and in-turn his country in the future. Our highly trained team provides thorough On-Job-Training (OJT) to aspiring auto mechanics and electricians by providing them the necessary theory and practical skills under a professionally designed syllabus.

“This is our contribution to give young people a perspective for life. Our company was able to recruit 8% of the TVET trainees to become permanent staff.”

Captain (R) Kashif Riaz
Dewan Motors (Pvt) Limited Karachi Pakistan

Dewan Motors (BMW) has 238 employees and is a partnering enterprise to Dewan Tech in TVET Sector working with TVET Sector Support Programme.



Since 2012 till 2019, along with Worldwide Group, one of the finest organizations in international freight and logistics management. They have recruited 50% of the TVET trainees to become their permanent staff.

“This is our contribution to give a chance to Pakistani young talents in our industry.”

Jahangir Raza
Worldwide Group, Pakistan

Worldwide group has 34 employees from TVET stream and is a partnering enterprise to DewanTech in TVET Sector working with TVET Sector Support Programme.



The Times Press (Private) Limited
Printing • Publishing • Packaging • Stationery Manufacturing • Envelopes

The Technical Vocational Education & Training is particularly important for promoting economic development expanding employment size and improving the quality of employment. The Times Press (Private) Limited provides industrial visits and On-the-Job-Training to TVET trainees. We also hire these trainees as permanent employees. We have furthermore contributed in curriculum development.

Trained staff reduce wastage which translates into a decrease in loss and increase in profit. TVET trainees who are employed, gives our company a much-desired competitive edge over our competitors in Printing, Packaging, Publishing & Stationery Manufacturing sector.

Sheikh Muhammad Minhajuddin
The Times Press (Private) Limited, Karachi.

Times Press has 230 employees. The Times Press (Private) Limited has provided the training & jobs to more than 15 students of TVET working with TVET Sector Support Programme.

Our company contributed to the development of national vocational qualification through the support provided by TVET Sector Support Programme to our sector's association; Pakistan Electric Fan Manufactures Association. We are pleased to say that with the input from industry like ours, the Government of Pakistan has notified the qualification for the electric fan manufacturing process. This training will be implemented in the Fan Development Institute which is an institute under the administrative control of PEFMA. The venture will help to get skilled workforce trained on standardized system of competency-based training which is accepted nationally & globally through the qualifications framework.

Izhar Ahmed Malik
STARCO Electrical Industries (PVT.) Ltd., Gujrat.

STARCO has over 100 employees and has developed NVQ on Electric Fan Manufacturing Process with the support of TVET Sector Support Programme



We are one of the biggest manufacturers of motorbike apparel including boots, textile garments, gloves, bags and leather garments. We are exporting worldwide including to Polo Motorrad Mode, Held, Modeka, Buse and Rolles in Germany. Our industry is amongst the most effected ones from a lack of skilled workforce. Introducing new technology was another challenge as it requires skilled knowledge of the operators. With the help of Leather Products Development Institute, Sialkot under the Pakistan Gloves Manufacturers & Exporters Association (PGMEA) supported by TVET Sector Support Programme, we hired four female trainees and we enhanced their skills in automatic machines in sewing and cutting resulting in better productivity.

Abrar Hussain
Cobija Industries, Sialkot

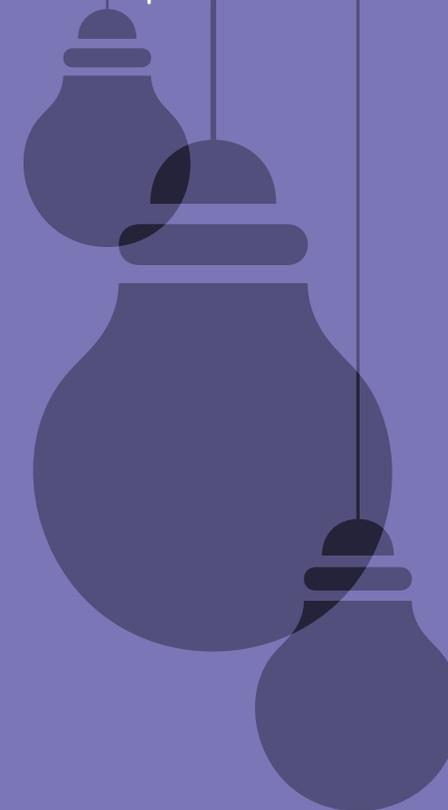
Cobija industries have around 2,000 employees and they partnered for the employment of TVET graduates with from the institute supported by TVET Sector Support Programme.



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Success

Stories in 2020



©TVET SSP

Realizing the childhood dreams

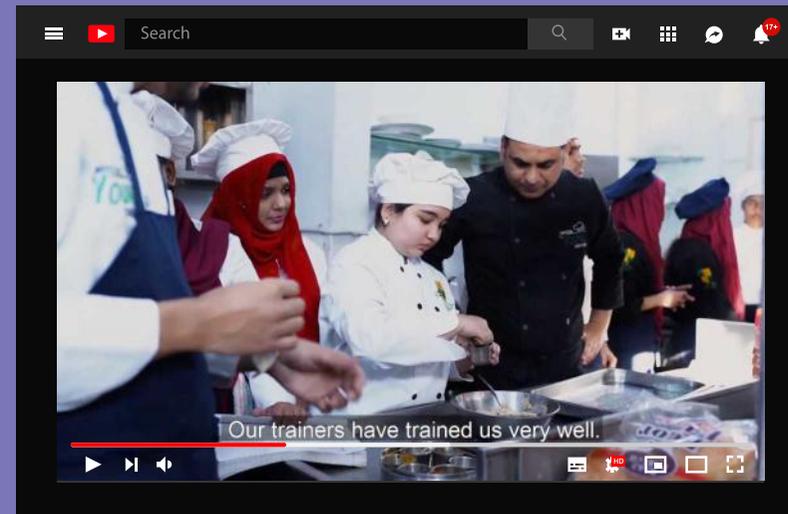
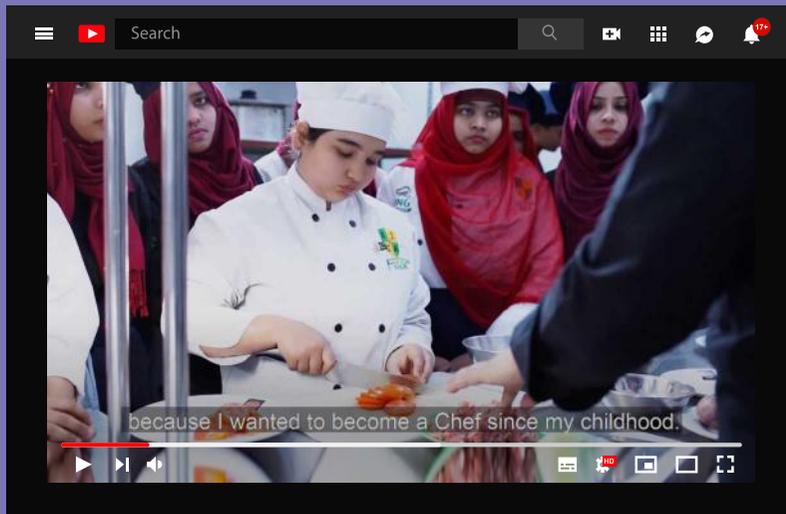
Neha—With the sizzling sound of frying Chapli Kababs and beckoning to collect the ready orders one-after-other, Neha Naz is the lone female chef sharing workspace with 20 other male colleagues in the kitchen of one of the top line restaurants in Karachi.

“In my family women usually don't go out for work and earn, but becoming a chef was my childhood dream and I am so happy today that my dream came true”, says Ms. Naz while dishing out the sizzling chicken barbecue at Aao Ji Khao Ji, a famous eatery known for Pakistani cuisines in Karachi.

Ms. Neha, 23 has been trained as a professional chef under a workplace-based training, offered by Karachi Institute of Culinary Arts in 2019. The training project is funded by the European Union and the governments of Germany and Norway under TVET Sector Support Programme.

“The chef training has not only enabled me to be employed by one of Karachi's popular restaurants, but I have also managed to grab two international awards in the field of my training,” says Ms. Neha with jubilation.

After receiving six-month training, Ms. Neha last year competed in international cooking competitions held in Thailand and Dubai and won gold and bronze medals respectively. In addition, she has also secured her membership of the elite Young Chefs Club of Pakistan as well as a decent job in the hospitality sector.



I Learn-I Support! I am Nadia!



"I am Nadia from Karachi"



"I am working in the field of dress making and fashion designing"



"I have two daughters and a son who are studying at school"

"I always wished to learn a technical skill"



"in time of corona spread, I was worried about continuity of my learning"

"Then I came to know about TVET Sector Support Programme"



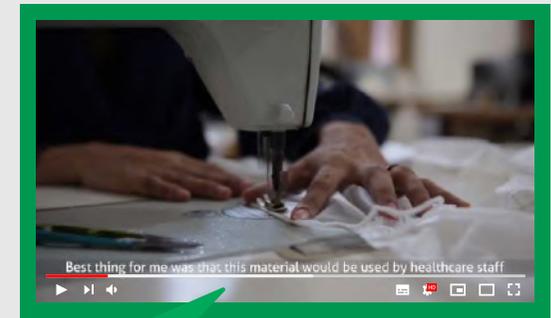
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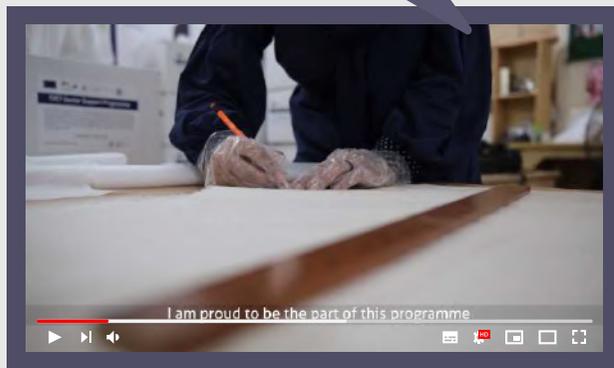
"I visited CFC Pakistan who were training the young people in dress making"



"I shall prepare PPE suits and masks while continuing to learn"

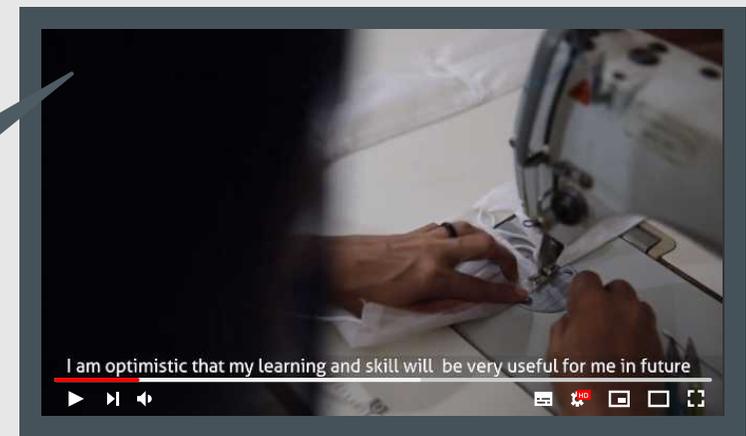


"Best thing for me was that this material would be used by healthcare staff"



"I am proud to be the part of this programme"

"I am optimistic that my learning and skill will be very useful for me in future"



TVET Sector Support Programme

Results achieved from January 2017 till December 2020

1 Private Sector Engagement

- Established 4 Sector Skills Councils
- Established 1 national and 4 provincial skills forums
- Established employer-led Institute Management Committees in 344 TVET institutes (Includes 34 DBoMs and 42 IACs for PVTC and Punjab TEVTA respectively)
- Facilitated 1,402 agreements between provincial TEVTAs/ training institutes and private sector companies for on-the-job cooperative workplace-based training

2 Governance and Policy

- Enactment of Apprenticeship Act 2018
- Developed national plan, approval and implementation as National Skills for All Strategy
- Developed regional plans in consensus with the stakeholders for subsequent implementation
- Developed 70 and implemented 38 new qualifications for Competency Based Training & Assessment (CBT&A)
- Accreditation of 340 TVET institutes completed
- Establishment of inter-provincial TVET ministers conference

3 Human Resource Development and Teacher Training

- Establishment of 5 centres of excellence underway for TVET teachers training
- Completed training of;
 - 48 Chief Master Trainers
 - 110 Master Trainers
 - 2,735 TVET teachers
 - 691 Principals of public and private TVET institutes
- Completed training, assessment and certification of 1,313 CBT Assessors
- Issued national certificates to 18,725 skilled persons from the informal sector through Recognition of Prior Learning (RPL)

4 Implementation of Reformed TVET

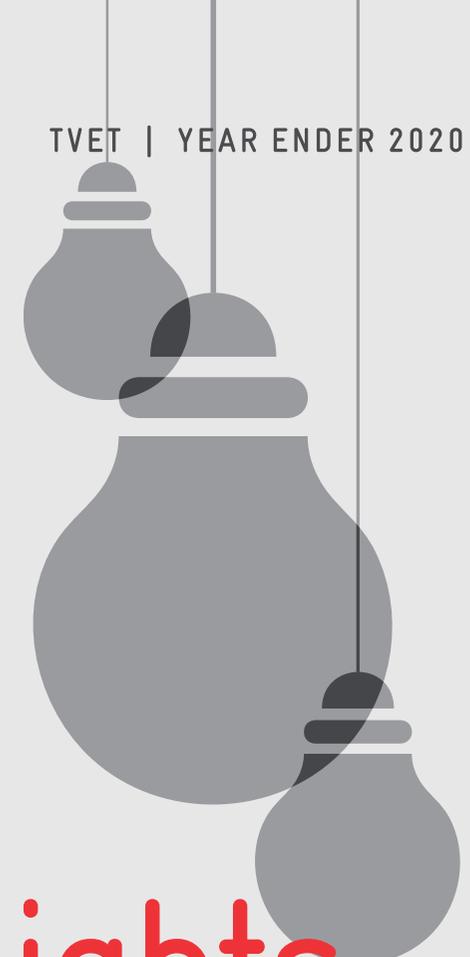
- Completed training, assessment and certification of 25,457 men and women through CBT&A methodology using new qualifications



©TVET SSP



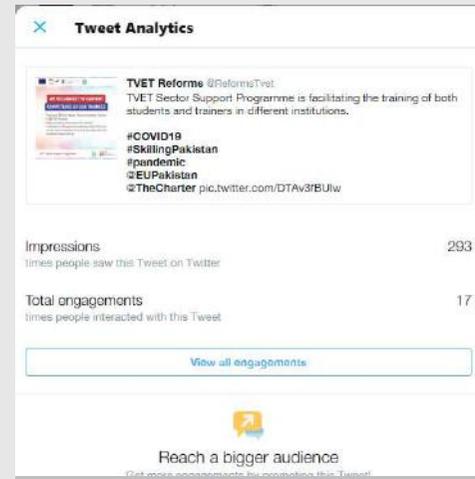
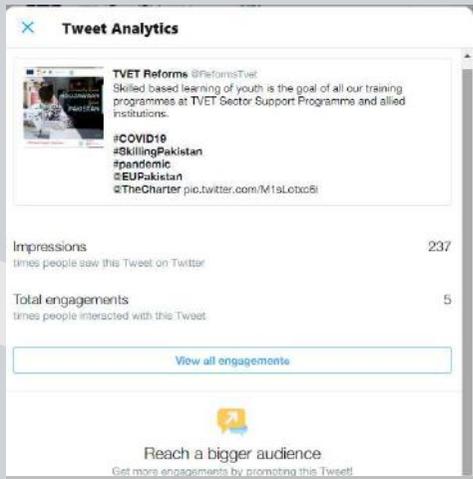
TVET 535



Media Highlights

of TVET Sector Support
Programme in 2020

TVET Sector Support Programme's COVID-19 Response measures in Sindh





THE NEWS

INTERNATIONAL
ON SUNDAY



PIC directs Nadra to share data on trans holding CNICs

Islamabad: The Information Commission (PIC) has directed the National Database and Registration Authority (Nadra) to share data on transsexuals holding Computerized National Identity Cards (CNICs).

50,000 PPE kits, 10,000 surgical masks given to Sindh gov

Islamabad: The Government of Sindh has received 50,000 Personal Protective Equipment (PPE) kits and 10,000 surgical masks from the TVET Sector Support Programme.

TVET Sector Support Programme hands over 50,000 PPE kits, 40,000 Surgical Masks to Sindh Gov

KARACHI: The Government of Sindh has received 50,000 Personal Protective Equipment (PPE) kits and 40,000 surgical masks from the TVET Sector Support Programme. The programme is a joint initiative of the Government of Sindh and the European Union.

Murad visits parts of interior of Sindh

Islamabad: The Prime Minister, Mr. Imran Khan, visited various parts of the interior of Sindh province to assess the impact of the COVID-19 pandemic on the population.

Doctor, others booked in Dr Maha suicide case

Islamabad: A doctor and several other individuals have been booked in connection with the suicide of Dr. Maha, a prominent physician.

Mayor says he will not 'escape' after tenure ends

Islamabad: The Mayor of a city has stated that he will not 'escape' after his tenure as Mayor ends, indicating his commitment to the public.

Three of a family die in accident

Islamabad: Three members of a family were killed in a tragic accident involving a vehicle on a road.

CTP to deploy 500 wardens, 133 traffic assistants in Rawalpindi

Islamabad: The Capital Territory Police (CTP) is planning to deploy 500 wardens and 133 traffic assistants in Rawalpindi to manage traffic and maintain order.

AF to hold moot on 100th anniversary of 1947

Islamabad: The Ministry of Foreign Affairs is planning to hold a moot on the 100th anniversary of the independence of Pakistan in 1947.



50,000 PPE kits and 40,000 surgical masks handed over to Sindh Gov

KARACHI: The Government of Sindh has received 50,000 Personal Protective Equipment (PPE) kits and 40,000 surgical masks from the TVET Sector Support Programme. The programme is a joint initiative of the Government of Sindh and the European Union. The handover ceremony was held in Karachi, with officials from both sides participating. The PPE kits include face masks, gloves, and gowns, while the surgical masks are of high quality and suitable for medical use. The TVET Sector Support Programme aims to improve the skills and employability of the youth in Sindh, while also providing essential supplies to support the fight against COVID-19.

TVET | YEAR ENDER 2020

Training | Skills | Employment 57

Groundbreaking Ceremony of Centre of Excellence in Peshawar

Pakistan TVET Reform Support Programme
October 23 at 8:26 PM · 🌐

German Embassy Islamabad · October 23 at 3:59 PM · 🌐

Ambassador Schlagheck was glad to be back in #Peshawar. He had a constructive exchange on developments in former #FATA, met a lot of engaged people & took part ... See More

537 People Reached · 53 Engagements · Boost Unavailable

14 Likes · 3 Shares

Like · Comment · Share

Pakistan TVET Reform Support Programme
October 23 at 9:11 AM · 🌐

The groundbreaking ceremony of the first out of five Centres of Excellence (CoEs) for teacher training under the [European Union in Pakistan](#), [German Embassy Islamabad](#) and [The Royal Norwegian Embassy in Islamabad](#) funded TVET Sector Support Programme was held in Peshawar on October 21, 2020. Read more details here: <https://bit.ly/2Hpj06H>

National Vocational and Technical Training Commission (NAVTTTC) Kp-Tevta

TVETREFORM.ORG.PK

Groundbreaking Ceremony of CoE Peshawar, Finance Minister, Industries Advisor, Ambassador Lay Foundation...

Reach More People With This Post
You could reach up to 1,398 people daily by boosting your post for PKR818.

435 People Reached · 60 Engagements · Boost Post

19 Likes · 1 Share

Pakistan TVET Reform Support Programme
October 20 at 8:30 PM · 🌐

Centres of excellence by TVET Sector Support Programme are being established to achieve long term beneficial goals like infrastructure improvement and additional human resource to improve TVET learning.

#CoE
#SkillingPakistan... See More

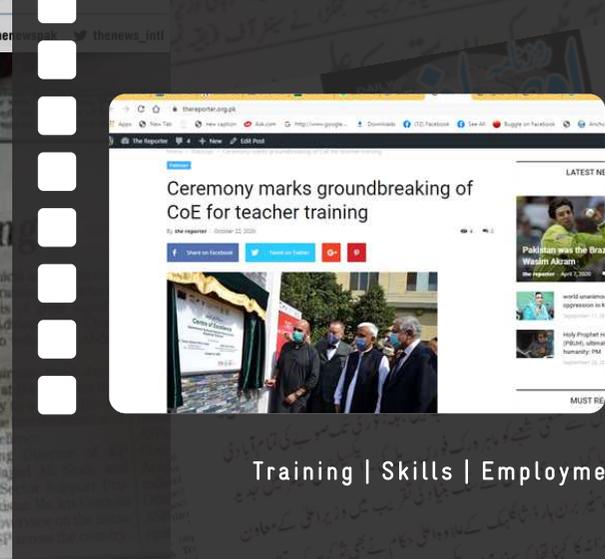
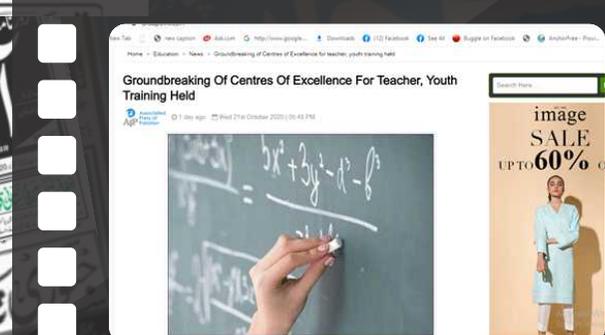
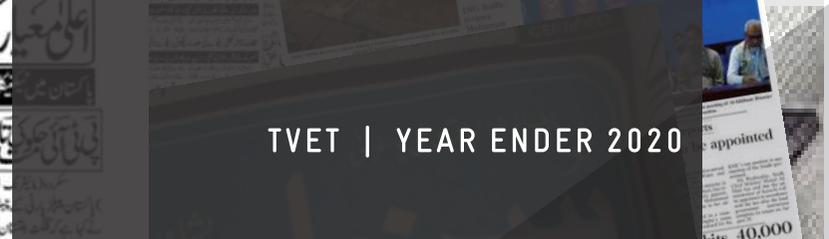
Core objectives of Centres of excellence are organizational development, infrastructure improvement, training facilities, human resource capacity building, and demand-driven occupational trainings

TEVTA · Implemented by giz

Reach More People With This Post
You could reach up to 1,353 people daily by boosting your post for PKR818.

699 People Reached · 49 Engagements · Boost Post

21 Likes · 1 Comment · 2 Shares



THE NEWS

Foundation stone laid for CoE on teachers training

Bureau report
PESHAWAR: The ground-breaking ceremony of the first out of five Centres of Excellence (CoEs) for teachers training under the donor-funded TVET Sector Support Programme was held here on Wednesday.
A press release said that the Centres of Excellence stand for promoting excellence in the training for teachers and youth.
The upgradation of five existing teacher training institutes into Centres of Excellence (CoEs) is a very important part of the support being provided by the TVET Sector Programme. The release added that TVET SSP is funded by the European Union, the Federal Republic of Germany and the Royal Norwegian Embassy.
The Provincial Finance Minister of KP Taimoor Jhagra, while delivering his keynote, put emphasis on the importance of quality technical and vocational education and training to empower the youth of the province. He said that the present government would extend all its support for the promotion of TVET.
NAVTC Chair Naveed Khan remarked that NAVTTC is ready government for the centre of excellence.
The Managing Director of TVET Sector, Syed Saad Hameed, said that the TVET Sector Support Programme, GIZ Pakistan, Islamabad, had given an overview of TVET SSP.

Social Media COVID - 19 Awareness Campaign

COVID-19

In Pakistan, **90%** of the total workforce employed in SMEs is effected by **COVID-19**

Source: National Skills Information System, April 2020

TVET Sector Support Programme
Implemented by giz

COVID-19

خود کو اور اپنے پیساروں کو
کوروناء وائرس سے
بچانے کے لئے
باقاعدگی سے
صابن کے ساتھ
ہاتھ دھونا ضروری ہے۔

TVET Sector Support Programme
Implemented by giz

COVID-19

How to ensure social distancing?

- Maintain distance of 3ft to 6ft
- Avoid large gatherings
- Wear mask
- Do not hug or shake hands

TVET Sector Support Programme
Implemented by giz

COVID-19

Thank you!
for all your hard work and kindness.

We pay tribute to health workers for all their work in this time of global pandemic.

TVET Sector Support Programme
Implemented by giz

COVID-19

Thank you!
for all your hard work and kindness.

We pay tribute to health workers for all their work in this time of global pandemic.

TVET Sector Support Programme
Implemented by giz

COVID-19

Stay connected by using digital tools, for social and psychological well-being.

During this time of challenge all of us need each other's support.

TVET Sector Support Programme
Implemented by giz



COVID-19

Protect yourself and others by **washing your hands** after;

- Sneezing
- When caring for sick
- When hands are visibly dirty
- After using toilet
- Before and after cooking
- Before eating
- After cleaning or doing household chores
- After handling animal or animal waste

TVET Sector Support Programme 



COVID-19

By **staying home, staying clean, washing hands** and following **social distancing** you can keep yourself and your family protected from Corona virus.

TVET Sector Support Programme 



COVID-19

Stay home and stay safe. | Take care of yourself and your family. | Be kind to your community by checking on them for their well-being.

In this challenging time, we can be the 'support' to each other.

TVET Sector Support Programme 



COVID-19

Wear masks while you are going out in public or have visitors from outside. Wearing face masks can lower the chance of transmission of bacteria and infectious viruses.

TVET Sector Support Programme 



COVID-19

Wearing **face masks** can protect you and **safeguard** from catching **diseases**. Wear masks, protect yourself and other and spread positivity.

TVET Sector Support Programme 



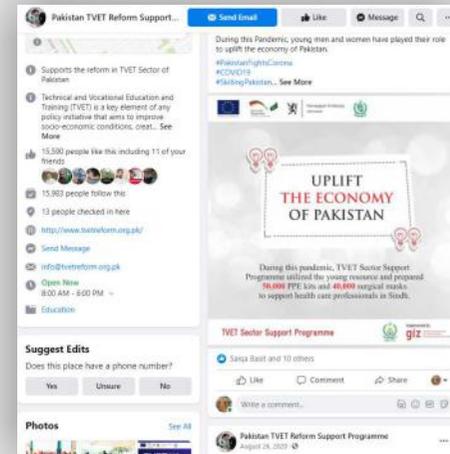
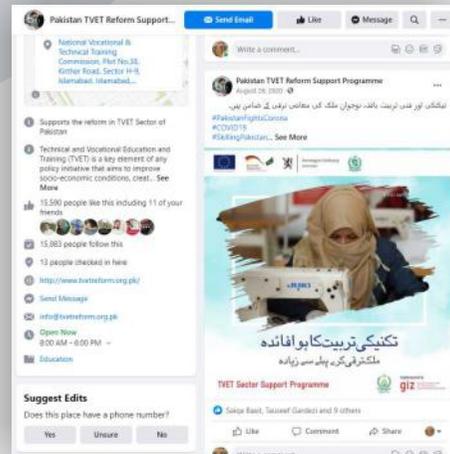
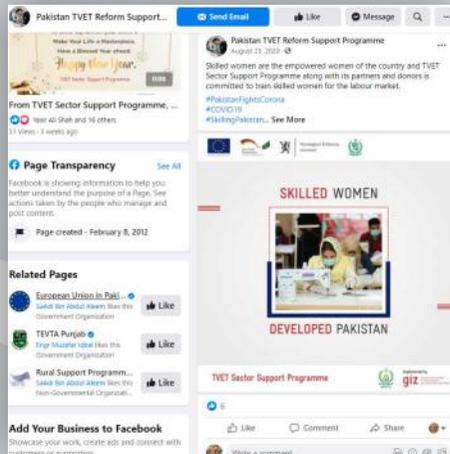
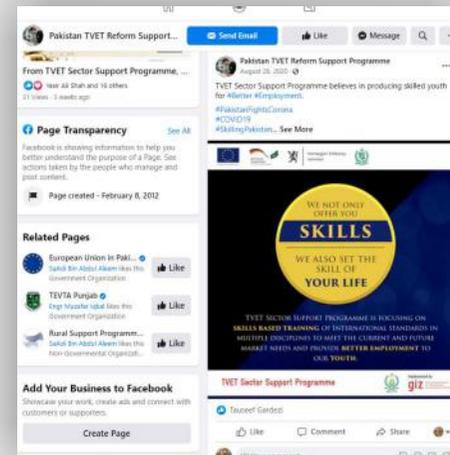
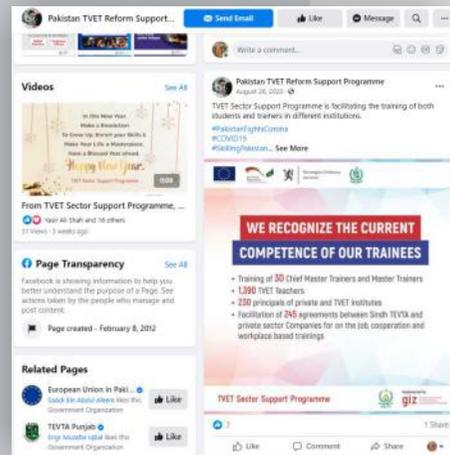
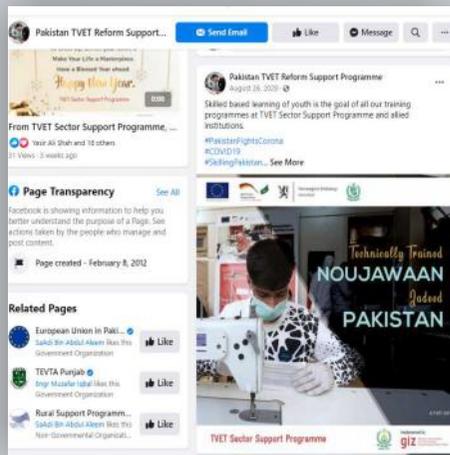
COVID-19

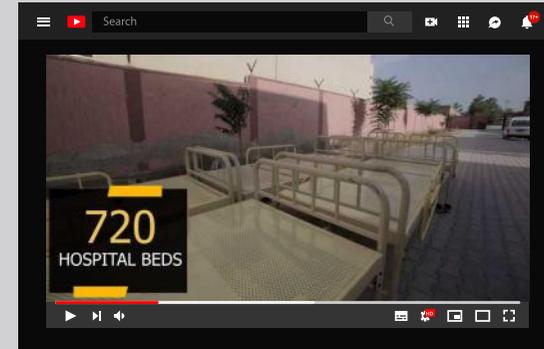
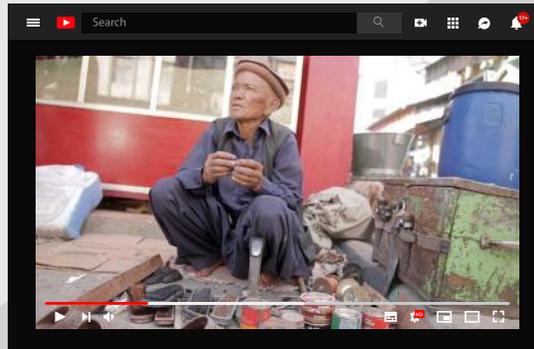
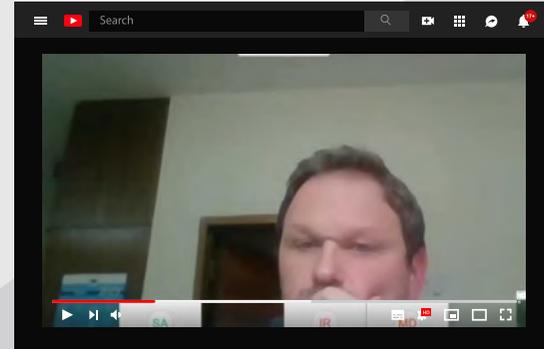
Most-hit economic sectors of Pakistan: Tier-1

Hospitality & Tourism | Sports Goods Manufacturing | Automobile | Transportation

TVET Sector Support Programme 

TVET Sector Support Programme's COVID-19 Response measures in Balochistan

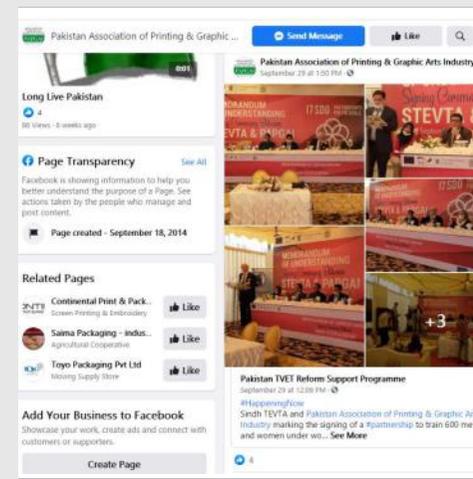
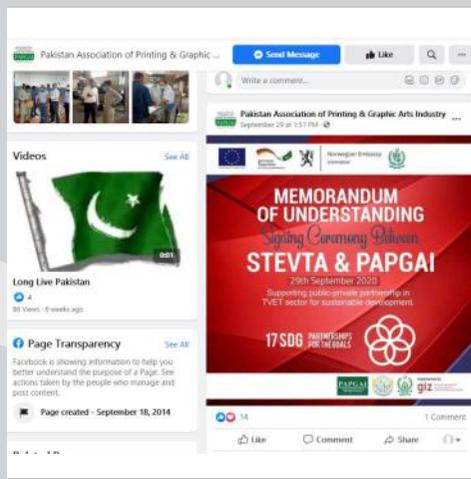
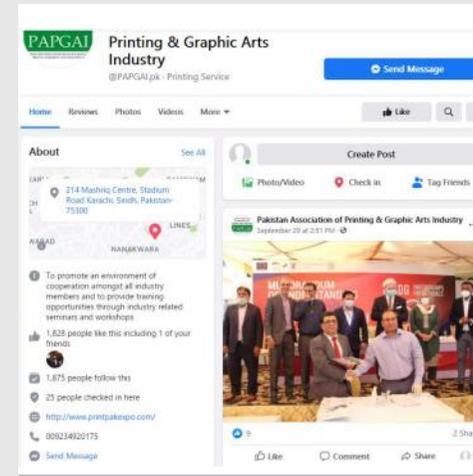
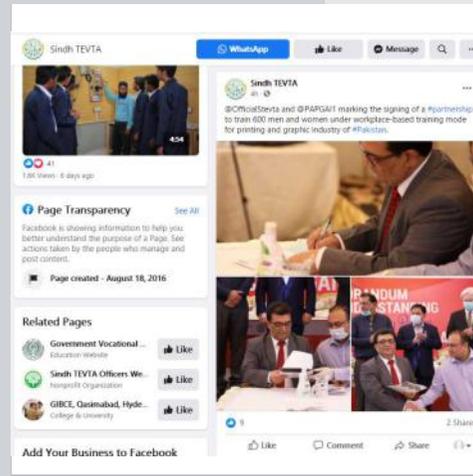
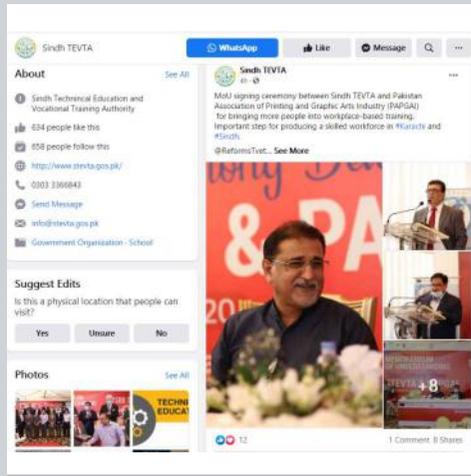




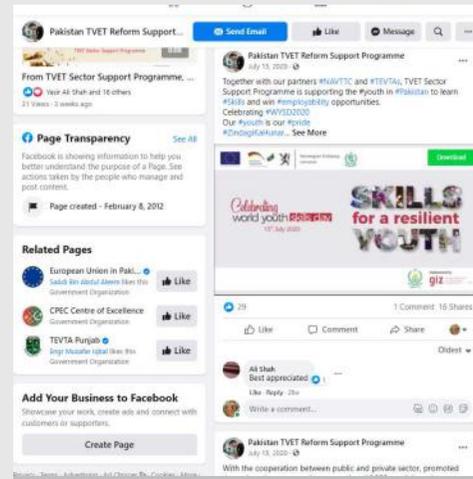
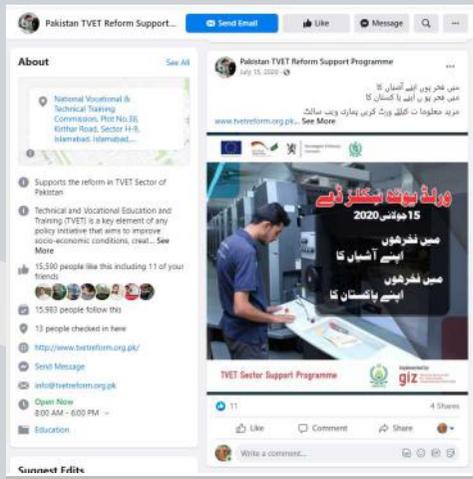
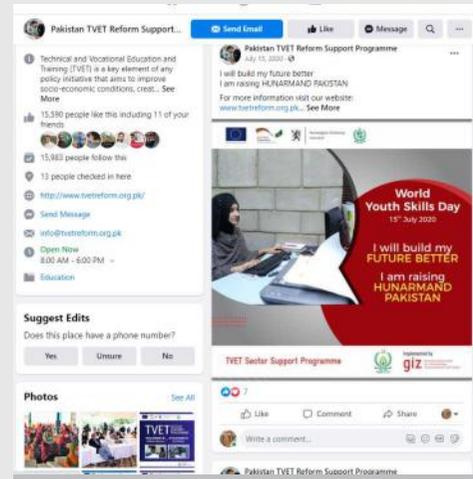
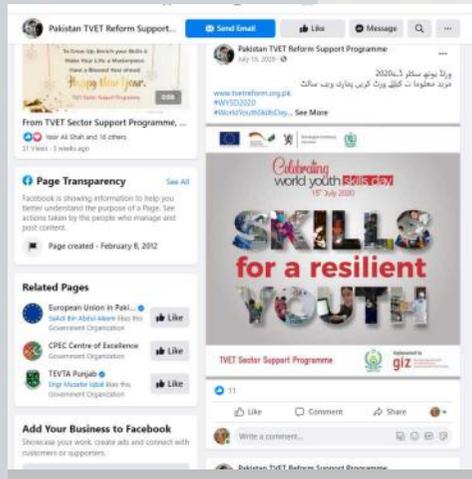
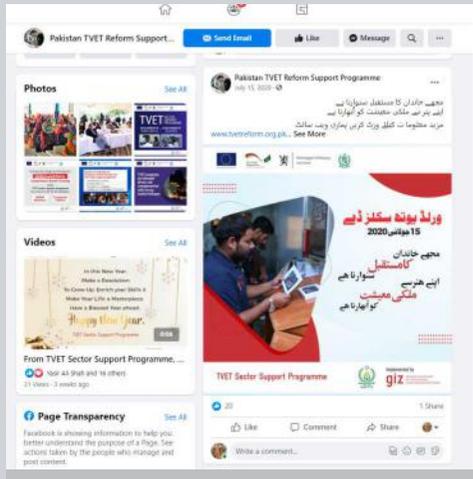
Groundbreaking Ceremony of Centre of Excellence in Islamabad

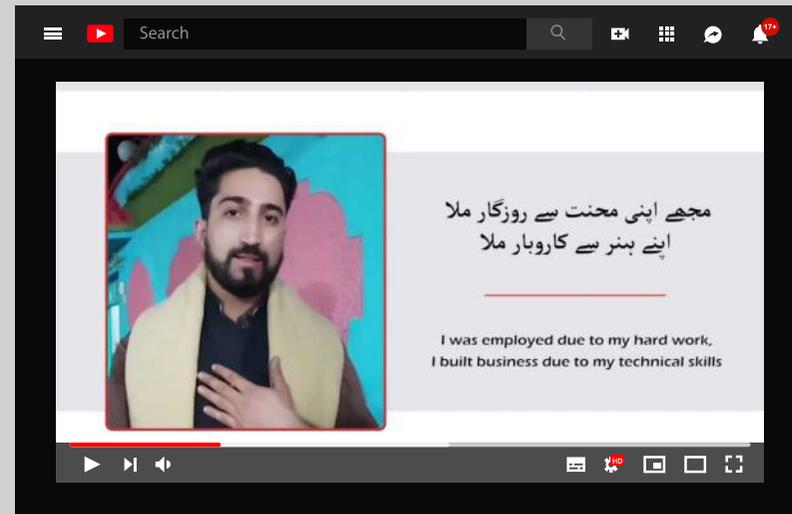
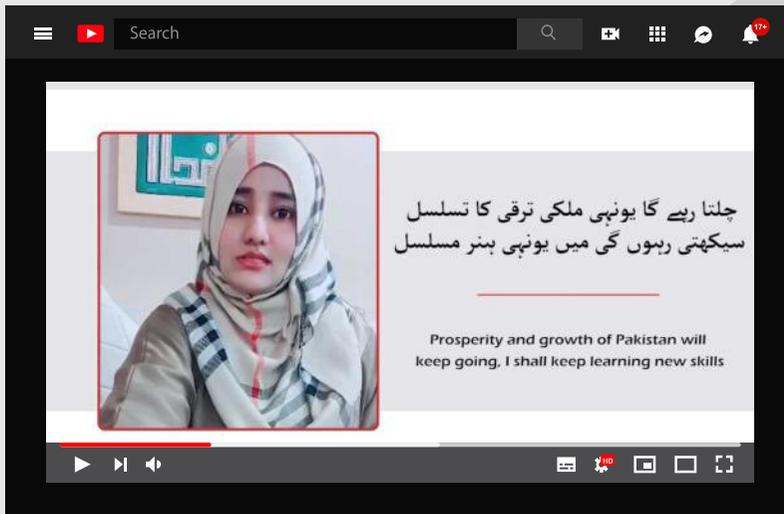
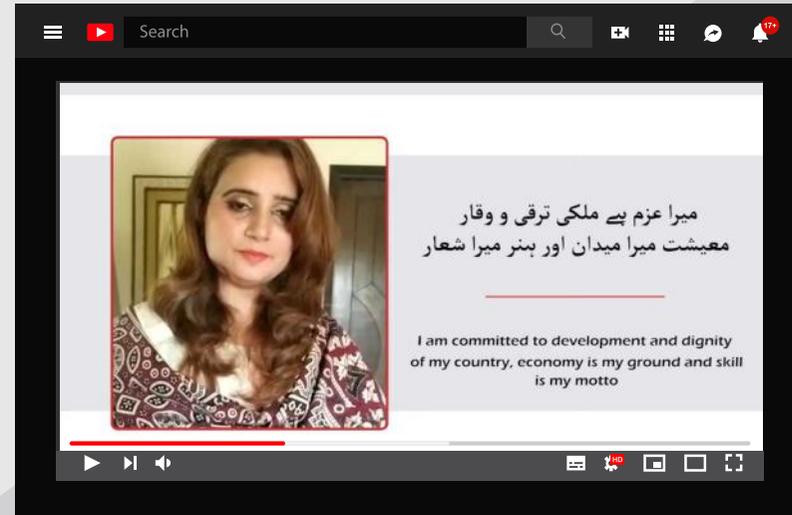


MoU Signing Ceremony between Sindh TEVTA and PAPGAI



Celebrating World Youth Skills Day





For further information:

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