

SKILLS for All for Pakistan

**Reforming the Technical & Vocational
Education & Training in Pakistan**

TVET YEAR ENDER 2021
10 Years of TVET Reforms in Pakistan



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TVET Sector Support Programme

Level 5, Serena Business Complex
Khayaban-e-Suhrawardy, Sector G-5/1 Islamabad, Pakistan
T +92 51 111 449 376
www.giz.de
www.tvetreform.org.pk

Responsible

Ms. Iris Cordelia Rotzoll, Head of Programme,
TVET Sector Support Programme

Compilation and Editing

Ms. Sonia Omair, Technical Advisor Communication,
TVET Sector Support Programme

Layout & Design

Unique Vision

Photo Credits

TVET Sector Support Programme

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List of **ACRONYMS**

AJK	Azad Jammu and Kashmir
APFMA	All Pakistan Furniture Makers Association
BIA	Business and Industry Association
BTE	Board of Technical Education
CBT&A	Competency Based Training and Assessment
CCI	Chamber of Commerce and Industry
CCJP	Career Counselling and Job Placement
CfC	Charter for Compassion
CoE	Centre of Excellence
COVID	Corona Virus Disease
CPEC	China Pakistan Economic Corridor
DACUM	Developing a Curriculum
DAE	Diploma of Associate Engineering
DBoM	District Board of Management
DTESD	Directorate of Technical Education and Skills Development
FPCCI	Federation of Pakistan Chambers of Commerce & Industry
GB	Gilgit Baltistan
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit
GPATI	Germany Pakistan Training Initiatives
GPCCI	German-Pakistan Chamber of Commerce & Industry
IAC	Industry Advisory Committee
IMC	Institute Management Committee
KP	Khyber Pakhtunkhwa

LMI	Labour Market Information
M&E	Monitoring and Evaluation
MoU	Memorandum of Understanding
NAVTC	National Vocational and Technical Training Commission
NEXT	National Employment Exchange Tool
NVQF	National Vocational Qualification Framework
OJT	On-the-job Training
PEFMA	Pakistan Electric Fans Manufacturers Association
PGMEA	Pakistan Gloves Manufacturers & Exporters Association
PPE	Personal Protective Equipment
PVTC	Punjab Vocational Training Council
R&D	Research and Development
RPL	Recognition of Prior Learning
SSC	Sector Skills Council
TEVTA	Technical Education and Vocational Training Authority
TVET SSP	Technical and Vocational Education and Training Sector Support Programme
TVET	Technical and Vocational Education and Training
WBT	Workplace-based Training
WCCI	Women Chamber of Commerce and Industry



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A DECADE **of TVET Reforms in** **Pakistan**



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 27% 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. Pakistan's Technical and Vocational Education and Training (TVET) system was confronted with numerous challenges in the area of access, quality, equity and relevance. The limited number of training institutes were unable to cater to the needs of the growing young population.

With this backdrop, the TVET sector had been neglected in Pakistan since its independence and comparatively more resources were allocated for mainstream education. The status of TVET in Pakistan was considered to be low and had predominantly been operated by public institutions with a small percent of apprenticeships in companies and some private training providers.

Annually 1.8 million young people enter the job market, but as of 2018 there are only 433,237 places available in the formal Technical and Vocational Education and Training (TVET) through 3,740 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. There was a huge need for capacity building of the instructional staff as per the need of CBT philosophy. Lack of knowledge between the conventional system of training and CBT model had created the gap, which was one major factor responsible for not producing the required output.

TVET was also constrained by limited lab infrastructure and obsolete equipment. Quality and relevance of the training itself was not up to the mark, while there was limited cooperation between the public and private sector as far as TVET policy formulation and delivery is concerned.

In April 2011, the five-year TVET Sector Support Programme was launched to support the Government of Pakistan in the National Skill Strategy implementation. The programme was jointly funded by the European Union, the Kingdom of the Netherlands and the Federal Republic of Germany. The Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH implemented the Programme in partnership with National Vocational and Technical Training Commission (NAVTTTC) and in close cooperation with Technical and Vocational Training Authorities (TEVTAs) and other TVET stakeholders including the private sector. The first phase of the reform, which was based on the National Skills Strategy (NSS), ended in December 2016. During this period a number of milestones have been achieved such as national TVET Policy, National Vocational Qualifications Framework (NVQF) and the introduction of Competency Based Training & Assessment (CBT&A) etc.

The introduction of a new planning system adopted by NAVTTTC, TEVTAs, PVTC

and other TVET bodies; the design of a management, information system; capacity building throughout the public TVET system; new training programmes for TVET teachers; a fund to stimulate innovative training and a dual training programme to encourage employers and TVET providers to work together were also included in the reforms.

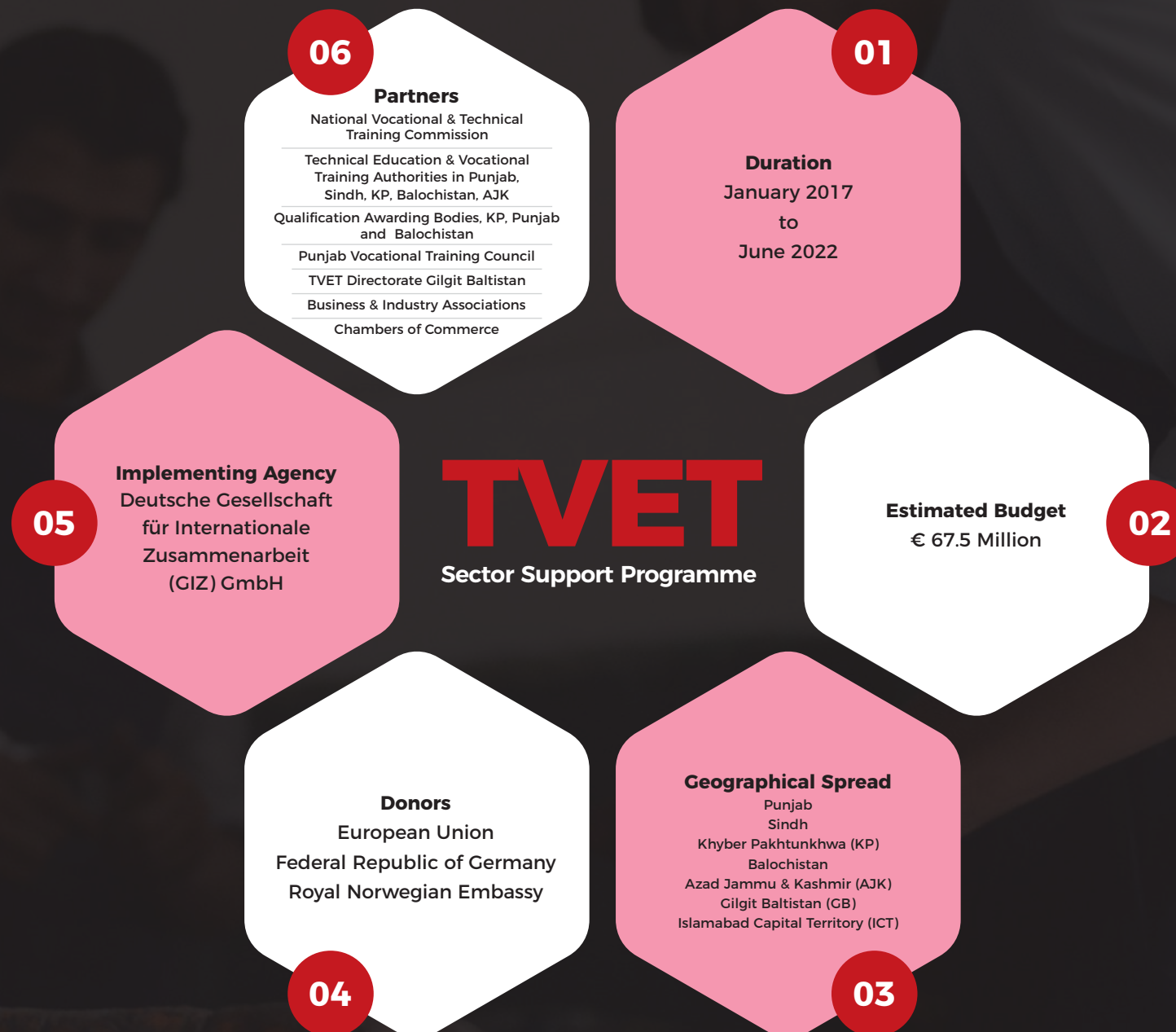
Moving on with the aspiration to bring systematic reforms in TVET sector, the Federal Ministry of Education and Professional Education started work on drafting a National Policy for Technical and Vocational Education and Training (TVET) in March 2015. The policy was prepared with the collaboration of government, employers, and TVET representatives making a team known as Task Team and was the subject of widespread consultation.

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



TVET

Sector Support Programme at a Glance



Private Sector Engagement

- Promoting systematic dialogue between the public and private sector
- Increasing the private sector's participation in TVET related decision-making bodies at federal and provincial/regional levels
- Strengthening of employer-led Institute Management Committees

Policy & Governance

- Implementation of the National TVET Policy at federal and provincial/regional level
- Agreements of cooperation between the public and private sector
- Quality assurance & management
- Accreditation of TVET institutes

Human Resource Development/Teacher Training

- Implementation of National Vocational Qualification Framework
- Training of the teachers, assessors and principals of public and private TVET institutes

- Development and implementation of new demand-driven national qualifications through CBT&A
- Setting up Centres of Excellence

Implementation of Reformed TVET

- Provision of demand-oriented vocational training to youth in Sindh and Balochistan through training fund and promotion of on-the-job or work-based vocational training to youth
- Facilitation of agreements between training providers and enterprises for training delivery
- Issuance of national certificates to skilled persons from the informal sector through RPL

Reintegration of Returnees in Pakistan

- Competency-based training of returning migrants and local population
- Recognition of Prior Learning for returning migrants and local population
- Employment promotion and self-employment of returning migrants and local population
- Career and Entrepreneurship Advisory Services and local population



TVET Reform Updates **Round the Year**

2021





Policy & Governance

- Relevant staff of BTEVTA and 24 institutes of labour and manpower were trained on digitized M&E system, implementation of system is currently jointly in progress by BTEVTA and Directorate of Manpower and Training.
- Government of Balochistan announced allocation of 1 billion PKR as endowment fund for Balochistan TEVTA.
- MoU was signed between DMT and IQRA university Hub campus for provision of support in IT courses at CoE Hub.
- Multiple meetings were organised between delegation of European union and former and present Minister of Labour and manpower/ chairman BTEVTA for sustainability of TEVT sector in province.
- Integration of MIS, M&E, NEXT, and KMS initiated in KP
- To ensure the sustainability of in-service training in KP, the nomenclatures of Chief Master Trainer, Master Trainers, Master Assessors, LMI/ R&D Officers, CCJP Officers and M&E Officers have been incorporated in the HR regulations/ organizational structure of CoE, KP-TEVTA. The initiative was launched by TVET Sector Support Programme.
- Punjab developed the first-ever TVET and Skills Policy to support CBT&A.
- Apprenticeship law of Punjab was approved by the provincial assembly.
- NVQF was adopted and referenced for development of skill standards, curricula, assessment, and certification system.
- NVQF Registry was fully operationalized and sustained by partners.
- Digitized M&E system was developed and made functional to standardize the function of M&E in Punjab.
- Sector Skills Councils were established in 4 sectors and notified by Punjab TEVTA.
- TVET reforms have been embedded in partner structure at Strategic, Management, & Operational Levels.





Private Sector Engagement

- 13 IMCS were formed in Balochistan at TTC by Manpower and Training department.
- Provincial chapter of FPCCI was taken on board for the first time, multiple joint activities were conducted for awareness and support in TVET sector in Balochistan.
- Representation of private sector increased in board of BTEVTA.
- Private sector TVET institute have been capacitated regarding implementation of CBT&A through training their staff in training and assessment methodologies and trade specific teachers' training.
- MOU and MOCs have been signed with different enterprises regarding workplace-based training and job provision to the pass out trainees.
- Private sector has been encouraged and their participation has been ensured in IMCs.
- 28 more IMCs were revitalized in KP based on revised RoBs, pursuing enhanced autonomy in the private sector.
- Two IMC capacity development sessions were organized for the newly revitalized IMCs of KP.
- To streamline the operationalization of IMCs, five meetings of IMCs were facilitated for the KPTEVTA institutes.
- To promote TVET in the region, 16 joint activities/planning sessions were executed with potential private sector in KP.
- Advisory Forum Meeting was convened to reflect upon the TVET reforms executed in KP. Thoughts and suggestions on the future interventions were acquired from the members.

- KPTEVTA is now implementing workplace-based training using its own resources with one of the potential private sector entities, English Biscuits Manufacturer at Hatar Industrial Estate, KP.
- 02 Hunar Rozgar Melas (HRM) were organised in collaboration with Programme Migration for Development (PME) to support employment of TVET graduates and returnees from Germany & other countries. A total of 1,500 CBT graduates from 29 institutes (TEVTA, PVTC and PSDF) appeared for interviews for 1,800 jobs in 52 national and international companies comprising of 5 sectors (Lahore and Faisalabad).
- Workplace-based Training launched to support employment of TVET learners in different BIAs, COE, and industries in which 105 beneficiaries from PGMEA and PEFMA participated.
- 04 industry exposure visits were organised for trainees to orient students on World of Work in different cities i.e., Lahore, Multan, Sheikhpura. Out of the four visits, two only catered women.
- Private sector representation has been included in the decision-making platforms through composition criteria through notifications by official authorities which ensures that industry is thoroughly represented, and the achievements are positively carried forward.
- 04 BIAs were engaged in the complete training cycle where through TVET Committees, private sector not only joins hands with public sector to advocate TVET but also shares resources to implement joint measures like IACs, WBTs etc.



Human Resource Development and Teacher's Training


- 160 teachers of Balochistan were trained in their relevant trades through NED University Karachi. These teachers received one-month training at NED Karachi in different trades.
- 18 master trainers from public sector were trained and assessed in their relevant trades
- 79 teachers (females) were trained in training & assessment level-3 & trade specific training through cascading model.
- The trained teachers were assessed in assessment methodologies among which 40 were declared competent and enrolled in the national pool of assessors.
- 100 teachers from both public and private institutes have been trained on CBT&A methodology.
- 123 more teachers have been trained for upskilling in KP

- Around 150 assessors were assessed out of which 75 assessors were declared competent in KP
- KPTEVTA has initiated the teacher training by adopting cascading model for 3- & 6-months mandatory staff trainings.
- The first-ever Centre of Excellence was inaugurated in Peshawar. The centre is now operational and extending services to TVET practitioners as well as youth of Khyber Pakhtunkhwa in various trades. The informal workers are also taking benefit from CoE by certifying their skill through RPL system.
- Couple of satellite centres of the CoE have been made operational to further broaden the scope of CoE in implementation of its allied trades.
- With more than 360 assessors available for CBT&A assessments, the KP's pool of assessors has become bigger.
- To embed the capacity development activities in partners (TEVTA & PVTCL) system, skills upgradation and CBT&A trainings of 609 instructors in 9 trades were executed through the cascading approach. Chief Master Trainers/ Master Trainers designed, planned, and executed these trainings successfully. Instructors were also assessed and certified in their trades by PBTE.
- 126 assessors were trained and certified and now, a pool of assessors is available across Punjab for implementing CBT&A.
- Chief Master Trainers and Master Trainers from the counterparts were trained to cascade the capacity development activities of TVET practitioners. They are now delivering the skills upgradation and CBT&A training. Capacity of the staff of "Staff Training Institutes" were developed to cascade the model of training.
- Lead Assessors & Master assessors from the counterparts were trained to cascade the training of assessors. They are now delivering the training and conducting the assessment of assessors. Capacity of the staff of "Staff Training Institutes" were developed to cascade the model of training.
- Chief Master Trainers/ Master Trainers from regional partners organizations successfully executed skill upgradation and CBT & A trainings of 609 TVET instructors in 9 trades that will further train teachers through the cascading model.
- Punjab TEVTA incorporated TVET SSP management training in their mandate for the promotion of teachers.
- Teacher training programmes were re-designed and remodelled so that they could be conducted online. The teachers were trained and assessed successfully with the web-based training model.
- Although, the CoE Lahore is undergoing construction and renovation works but simultaneously the CoE staff has been capacitated with various trainings organized by the programme. The designated machinery and lab equipment have been delivered at the institute and will be installed and commissioned as soon as the civil works are concluded. Though, the institute has closed new admissions for students till the completion of civil works, appreciable progress in service delivery has been achieved by offering a variety of capacity building trainings for teaching staff of P-TEVTA.
- Along with the currently executed infrastructure development and provision of state-of-the-art machinery and equipment, the CoE staff has been capacitated in softer aspects as well. The MT/CMTs have been trained to train through the cascading model and continue this chain on their own. The organogram has been revised and once approved; the staffing would be managed accordingly for CoE to function as planned.
- Active partner involvement was witnessed during the implementation of various interventions at CoE Lahore. CoE Lahore successfully managed to get an allotment of nearly PKR 5 million for civil repair works which did not fall under the scope of TVET SSP and another PKR 2 million for repair of existing machinery and equipment.



Implementation of National

**Vocational Qualification Framework and
promoting Competency based training
and assessment in Pakistan**

- 
- Development of E-learning module for solar PV technicians based on NVO developed under TVET SSP
 - The KP TEVTA graduated 2,426 in 2021
 - 4738 candidates were trained & certified (39% women) using 21 unimplemented and new CBT&A qualifications in Punjab by PTEVTA, PVTC & PSDF, for the year 2021.
 - 7839 candidates were certified through RPL by NAVTTC in Punjab, for the year 2021.
 - Technical Training of Trainers of one batch of 15 trainers on NVC Level-4 in Solar PV System Technician at CoE Lahore through cascading by Master Trainers trained under the project to support implementation of the qualification.
 - TVET SSP provided solar PV training lab equipment in the TEVTA institute in Lahore where solar plant had been installed under the CPP project. Furthermore, the Master Trainers & Trainers were selected for training by ensuring participation from the 10 institutes where solar PV training lab equipment was provided by TVET SSP.
 - As planned, all the project activities were implemented through the regional chapter of NAVTTC so that sustainability of the same could be

ensured. As a result of this the largest TVET Training provider in the country TEVTA Punjab extended the implementation of CBT from 83 TVET institutes to 117 TVET institutes. Another TVET stakeholder in Punjab which is not our direct partner, PSDF is also now offering CBT&A qualifications in 37 of its partner institutions and extending the implementation in their upcoming training scheme. Last but not the least, PVTC has also extended its base of CBT&A implementing institutes.

- Implementation & Sustainability of CBT&A across Punjab: Implementation of CBT&A Qualifications in 200+ TVET institutes across Punjab, implementing partners includes PTEVTA, PVTC and PSDF. Further, in terms of sustainability, these partners are using their own funds not only for CBT&A training implementation but also contributing in Lab Upgradation and HRD initiatives.
- Technical Training of multiple batches of Trainers in Solar PV was implemented under TVET SSP through cascading by the Master Trainers trained under the CPP project
- Training of one batch of 20 Assessors for Solar PV trade by Chief Master Trainers / Master Trainers trained under TVET SSP



Reintegration of **Returnees** in Pakistan



- A new component of TVET SSP, Reintegration of Returnees in Pakistan was launched in December 2021 to facilitate the reintegration of returnees from the Germany and GCC countries and the local population.
- Reintegration of Returnees in Pakistan will provide the support measures to returnees and local population under four intervention areas: Career Advisory and Entrepreneurship, CBT&A, RPL, and Employment Promotion
- A financing agreement has been signed between Punjab TEVTA and TVET SSP under which two hundred and twenty-five (225) students will be trained on CBT&A model. In addition to that, two hundred (200) students shall be assessed under RPL and labs of four (04) technical and vocational training institutes in Punjab will be upgraded under this agreement.
- An informative video was created and circulated to introduce Reintegration of Returnees in Pakistan.

- A social media campaign was run to spread awareness among the masses regarding the interventions under the new component of TVET SSP
- Initial meetings were held with external stakeholders in Punjab to discuss partnership opportunities. These stakeholders include Punjab Skill Development Fund (PSDF), Punjab Vocational Training Council (PVTC), World Wide Fund (WWF), and Lahore Women Chamber of Commerce & Industry (LWCCI)
- Feature stories were developed and published for social advocacy and awareness
- Information material was developed and shared to build awareness on topics like human migration and reintegration of returnees



Gender mainstreaming **in TVET**

- With the support of programme, NAVTTC launched its first-ever 'National Gender Mainstreaming Strategy'.
- Sindh TEVTA launched its first-ever Gender Mainstreaming Strategy.
- KPTEVTA successfully formulated the first-ever Gender Mainstreaming plan and deputed a gender focal person at the Head Office to coordinate and improve enrolment in female institutes & ensure the execution of gender mainstreaming plan.
- More than 50% of the participants in Hunar Rozgar Mela in Sindh, Balochistan, Baltistan, and Punjab were women.
- 39% women were trained under CBT&A qualifications – exceeding the target of 30% women.
- A dedicated women campus is being brought to life at CoE Lahore. Five CBT&A Qualifications are planned to be offered initially: Beautician, Dress Making, Fashion Designing, ICT and Professional Cooking; being the popular choices for female students.





Social Marketing

and image building in TVET Sector

TVET Reform **Highlights of 2021**



Centre of Excellence in Lahore becomes member of UNEVOC-UNESCO Network



Centre of Excellence (CoE), Lahore, a composite of two technical and vocational training institutes, Government Technical Training Institute (GTTI) and Government Staff Training College (GSTC) Mughalpura are under Punjab Technical Education and Vocational Training Authority (TEVTA), Lahore. TEVTA Punjab, implementing partner of TVET Sector Support Programme in Punjab is supported by the programme for establishing state-of-the-art CoE for technical training of staff as per the cascading model according to the international standards. The training facilities includes provision of modern training paraphernalia for industry's high demand qualifications, complete renovation of existing building, capacity building of human resource and implementation of key features mandated for establishment of a CoE. This centre is amongst the five CoEs being supported by the programme across Pakistan. The others are situated at Islamabad, Peshawar, Kotri and Hub.

Based on criteria of completeness, "Collaboration with International Institutes" under establishment of partnerships, CoE Lahore has been declared as "recognized member of UNECOV-UNESCO network". In Pakistan, only three institutes are recognized as member while CoE Lahore being one of them. UNEVOC-UNESCO is a platform for exchange, cooperation and mutual assistance which provides the opportunities to different TVET bodies/ institutes to collaborate with each other in sharing best practices and lesson learnt for

the betterment of TVET across the globe. There are 220 UNEVOC-UNESCO network members across the globe from categories like ministries, national bodies, training institutes & universities and research centres.

Designing and delivering competence-based education and training warrants high level of institutional quality. Designated centres of excellence are required to showcase best international practices in terms of skills training to youth both male and females. To meet this end, a dedicated female campus is also being established within CoE, Lahore. Qualifications including dress making, fashion designing, professional cooking, ICT and beauty-skin care would be implemented that can ensure employability to females. Having such ambitious and successful initiative in practice, today other donors are also coming forward for establishing more and more CoE across Pakistan.

Pakistan's TVET's sector is being revamped through a multi-donor funded TVET Sector Support Programme since 2011. The programme is jointly funded by the European Union, Governments of Germany and Norway. The Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH implements the programme in partnership with NAVTTC and in close cooperation with TEVTAs and other TVET stakeholders including the private sector.



Ambassador Kaminara Discusses Post-COVID Skills Development Scenario with Private Sector Representatives in Punjab

Lahore, February 16, 2021: The European Union's Ambassador to Pakistan, Androulla Kaminara, discussed with the business and industry representatives of various economic sectors in the context of the aftermath of Covid-19 while visiting various business hubs of Pakistan to get an insight of the economic situation and formally launch a business forum to connect the EU and Pakistani businesses for cooperation. The meeting has been organized by the TVET Sector Support Programme, which is funded by the European Union and governments of Germany and Norway.

The ambassador informed the representatives that EU has been working for many years with the government to provide technical & vocational education and training (TVET) in Pakistan. The EU is the lead funding agency for the TVET sector – with a special focus on empowering women with the necessary skills for employment and entrepreneurship opportunities. The representatives of the

meeting represented various sectors such as textile, chemicals, manufacturing, services, energy services, overseas employment, beauty, fashion, pharmaceuticals, construction, solar and education.

During the meeting the representatives discussed the current economic situation of businesses in a “post” Covid-19 scenario, the impact of COVID-19 on peoples' lives in the region, on businesses and on the business community. The representatives shared their viewpoint on the vocational training and termed it of prime importance for better jobs and entrepreneurship opportunities for the youth of the province. The industry representatives lauded the support of the EU for bringing a paradigm shift in the TVET system of Pakistan. For the business community, skilled human resources are a key factor in a prospering industry and for the economic development of the province.



German envoy visited Gilgit Baltistan, praised GB govt's attention to skills training for youth

Vocational training enables the youth to become an integral part of the society through economic engagement. Skilled youth in any region can become a potential source for uplift of socio-economic condition of any region. Gilgit Baltistan's attention towards technical and vocational education and training (TVET) is a key to progressive approach. These remarks were made by His Excellency, Ambassador of German Embassy in Islamabad, Mr. Bernhard Schlagheck during his visit to Gilgit on July 6, 2021. The German envoy said this while interacting with Minister Education GB, Raja Muhammad Azam Khan, Secretary Education GB, Iqbal Hussain Khan and officials of GB Directorate of Education and Skills Development (DTESD) at Government Vocational Training Centre, Gilgit during his brief visit.

The Government Vocational Training Centre in Gilgit is one of the flagship institutes offering Competency Based Training and Assessment (CBT&A). The institute has now converted to the CBT&A system, supporting in the workplace-based training and career counselling to the youth of Gilgit interested to learn vocational skills as per the industry's demand driven standards. The institute

also possess enabling environment of digitized monitoring and evaluation mechanism, and NVQF registry supported by TVET Sector Support Programme.

While sharing the ideas on context of TVET in GB to the ambassador, Mr. Iqbal Hussain Khan, Secretary Education, GB highlighted that TVET SSP's contribution in promotion of TVET in the region is remarkable. However, a lot is still in planning for implementation to uplift the skilled human resource of Gilgit Baltistan.

The TVET SSP, which supports the Government of Pakistan in reforming the TVET system, promotes cooperation between training providers and industry to improve quality of training as well as enhance employability for the youth going through various training programmes. The Programme is funded by the European Union and the governments of Germany and Norway, is being implemented by the GIZ in close collaboration with National Vocational and Technical Training Commission, TEVTAs and a number of organizations from public and private sectors across Pakistan.



TVET Sector Support Programme organized a 2-days Media Exposure Visit of the Technical Training Centres in Balochistan

The TVET Sector Support Programme arranged a comprehensive media tour of the Technical Training Centres operating in the Balochistan region in August. These Technical Training Centres have a vital role in providing industry-driven technical education and vocational training to the youth. The programme is being implemented by GIZ Pakistan and NAVTTC, which is being funded by the European Union and the governments of the Federal Republic of Germany and Norway.

A group of senior journalists from leading media outlets was invited to tour the facilities and to get a first-hand experience of the learning environment of a Technical Training Centre that uses the Workplace-Based Training (WBT) approach to develop skilled human resource in-line with market demands and increasing graduates' chances of getting more employment opportunities. The team TVET SSP held a briefing session to provide a detailed overview of the institute's working progress and in-house training facilities provided by TVET

Sector Support Programme. Following the introduction, the media team was escorted to the technical training laboratories and other facilities in the institutes, where they had one-on-one interaction sessions with trainees to discuss their learning experiences.

The TVET Sector Support Programme has been involved in promoting multiple private partnerships. Partnering institutes of TVET Sector Support Programme regularly coordinate with private sector for training methodology improvement and learner job placement. To promote the private sector engagement in TVET sector, TVET Sector Support Programme engages implementing partners to draw agreement with enterprises for labour demand, input in curriculum, governance and participation in institute management, provide on-the-job training placements and also assess trainees as per NVQF standards. So far, programme has supported in more than 1,500 such agreements across Pakistan.

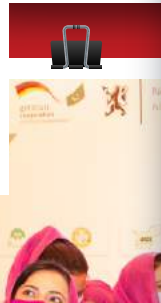


TVET Sector Support Programme organized five Hunar~Rozgar Melas in 2021

The donor funded TVET Sector Support Programme implemented by National Vocational and Technical Training Commission and Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH organized five Hunar-Rozgar Melas during 2021 in Karachi, Quetta, Skardu, Faisalabad and Lahore aimed at showcasing the skill set of Pakistani youth in key economic sectors and providing a platform to the TVET graduates for job seeking. Through these Melas, the TVET Sector Support Programme, which is funded by the European Union, Norwegian and German Governments successfully showcased the skills of training institutes across Pakistan which are implementing competency-based training in industry priority economic sectors.

These institutes have received assistance from the TVET Sector Support Programme through financing agreements as well-as through technical assistance.

As-many-as 5,000 graduates of TVET Sector Support Programme from various institutes visited recruitment kiosks of more than 200 national and multinational enterprises for exploring employment opportunity against 3,500 jobs while testing their interview skills in front of more than 400 recruiters in various leading economic sectors of Pakistan.



TVET Sector Support Programme organized 1st International Salonnière Competition 2021 to promote skills learning in hospitality sector in Pakistan

Karachi Institute of Culinary Arts (KICA) & Karachi Chefs Association's (KCA) with the support of donor funded TVET Sector Support Programme organized first international culinary competition 2021 in Karachi with the name of "International Salonnière Competition 2021" endorsed by the World Association of Chefs Societies (World-chefs) in October.

The objective was to showcase the skills of trainees and graduates of TVET Sector Support Programme in hospitality sector on an international platform in the real-time competitive arena. The professional and young Chefs from all over Pakistan and the world participated in this competition in order to crown the best Chefs (Professional and Young Chefs). The participants were judged by panels of international jury from South Africa, Srilanka, Dubai, Azerbaijan and Greece and Pakistani jury to critically evaluate the culinary creativity of the competitors according to the competitions rules book and the guidelines given to each participant.

Through this competition, TVET Sector Support Program, which is funded by European Union, Federal Republic of Germany and the Royal Norwegian Embassy along with its partners KICA and KCA aiming to promote culinary arts of Pakistan at the international level and showcased the top talents of the culinary industry to the world. The event received participation from 170 young and professional chefs from culinary institutes across Pakistan along with

multinational corporates such as Nestle professionals, Unilever Food Solutions, RAK Porcelain and national corporates such as Shangri-La Foods and Snifz appliances. The corporate entities have placed their installs to display their products. A Culinary Master class and International Chiefs Day celebration was also held during the competition.

Speaking at this occasion, Chief Secretary Sindh, Mr. Mumtaz Ali Shah said, "youth bulge in Sindh province has huge potential in learning various skills in the hospitality sector. Pakistan is full of tourism opportunities where the young people from everywhere can excel with the skillset in their hand". He said that, "I am glad to see so many young boys and girls performing culinary arts on international standards and this makes me proud".

Ms. Maren Dick, Consular Attaché' for Cultural, Economic and Press Affairs, Consulate General of Federal Republic of Germany, Karachi speaking at the occasion said that, "I am overwhelmed to see such professionalism and nice presentation by the young chefs of our TVET Sector Support Programme. This is how the TVET Sector Support Programme has helped the Pakistani youth to excel and learn skills as per today's demand of industry".

Mr. Olaf Handloegten, Cluster Coordinator for Training and Sustainable Development GIZ Pakistan said that, "I am glad to see such an exciting

response of participants in this competition. It is great to be part of this activity which is successfully highlighting the Culinary Arts in Pakistan at the national and international level and have provided an opportunity to showcase the top talents of the Pakistan culinary industry to the world".

Mr. Shaun Smith, World Chefs Association Continental Judge and Senior Advisor for TVET South Africa said that, "I am glad to be in Pakistan and excited to witness the skills of young and professional Chefs today".

TVET Sector Support Programme since inception of its second phase in 2017 has so far achieved training of approximately 50,000 young men and women in various competency-based occupations, assisted national and provincial TVET authorities in recognition of prior learning of around 50,000 men and women across Pakistan, for human resource development of TVET officials, trained as many as 5,000 teachers, assessors, principals and TVET personnel. TVET SSP has supported in accreditation of 330 institutes, and for promoting workplace-based training and private sector led management of training 491 IMCs have been established and almost 1,580 partnerships are signed.

Particularly in hospitality sector in Sindh, The Program has supported in training of over 1,000 trainees from 6 different institutes in public and private sector. The Program has facilitated partnerships with over 30 enterprises and 3 different business and industry associations, only in this sector. To meet the quality and industry's demand and standards 6 different National Vocational Qualifications ranging from Level 1 to Level 4 are developed in recent years. This has brought reaping results of almost 61% employment of the graduates in hospitality sector.

The TVET Sector Programme graduates in hospitality sector from various partnering institutes are now working with leading multinational and national companies related to food industry like Pearl Continental, Ramada, Avari, Marriot, McDonald and many more.



Sindh TEVTA launched 1st Gender Mainstreaming Strategy in TVET

The Sindh Technical Education and Vocational Training Authority (STEVT) in collaboration with the donor funded TVET Sector Support Programme has launched the first ever Gender Mainstreaming Strategy in TVET.

The ceremony was organized at a local hotel in Karachi with the Sindh Minister for Women Development Syeda Shehla Raza in the chair and participants from public and private sector organizations and institutes. Development of strategy and its launch was supported by the TVET Sector Support Programme, which is funded by the European Union and governments of Germany and Norway and implemented by GIZ and NAVTTC. The chief guest termed the launch of gender mainstreaming as need of the hour adding that more women into the technical and vocational education and training will improve the participation of women in the workforce of the province.

She highlighted number of initiatives undertaken by the provincial authorities to improve the system and structures for women empowerment and lauded the support of development partners for joining hands with Sindh TEVTA.

Birgit Nicole Kuhlmann, Consul & Deputy Head of Mission at Consulate General of Germany in Karachi in her remarks appreciated the provincial authorities for coming up with the strategy for bringing more women into the TVET sector. She said that the implementation of the strategy in comprehensive manner will ensure women socio economic development in Pakistan and extended her support on behalf of the German missions in Pakistan.

Olaf Handloegten, Cluster Coordinator Training and Sustainable Growth for Decent Jobs of GIZ Pakistan gave detailed overview of GIZ Pakistan and worldwide role in gender mainstreaming strategy adding that this launch ceremony is prime example of the initiatives.

The Gender Mainstreaming Strategy is a guiding document for STEVTA to ensure women, girls, and vulnerable groups, including people with disabilities are part of their programmes and organizations priorities in operations.

Sindh Technical Education & Vocational Training Authority Launch Ceremony



Norwegian Embassy
Islamabad



TVET

Sector Support Programme

Directorate of Technical Education and Skills Development Gilgit Baltistan, along with TVET Sector Support Programme, convened Donors Conference for Sustainability of TVET in the region

The Directorate of Technical Education and Skills Development (DTESD), Gilgit Baltistan with the facilitation of TVET Sector Support Programme convened donors conference for sustainability of Technical and Vocational Education and Training (TVET) in the region. The conference was organized in October in Skardu with the support of TVET Sector Support Programme which is funded by the European Union and the Governments of Germany and Norway. The programme is implemented by GIZ and NAVTTC in collaboration with regional TEVTAs, PVTC and regional TVET bodies like GB DTESD.

This conference provided a platform to present a roadmap for sustainability of interventions of TVET Sector Support Programme carried out since 2011 in the region and to get full benefit of GB's economic potential and attract substantive investment into Gilgit-Baltistan to implement 5 years 'TVET Policy Implementation Plan' and 'GB TVET strategy 2030'.

The conference paved way for developing linkages for resource generation to enhance the quality and outreach of TVET delivery. The Conference was attended by the Honourable Speaker GB Assembly Amjad Zaidi, Minister Education GB Mr. Raja Azam Khan, Secretary Education GB Mr. Iqbal Hussain Khan, Head of Cooperation EU Delegation in Pakistan Mr. Ovidiu Mic, Head of TVET Sector Support Programme Ms.

Iris Cordelia Rotzoll, Director TESD Mr. Faizullah Lone along with representatives from donors organizations.

Speaking on this Occasion, Speaker GB Assembly Mr. Amjad Zaidi welcomed the participants for taking keen interest and praised the efforts of TVET SSP for facilitating this whole process. He stated that "in CPEC scenario, when GB has been witnessing number of mega economic interventions, including construction of Diamer-Bhasha Dam, expansion of KKH, un-explored mineral resources, tourism, trade and commerce, renewable energy and emerging IT sector create an appetite for skilled labour force in GB. This requires complementarities such as an effective technical and vocational training system that can adapt and produce the required trained workforce in GB. This partnership between DTESD, TVET SSP and more development partners will help to create required workforce to meet CPEC massive economic growth".

Mr. Ovidiu Mic, Head of Cooperation, EU Delegation in Pakistan said that, "The collaborative efforts of various development partners in this region can be built further upon what we have initiated. This region has a lot of scope for several skills sector like construction, engineering, hospitality, information technology, renewable energy and so-many-so-forth".

Technical and vocational education in the region has been provided in an adhoc manner. There is no formal institutional mechanism for coordination and management of TVET programmes in GB. There is a dire need to integrate all TVET activities and institutionalize them to be linked with industry/ private sector, which was the main motive behind organizing the donor conference in GB. After the recent development of the approval of the TVET Act 2018 of Gilgit Baltistan, the legislative process has opened doors for real-time reforms in the TVET Sector of this remote region. In this regard, the government will be looking to partner with organizations to support the GB government in developing infrastructure, train HR (Directorate, Trade Testing Board, Board of Technical Education) and largely support to sustain the reform.

Some key interventions of TVET Sector Support Programme in Gilgit and Baltistan includes human resource development and private sector engagement in TVET. The TVET SSP in collaboration with GB government assisted the education Directorate with formulation of legislation for TVET (GB TVET Act 2018), Assist in Constitution of GB Training Board (2019), establishment of Directorate of Technical Education and Skill Development (DTESD) and additional seven Vocational Training Centres in GB, initiation of Competency Based Trainings (CBT) in 07 districts, creation of funds for Training Board and Trade Testing Board (2019), adoption of CBT approach at provincial level, provision of funds (Rs. 50.0M) for CBT programmes constitution of Provincial TVET Advisory Forum, Constitution of IMCs in all institutes, Upgradation of 17 labs, establishment of 02 Model CCJP Centres (Gilgit and Baltistan Region), assessment of 1230 informal economy workers through Recognition of Prior Learning Program (RPL), R&D Services (Institutional Capacity Assessment Survey, Survey of potential economic sectors of GB), CBT Orientation Training, Facilitating in Teachers Technical Training, Development of pool of Master Trainers, Training for TVET Champions, Capacity Development of Management in Project Management, Financial Management and Organizational Development, organizing training on Qualification Development and training on Carrier Counselling and Job Placement.

On side-lines of this conference, a workshop was also organized that provided the platform of putting forth measures for sustainability of the achievements under TVET SSP and beyond. It also provided the basis for TVET sector to attract donors/ partners in funding key areas of the 5-year TVET Policy Implementation Plan and Gilgit Baltistan TVET Strategy (2021-30).



Centre of Excellence in Peshawar Inauguration Ceremony held, Minister & Ambassadors Inaugurated the Centre

The inauguration ceremony of Centre 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) was held in Peshawar on November 26, 2021.

The Centre of Excellence aims to promote excellence in the training delivery for youth and TVET practitioners, hence supporting the development of a skilled and competitive workforce and access to better employment opportunities. The CoE Peshawar has been established at Govt. Advanced Technical Training Centre, Hayatabad.

The establishment of the CoE 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 several public and private sector organizations at national and provincial levels.



CENTRE OF EXCELLENCE

Government Technical Teachers Training College Hayatabad

November



NAVTTTC Launched its first-ever National Gender Mainstreaming Strategy in TVET

The National Vocational and Technical Training Commission (NAVTTTC) here launched the National TVET Gender Mainstreaming Strategy in collaboration with the TVET Sector Support Programme to create a gender responsive TVET system. Chairman NAVTTTC Syed Javed Hasan in his keynote termed the launch of the strategy as a fact that the NAVTTTC is paying attention towards mainstreaming of gender in the TVET sector of Pakistan. 'The implementation of the gender mainstreaming strategy is significant which will set the course for entrance of more and more women into the technical and vocational education and training arena of the country' he mentioned. The ceremony was organized by NAVTTTC in collaboration with the TVET SSP, which is funded by the European Union and governments of Germany and Norway.

In her remarks, Marion Pfennigs, First Secretary Head of Development Cooperation, Embassy of Federal Republic of Germany said that "I am very happy to be part of this launch ceremony and I found a great ally in NAVTTTC and particularly in the ED". She said that gender is always been an important issue and that we need to work a lot in it especially in Pakistan. More women needs to be catered for by the TVET sector adding that Germany will continue its support to the TVET sector in Pakistan.

Saadia Ainuddin, Development Advisor of the EU Delegation to Pakistan while sharing her views congratulated NAVTTTC and GIZ for the launching of the strategy. She said that more and more women and girls need to be brought in the non-traditional trades. The entrance of women is linked with a conducive atmosphere for women at workplace.

Sajid Baloch, Executive Director of NAVTTTC in his opening remarks welcomed the participants of the ceremony and said that the implementation of the national TVET strategy will be our top priority.

Iris Cordelia Rotzoll, Head of TVET SSP in her remarks lauded the team behind the national strategy for gender mainstreaming adding that this is a very important and priority area of the Programme in next phase as well.

The National Gender Mainstreaming Strategy helps create a gender responsive TVET system that can reduce the gap in labour force participation by supporting women acquiring the skills and the education necessary to transition from training into better job opportunities.



Norwegian Embassy
Islamabad



LAUNCHING OF NATIONAL TVET

GENDER

MAINSTREAMING

NATIONAL TVET



Partnership Signing Between TVET Sector Support Programme and Punjab TEVTA

A partnership agreement was signed between the TVET Sector Support Programme and the Punjab Technical Education and Vocational Training Authority (TEVTA) in December. The event was attended by Mr. Ali Salman Siddique, Chairperson Punjab TEVTA, Mr. Mujeeb Ur Rehman, Director General Punjab National Vocational and Technical Testing Commission (NAVTTTC), and Ms. Iris Cordelia Rotzoll, Head of TVET Sector Support Programme, GIZ Pakistan.

The initial partnership agreement between TVET Sector Support Programme and Punjab TEVTA will offer reintegration assistance to 425 returnees and locals through CBT&A and Recognition of Prior Learning. Additionally, 200 toolkits will be provided as in-kind support. Training institutes in Punjab will furthermore be benefitting from labs upgraded with training equipment. The agreement was signed by Mr. Ali Salman Siddique from PTEVTA and Ms. Iris Cordelia Rotzoll from TVET Sector Support Programme.

Speaking at the ceremony, Mr. Ali Salman Siddique said, "I am happy to partake in such a progressive initiative to contribute and promote in very

sensitive development aspect of our society: that is a reintegration of our Pakistani people back in the country of their origin. It is of utmost importance to provide suitable training and skills development opportunities to the returnees, and I believe, such partnerships equip us to play our part in the process. Punjab TEVTA has been working in close coordination with the TVET Sector Support Programme for a decade now and these new collaborations show the trust and confidence we have in each other. Many workers from Punjab move to GCC countries in search of better work opportunities and when they return, they at times struggle a bit. Punjab TEVTA hopes to sustain this partnership and help the returning migrants in Punjab."

Ms. Iris Cordelia Rotzoll also believed that this partnership was an important step towards the success of this new initiative. "The German Development Cooperation considers the TVET sector as a crucial factor in the socio-economic development of Pakistan. The addition of the reintegration component is an important step. I believe returnees will benefit from it immensely" she said.



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Webinars

Organized for Awareness of the Social Masses

TVET Sector Support Programme organized a series of webinars to enhance awareness on the topics of labour market, private sector engagement, and gender inclusivity in TVET.



“ The introduction of competency based training and assessment was a game changer. ”

MS. IRIS CORDELIA ROTZOLL
Head of
TVET Sector Support Programme



“ This is a very important strategic initiative where we can engage a big chunk of population in to these areas and devise curriculum required by the industries. ”

MR. ASHAAR SAEED
Chief People Officer,
KIA Lucky Motors Corporation



“ In Pakistan where 53% of the total population are women, if we are not giving them equal rights, so how are they going to become part of the economic growth of Pakistan. ”

MS. QURAT UL AIN NAVEED
Entrepreneur, Skills &
Hospitality Sector Expert



“The future of organizations lies with this talent which is coming to the corporate market”

MS. ARSHIA AHMAD SAQIB

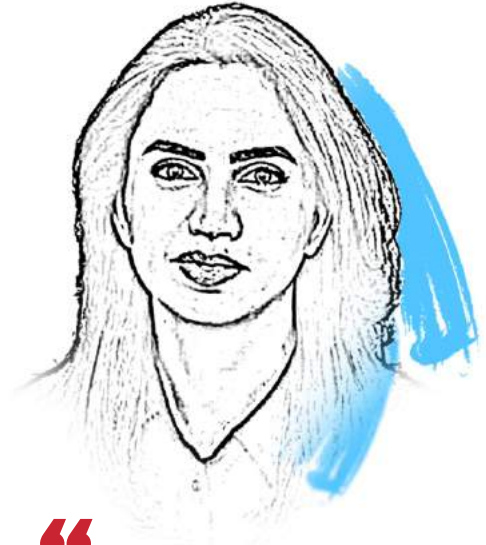
Vice President HR
Engro Fertilizers Limited



“The TVET sector is very important for the productive employment but it needs funding”

DR. ZAFAR MUEEN NASIR

Labour Economist and
Labour Market Expert



“Robust TVET system can be a key driver for the economy”

MS. SABINA AHMED

Labour Market, TVET &
Gender Expert



“ We should not forget that we always have to provide a working environment which is safe and not hostile for women. ”

MR. TOBIAS BECKER
Country Director, GIZ-Pakistan



“ Women will be more confident when they have skills or they are more educated ”

MR. SYED MAZHAR ALI NASIR
Former Senior Vice President - FPCCI



“ We need to drastically increase the equal rights or 50/50 quota, automatically we will flow in more female internships and out of these internships comes the evolution in to the job market, its up to us. ”

MR. MARKUS STROMEIER
Managing Director & CEO
Siemens Pakistan

Accelerating Pakistan's

Economic Growth

through Skilled Labour Force



The labour force of Pakistan suffers from low levels of education, skill competence, and lower income. Insufficient attention has been paid to determine the education and skill needs for the economic developments that are taking place currently. The mismatch between educated people and demand for skilled workforce is not effectively managed. Workforce employability depends on multiple factors such as: education, managerial skills, adaptation of technology, level of investment and most importantly technical and vocational competencies. The Workforce must have a high-quality education along with demand-driven skills training. The task is indeed difficult, but it is attainable with hard work.

To address the disparity between labour market demand of trained individuals and education given to the population in the contemporary era which is not according to the needs of the industry, a webinar titled “Accelerating Pakistan’s Economic Growth through Skilled Labour Force” was arranged. The aim of this webinar was to raise awareness among the masses about the significance of technical education and vocational training for the labour market to nourish in Pakistan.

Private Sector Engagement

A Way-forward

to Decent Economic Opportunities for Skilled
Graduates and a Sustainable TVET Eco-system



TVET Sector Support Programme through private sector engagement strategies on strategic and operational level for the implementation of workplace-based trainings, has laid a formal framework through National Skills Forum. It's not only supporting the programme on the above-mentioned areas but also the employment promotion of the TVET graduates which is ultimately boosting the economic system of Pakistan.

TVET Sector Support Programme is working together with the private sector organizations for the major widespread and success of technical and vocational education, training as well as employment for the human resource especially youth in Pakistan. In this regard, a webinar on the subject of "Private Sector Engagement: A Way-forward to Decent Economic Opportunities for Skilled Graduates and a Sustainable TVET Eco-System." was arranged. This was second in a number of the continuing series of webinars.

Gender-parity in TVET for

Socio-economic Prospects

of Pakistan



Pakistan has a limited female labour force participation and as the estimates show, the percentage of economically active women aged 15 and above is 21.67 percent in Pakistan, which is among the lowest in the region. Providing accurate platforms to women can provide new opportunities and facilitate female labour force participation. Fortunately, TVET is one of the platforms for women, who constitute almost half of Pakistan's population, to demonstrate their economic contribution, which is recognized as a key source of sustainable socio-economic development in Pakistan. TVET is the most feasible training program to nurture human resources regardless of their gender by developing practical occupational skills for different fields.

It is proved that facilitating and empowering women through TVET has a durable, positive, and strong impact on economic productivity. TVET reforms in Pakistan offer a platform to implement and integrate futuristic vision and Sustainable Development Goals (SDGs). The main aim of these reforms is to deliver skills with the confidence to women and help them to attain social and economic independence.

Last but not the least, a third webinar on the topic of "Gender-parity in TVET for Socio-economic Prospects of Pakistan." was organized by TVET Sector Support Programme. TVET is one of the platforms for women, who constitute almost half of Pakistan's population, to demonstrate their economic contribution, which is recognized as a key source of sustainable socio-economic development in Pakistan.

Journey of **Ten Years:** **Exhibition of TVET Reforms in Sindh and Balochistan**



TVET Sector Support Programme Organized Showcasing Ceremony of TVET Reforms in Karachi

The Donor-funded TVET Sector Support Programme organized the 'Showcasing of TVET Reforms in Sindh and Balochistan' – A ceremony to highlight programme's result of a decade-long efforts. The event was organized at a local hotel in Karachi in December. TVET Sector Support Programme collaborated with the Government of Pakistan to bring reforms in the TVET sector since 2011. Launch of TVET Policy, National Vocational Qualification Framework, Competency-based training approach and engagement of private sector in the reform process are the key paradigm-shifts brought by the Government of Pakistan in the past 10 years with the support of Programme. The Programme is funded by the European Union, the Federal Republic of Germany and the Royal Norwegian Embassy. It has been commissioned by the German Federal Ministry for Economic Cooperation and Development (BMZ) and is being implemented by the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH in close collaboration with the National Vocational and Technical Training Commission (NAVTTTC), provincial Technical Education and Vocational Training Authorities (TEVTAs) and large number of private sector organizations.

The event was graced by His Excellency German Consul General in Karachi Mr. Holger Ziegeler, Chief Secretary Sindh, Mumtaz Ali Shah, Country Director GIZ Pakistan Mr. Tobias Becker, Chairman NAVTTTC Syed Javed Hassan and all the stakeholders of TVET Sector Support Programme. Iris Cordelia Rotzoll-Head of TVET Sector Support Programme, representatives of TVET academia, private

sector representatives from Sindh, NAVTTTC and Sindh and Balochistan TEVTA attended the event. The showcase event of TVET reforms in Sindh and Balochistan, started with a gallery tour followed by the presentation of "'Changing Lives through Skills: A Book of the TVET Sector Support Programme, Pakistan' | A rundown of WB in Pakistan", recognition of TVET reforms from stakeholders and notable remarks by Chief Guests and representatives from the TVET Sector in Pakistan.

In the welcome remarks, Ms. Iris Cordelia Rotzoll, Head of TVET Sector Support Programme, said "TVET reforms initiated in 2011 by the Government of Pakistan was the best initiative for the people of Pakistan especially for the youth to bring them in the mainstream of skilled work force. We can now say proudly that TVET Sector Support Programme assists the Government of Pakistan in the great cause and it achieved the best output".

Speaking about the TVET Sector Support Programme in the ceremony, Chairman NAVTTTC Syed Javed Hassan said that "programmes like TVET SSP are essential to bring opportunities for youth to compete in the national and international labour markets. NAVTTTC in close collaboration with the GIZ are equipping many young people with competency-based trainings and preparing them for employment opportunities for skilled workers".

Mr. Tobias Becker, Country Director GIZ Pakistan said that, 'Pakistan is a country with great potential not only in physical resources but in human

TVET Sector Support Programme SHOWCASING CEREMONY OF TVET REFORMS



resource too. What we had to do was to polish the skills of people of Pakistan to their fullest and they emerged as the best skilled for working in national and international labour market as well. TVET Sector Support Programme being the flagship programme of GIZ not only in Pakistan but across the world, I am happy to see these results and I am hopeful for future collaboration with more results still."

Speaking at the occasion, HE Consul General of the Federal Republic of Germany in Karachi, Mr. Holger Ziegeler said that, "on behalf of the German Government, I am seeing a great potential in not only relying on jobs but entrepreneurship models and development of small and medium level enterprises for people to benefit from economic opportunities in Pakistan. We hope that this initiative continues to bring change in the lives of people of Pakistan and will to ensure sustainable growth for the society and the economy of Pakistan. Having supported the TVET sector in Pakistan for more than a decade, the German Government is now calling on the Pakistani Government and the private sector to ensure the sustainability of our joint efforts and achievements."

While addressing the event, the chief guest Mr. Mumtaz Ali Shah said, "A decade back we were at the infancy stage where we only thought of reforms in TVET sector but after a decade with the support of European Union, the Federal Republic of Germany and the Royal Norwegian Embassy, Pakistan is moving towards sustainable socio-economic growth. Our huge pool of young graduates entering the job market every year can now have maximum job opportunities and entrepreneurship options to avail through their skills polished thanks to TVET SSP."

TVET Reforms Pinnacles in Pakistan



Private sector takes lead in training of first-ever Competency-Based-Training diploma in Pakistan

The introduction of CBT&A is an important element of the National 'Skills for All Strategy' launched in 2018 by Government of Pakistan, which is the basis of the ongoing TVET sector reform in Pakistan.

The CBT programmes in Pakistan are designed and delivered by adopting a systematic approach, focusing on better employability of the trainees with strong market linkages. Through competency-based assessment, the trainees are assessed as per the industry's standards and after completing the programme and awarded high quality national vocational certificate(s) and diploma(s).

For the first-ever time, with the support of TVET Sector Support Programme, NAVTTC in collaboration with the vocational authorities (TEVTAs) and private sector has initiated the implementation of diploma level courses as competency-based-training model. The trainings are imparted in both institute-based and industry-based training arrangements with the collaboration of private sector in training-delivery. Trainings at diploma level helps the trainee to excel on the regular pathway of education. All national diplomas are

developed with the collaboration of respective industry.

At present, a diploma as per CBT methodology is under implementation in Post Press Operations in Sindh. The initiation of national diploma in post printing operations under CBT approach is the first-ever step taken in collaboration with NAVTTC, TEVTA and PAPGAI (Pakistan Association of Printing and Graphic Arts Industry). Training is imparted in industry-based training arrangements with the collaboration of private sector in training-delivery.

Development of national diploma in post printing operations at CBT level-5 and launch of its training is supported by the TVET Sector Support Programme, 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.

Advantages of CBT&A Programmes for industry:

- Trainees are focused on skills, knowledge, understanding and attitudes/ values.
- Trainees have broader scope than a mere list of specific tasks or skills as per industry's feedback.
- Enable the learners to acquire competencies, which are recognized by the industry all over the country through competency standards set under NVQF.
- Offer greater prospective of employability to the learners.
- Involve industry in all the steps of training cycle right from designing the skills to assessment and placement of the skilled workers.
- Allow flexibility in the movement of learners from one institution to another.



TVET Sector Support Programme Initiates Reintegration of Returnees in Pakistan

Reintegration of Returnees in Pakistan: Offering reintegration assistance to returnees and local Pakistanis

TVET Sector Support Programme (SSP) officially launched its newly initiated component 'Reintegration of Returnees in Pakistan' at a local hotel in Lahore to assist the returnees and local population to gain socio-economic settling. The Reintegration of Returnees is a newly launched initiative of TVET SSP which is funded by the European Union, the Federal Republic of Germany and the Royal Norwegian Embassy. The reintegration measures in Pakistan for resettlement of Pakistanis returning voluntarily from Gulf Cooperation Council (GCC) countries, Europe and Germany are supported by the German Federal Ministry for Economic Cooperation and Development (BMZ).

The programme is implemented by the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH in partnership with the National Vocational and Technical Training Commission (NAVTC) in close collaboration with the

provincial Technical Education and Vocational Training Authorities (TEVTAs) and several not-for-profit, public and private sector organizations.

The ceremony also saw the participation from representatives of various stakeholders of the TVET sector including the Punjab Vocational Training Council (PVTC), the Women Chamber of Commerce and Industry (Lahore Division), the Punjab Skills Development Fund (PSDF), and World Wide Fund Pakistan (WWF).

The 'Reintegration of Returnees in Pakistan' initiative will support Pakistani returnees and the local communities (non-returnees) by offering them quick and effective start-up opportunities, especially in Punjab, as this region is most affected by return migration. The component will support 15,000 individuals, including 6,500 returnees from Germany, Europe and Gulf Cooperation Council (GCC) countries through various support measures including Career and Entrepreneurship Advisory Services, Competency-based Training & Assessments (CBT&A), Recognition of Prior Learning, and Employment Promotion.

3.5%

of the world population is residing in countries outside their countries of birth.



The RoR initiative will support **15,000** individuals, including **6,500 returnees** from Germany and Gulf Cooperation Council (GCC) countries.



CAREER AND ENTREPRENEURSHIP ADVISORY SERVICES

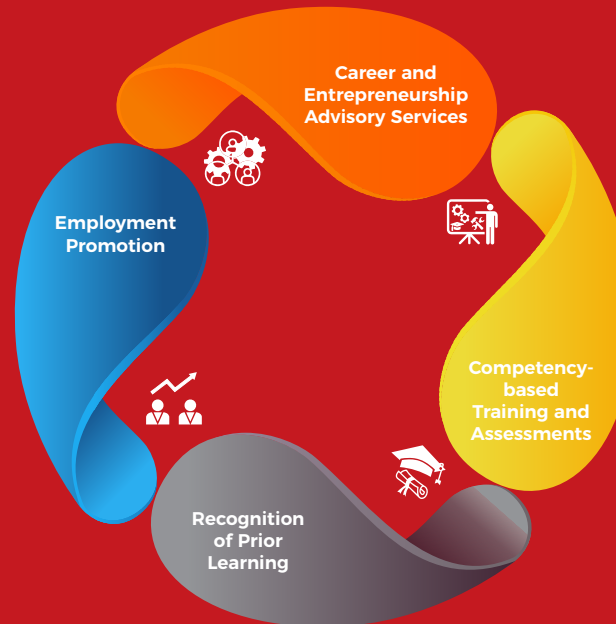


This support measure will facilitate **6,000 individuals (including 3,000 returnees)** by providing them with career and professional advisory services and access to micro-financing institutions

COMPETENCY-BASED TRAINING AND ASSESSMENTS



This support measure will facilitate **3,000 individuals (including 500 returnees)** in successful completion of **Competency-based Training and Assessments (CBT&A)**



RECOGNITION OF PRIOR LEARNING



This support measure will facilitate **2,000 individuals (including 1,000 returnees)** in the successful completion of **Recognition of Prior Learning (RPL) certification**

EMPLOYMENT PROMOTION



This support measure will facilitate **4,000 individuals (including 2,000 returnees)** by creating pathways for **self-employment and dependent-employment opportunities**

Work Based Training

The background of the slide is a solid red color. In the lower right quadrant, there are two red origami boats. One boat is in the foreground, slightly to the right, and is more clearly visible. The other boat is behind it and to the left, partially obscured. The boats are made of red paper and have a simple, geometric design.

For further information:
TVET Sector Support Programme
Level 5, Serene Business Complex
Khayaban-e-Suhrawardy, Sector G-5/1,
Islamabad, Pakistan

+92 (51) 846 9120
+92 (51) 260 8860
www.giz.de
/Pakistan.TVETRSP
@TVETRSP
www.tvetreform.org.pk
info@tvetreform.org.pk
info.ror@tvetreform.org.pk



Norwegian Embassy
Islamabad



CHANGING LIVES THROUGH TVET

A Journey of TVET Reforms in Pakistan

TVET Sector Support Programme
2011-2021



Implemented by

giz

GIZ GmbH
International Development Cooperation
Gartenstrasse 17 • 50667 Köln • Germany

TVET Sector Support Programme Strengthens Work Based Training

It was 2011 when the government of Pakistan realized that the country necessitates skilled workforce for ensuring sustainable economic development. There was a huge need of capacity building of instructional staff as per the need of Competency-based training approach. Quality and relevance of the training itself was not up to the mark, while there was limited cooperation between the public and private sector as far as TVET designs and delivery is concerned.

In April 2011, the five-year TVET Reform Support Programme was launched to support the Government of Pakistan in the National Skill Strategy implementation. The programme was jointly funded by the European Union, the Kingdom of the Netherlands and the Federal Republic of Germany. The Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH implemented the Programme in partnership with National Vocational and Technical Training Commission (NAVTTTC) and in close cooperation with Technical and Vocational Training Authorities (TEVTAs), Punjab Vocational Training Council (PVTC), other TVET stakeholders and the private sector.

Under Germany Pakistan Training Initiative, numerous activities were undertaken to promote Cooperative Vocational Training (CVT). The German Federal Ministry for Economic Cooperation and Development (BMZ) funded the project in its pilot phase and the implementation was managed by the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH. TVET Reform Support Programme promoted the introduction of competency-based training (CBT&A) and design of a National Vocational Qualifications Framework (NVQF), which was unveiled in March 2015.

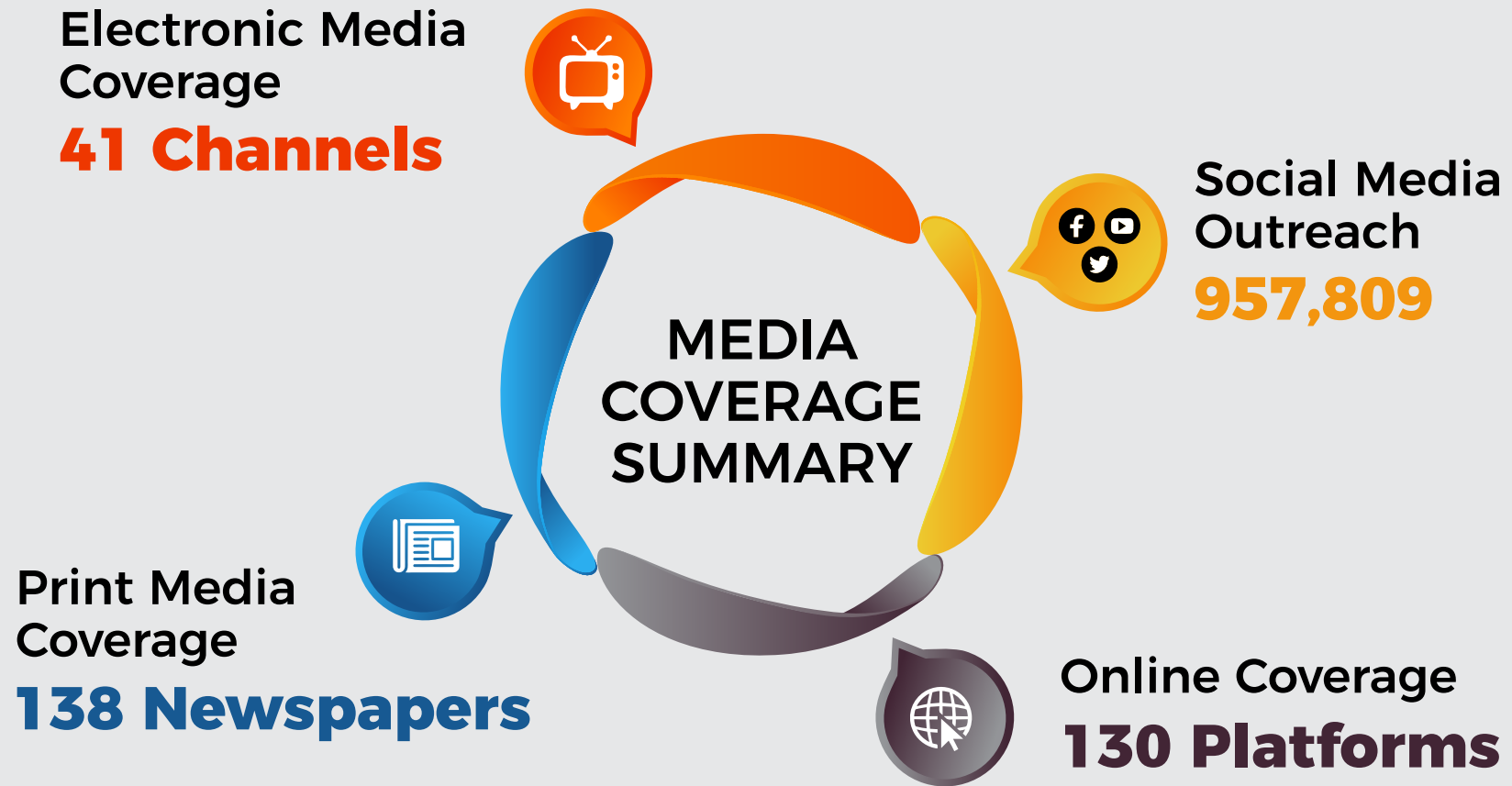
The second phase of the programme was initiated from 2017 for further five years with an estimated budget of €62.2 million, jointly contributed by the European Union, Norway and Germany. The agenda was the adoption of the National Vocational Qualification Framework (NVQF), systematic engagement of private sector in TVET, the change to competency-based training and assessment (CBTA), and recognition of the importance of the workplace in training (WBT).

The introduction of CBT&A is an important element of the National Skills Strategy (NSS), which is the basis of the ongoing TVET sector reform in Pakistan. Under this paradigm shift, the CBT programmes are designed and delivered by adopting a systematic approach, focusing on better employability of the trainees with strong market linkages. Skills of the individuals from outside the formal system are also recognized through Recognition of Prior Learning (RPL).

Interventions for implementation of reformed TVET, supported the provision of demand-oriented vocational training to youth throughout Pakistan by promoting on-the-job or work-based training approaches and agreements between training providers and enterprises. The objective was to facilitate the training of 18,000 men and women in Sindh & Balochistan and assist them in finding employment after graduation.

Programme initiatives led to more than 1,500 partnerships with the private sector organizations. 72 new qualifications for Competency Based Training & Assessment were developed. Training, assessment and certification of more than 50,000 men and women through Competency Based Training & Assessment methodology using new qualifications was completed. More than 50,000 men and women were certified from the recognition of prior learning.

TVET Sector Support Programme's Outreach



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Social Marketing for TVET Sector

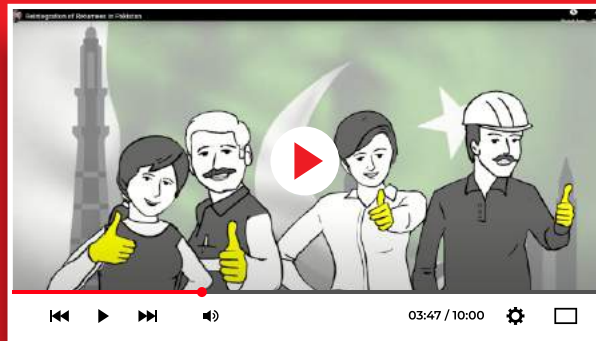
Outreach Initiatives via Video Tools

In order to reach out to maximum viewers and target audience, a series of videos were planned and produced by TVET Sector Support Programme. These videos were then disseminated through different social media platforms like YouTube, Facebook, and Twitter for awareness and promotional purposes.

The awareness videos included titles like “Reintegration of Returnees” – animated video and “We work for People, with People!” – TVET Sector Support Programme initiatives short documentary.

The promotional videos comprised of “Showcasing Ceremony of TVET Reforms in Sindh & Balochistan” – ceremony highlights, “Gender-parity in TVET for Socio-economic Prospects of Pakistan” – webinar intro video, “Private Sector Engagement: A Way-forward to Decent Economic Opportunities for Skilled Graduates and a Sustainable TVET Eco-system” – webinar intro video, and “Accelerating Pakistan's Economic Growth through Skilled Labour Force” – webinar intro video.

Awareness Videos



Promotion Videos



Image Building by Sharing Success Stories

TVET Sector Support Programme has successfully intervened and changed the lives of many people through its different initiatives across Pakistan. Some of these success stories have been documented in the format of videos and photo stories for image building purposes. These success stories include the likes of “Light of a Skill – Janta Bhawani” – for NOWPDP (Karachi – Sindh) – the story of a visually impaired graduate of NOWPDP supported by TVET SSP, “Work Hard in Silence, Let Your Success Be Your Noise – Noman Rafi” – a deaf and mute beneficiary of TVET Sector Support Programme, “I stumbled; I fell but I Raised to Live My Passion – Mahnoor Rajput” – the tale of a resilient girl who strived against all odds to get trained as a professional photographer, “A determined woman can lead her way to success – Humaira Akhtar” – a CBT beneficiary of TVET Sector Support Programme who changed her destiny working in an Afghan Refugees Project as an education supervisor, “A moment captured is worth more than a moment forgotten – Rohan Ahmed” – a beneficiary of TVET Sector Support Programme, having passion for photography and videography, and “Hard work and passion results in success – Izzat Ullah” – a CBT beneficiary of TVET Sector Support Programme who first learnt and is now teaching the welding course at HRDC Society, Quetta, Balochistan.





Janta Bhawani

A CBT beneficiary of
TVET Sector Support Programme
employed at Sybrid as CCR



Nouman Rafi

A CBT beneficiary of
TVET Sector Support Programme at
Memon Industrial and Technical Institute



Mahnoor Rajput

A CBT beneficiary of
TVET Sector Support Programme
employed at MITI



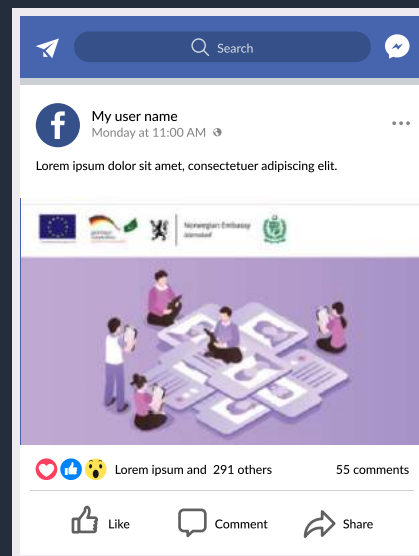
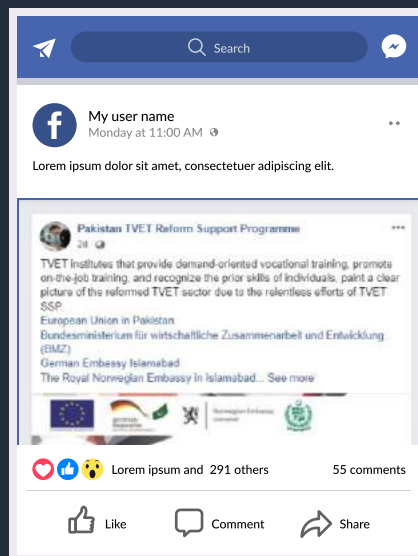
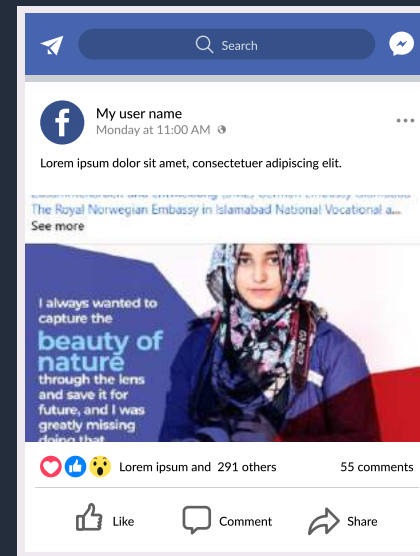
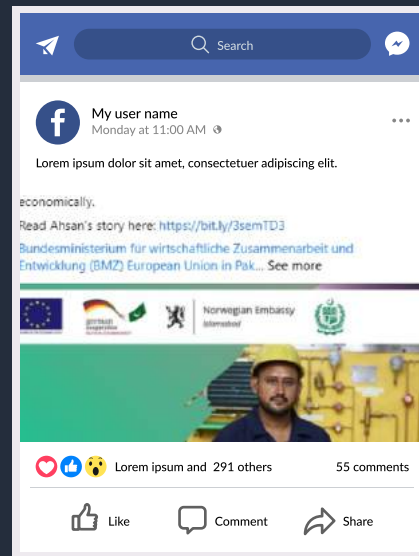
Humaira Akhtar

A CBT beneficiary of
TVET Sector Support Programme
working in an Afghan Refugees Project

Raising Awareness through Social Media Campaigns

In today's digital age, everything is online and a large number of population of Pakistan uses social media, making it an excellent platform for raising awareness about TVET Sector Support Programme initiatives and interventions. Keeping this in mind, TVET SSP has disseminated various social media campaigns for raising awareness about its different programmes, initiatives and events. Some of these social media campaigns include "Showcasing Ceremony of TVET Reforms in Sindh & Balochistan", "Reintegration of Returnees in Pakistan", "Gender-parity in TVET for Socio-economic Prospects of Pakistan", "Private Sector Engagement: A Way-forward to Decent Economic Opportunities for Skilled Graduates and a Sustainable TVET Eco-system", and "Accelerating Pakistan's Economic Growth through Skilled Labour Force".





TVET Sector Support Programme Results achieved from January 2017 till December 2021

Private Sector Engagement



- Established 4 Sector Skills Councils
- Established 1 national and 4 provincial skills forums
- Established employer-led Institute Management Committees in 491 TVET institutes (Includes 34 DBoMS and 42 IACS for PVTC and Punjab TEVTA respectively)
- Facilitated 1,580 agreements between provincial TEVTAs/ training institutes and private sector companies for on-the-job cooperative workplace-based training

Human Resource Development and Teacher Training



- Establishment of 5 centres of excellence underway for TVET teachers training
- Completed training of:
 - 99 Chief Master Trainers
 - 177 Master Trainers
 - 4,167 TVET teachers
 - 631 Principals of public and private TVET institutes
- Completed training and assessment and certification of:
 - 1,581 CBT Assessors
- Issued national certificates to 42,628 skilled persons from the informal sector through Recognition of Prior Learning (RPL)

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 72 and implemented 69 new qualifications for Competency Based Training & Assessment (CBT&A)
- Accreditation of 355 TVET institutes completed
- Establishment of inter-provincial TVET ministers conference

Implementation of Reformed TVET



- Completed training, assessment and certification of 61,350 men and women through CBT&A methodology using new qualifications

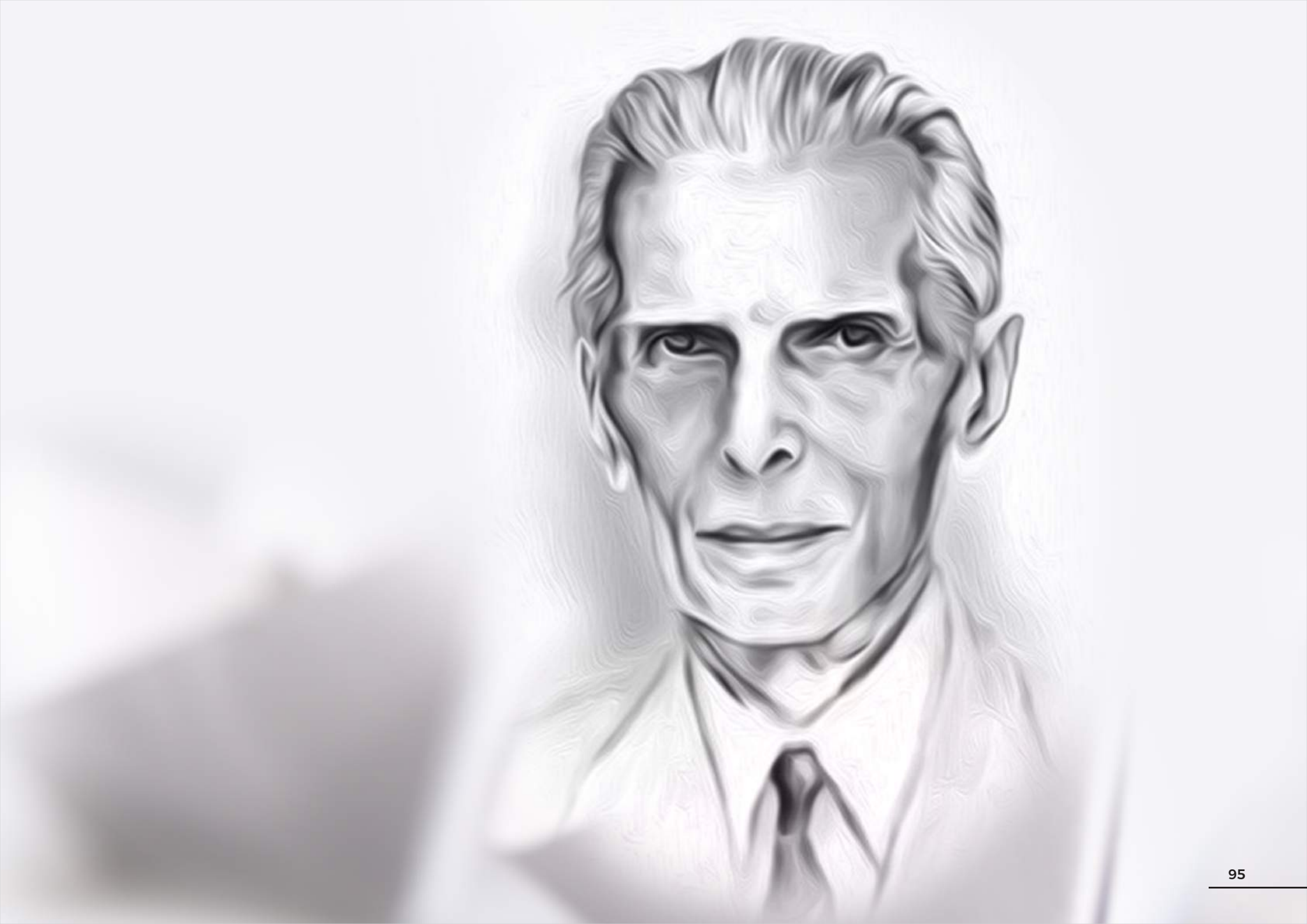
Reintegration of Returnees in Pakistan



- 3 workshops on Career Advisory & Entrepreneurship were conducted. Through these workshops, 72 returnees and locals including 42 women were coached on business start-up opportunities and linkages with available microfinance opportunities
- A total of 85 people including 41 women were counselled on career opportunities and pathways to labour market entry

**“I must emphasise that
greater attention should
be paid to Technical and
Vocational Education”**

Quaid-e-Azam Muhammad Ali Jinnah
November 27th, 1947



For further information

TVET Sector Support Programme

Level 5, Serena Business Complex, Khayaban-e-Suhrawardy, Sector G-5/1, Islamabad, Pakistan

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