



Study on Producing Skilled Workforce for Potential Economic Sectors of Pakistan

2016-17

Summary Report



Implemented by **giz** Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH

Published by

Deutsche Gesellschaft für
Internationale Zusammenarbeit (GIZ) GmbH

Registered offices

Bonn and Eschborn, Germany

TVET Sector Support Programme

House 23, Street 55, F-7/4,

Islamabad, Pakistan

T +92 51 8469 120

F +92 51 2608 860

www.giz.de

www.tvetreform.org.pk

Responsible

Mr. Hans-Ludwig Bruns, Head of Programme, TVET Sector Support Programme

Layout & design

Mr. Niaz Muhammad, Graphic Designer, TVET Sector Support Programme

2016-17

This document is published with the technical assistance of TVET Sector Support Programme, funded by the European Union, the Federal Republic of Germany and the Royal Norwegian Embassy, implemented by the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH in close collaboration with the National Vocational and Technical Training Commission (NAVTTTC) as well as provincial Technical Education and Vocational Training Authorities (TEVTAs) and private sector organizations.

**Study on
Producing Skilled Workforce for
Potential Economic Sectors
of Pakistan**

2016-17

Summary Report



Contents

Background and Rationale	1
Objectives	2
Methodology	3
Findings	4
Punjab	4
Sindh	6
Khyber Pakhtunkhwa (KP)	8
Federally Administered Tribal Areas (FATA)	9
Azad Jammu & Kashmir (AJK)	10
Gilgit Baltistan (GB)	11
Balochistan	12

Background and Rationale

Pakistan Vision 2025 aims to achieve an annual average economic growth rate of 7% by 2025. While the economic fundamentals of the country are strong, the sustained economic development will depend on multiple factors such as increasing exports and improved production and quality to match international competitiveness. A steady supply of trained skilled workforce will be the key to achieve improvement in these areas; lack of skills will hamper and frustrate the development. Therefore, the role of Technical and Vocational Education and Training (TVET) is pivotal for sustainable economic development of the country.

However, TVET sector of Pakistan has faced with many challenges. One of the most pressing challenges is the lack of demand-oriented technical and vocational training. Around 2.4 million people enter the labour market (53% female)¹ every year, however, the formal TVET system can only cater for 476,850 trainees annually². As a result, a huge percentage of youth drifts into the informal sector every year, in which they participate in a traditional ustad-shagird (master – apprentice) vocational training³. Furthermore, the employability rate of graduates of formal TVET system is very low due to lack of quality and relevance of the training content. The role of business and industry in TVET planning and delivery is limited and also there is no practice for assessing the labour market needs and adjusting the training delivery accordingly.

Since 2011, the TVET Sector Support Programme assists the Government of Pakistan to enhance access, equity, relevance and quality in skills development through improved governance and private sector participation. The first phase of the reform has 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 Competency Based Training & Assessment (CBT&A) system etc. The second phase of the Programme has been started from January 2017 for another five years. The Programme is supported by the European Union, the Federal Republic of Germany and the Royal Norwegian Embassy.

In order to link TVET closer to the labour market and design future interventions accordingly, the Programme commissioned sector studies in all the major regions and provinces of Pakistan to identify economic sectors or subsectors with high demand of skilled workforce. The studies were carried out between November 2016 and April 2017 in AJK, Baluchistan, Punjab, Sindh, KP and FATA region of the country. This report summarises the main findings from these studies. For detailed analysis, individual sector studies for these regions shall be consulted.

1 Labour Force Survey 2014-15 Pakistan Education Statistics 2014, 2015, Academy of Education and Planning Pakistan.

2 Supply Side Survey 2014-15, National Skills Information System, NAVTTC.

3 Cross-comparison of drop-outs at Secondary School Certificate level and enrolment at Higher Secondary School Certificate level with the enrolment in TVET Sector.



Objectives

The main purpose of the assignment was to support the TVET Sector Support Programme in defining future interventions to be undertaken during next phase of Programme (2017-2021), specifically:

- Conduct a feasibility study of Pakistan economic sectors (including sub-sectors) to identify sectors with high turnover and/or employment rate or potential, which can be addressed by the technical and vocational education
- Identify suitable business membership organizations (chamber of commerce and trade associations) and training providers in the identified economic sectors
- Conduct needs analysis of the identified business membership organizations to gauge their capacity and readiness to perform a role in TVET planning and/or delivery
- Propose a road map for each identified organisation for their potential involvement in planning and delivery of TVET

Methodology

The research was carried out by teams of national and international experts in two stages. It employed both quantitative and qualitative data collection instruments. The first stage comprised of comprehensive desk review of relevant published resources including national & provincial industrial and TVET policy papers, sector development plans, empirical data, provincial growth strategies and number of other research reports or documents conducted by different development agencies, programmes and government departments.

Potential target sectors or sub sectors were short-listed according to theoretical framework using the following selection criteria:

- Priority reflected in the socio-economic development plans of federal and provincial governments
- High employability potentials: preferable local demand; overseas employment may be included if concrete demands shown
- Balance of industrial and artisan trades
- Availability of information and materials to identify possible skills gaps
- Trades and professions covered by the existing CBT&A curricula and packages
- Possibility to identify capable business organisations (chambers, associations, etc.)
- Possibility to identify relevant and potential training providers

In the second stage, field visits to cities and districts were organized. Interviews, focus group discussions and one-on-one dialogues were conducted with chambers of commerce, trade associations, government officials, individual employers and experts.

For detailed methodology, please refer to individual sector studies.



Findings

The key findings of the study for each province or region are summarized as follows:

Punjab

Sectors with high employment potential, supportive business membership organisations, adequate training facilities and availability of CBT&A training courses are:

Sector	Sub sector
Light Engineering	<ul style="list-style-type: none"> - Auto parts - Metal Fabrication - Surgical Instruments
Textile	<ul style="list-style-type: none"> - Readymade Garments - Leather Goods - Leather Wear
Services	<ul style="list-style-type: none"> - Logistics - Customer Service
Construction	Buildings (Masonry, Plumbing and Carpentry)

The table below summarises the geographical spread of these sectors or sub sectors, projected employment potential, suitability for women along with related business member organisations and TVET institutes:

Geographical Area Cluster Location	Sector/Subsector	Employment potential	Chamber/Association	Related Training Establishment	Potential for Women
Lahore/Faisalabad	Textile Sector/Ready-made garments (knitted, woven)	- 26,000/annum	Pakistan Hosiery Manufacturers & Exporters Association (PHMA), Northern Zone Lahore	<ul style="list-style-type: none"> - Pakistan Knitwear Training Institute (PKTI), Lahore, (PKTI is attached to PHME) - National Textile University (NTU), Faisalabad 	Yes
			Pakistan Readymade Garments Manufacturers and Exporters Association (PRGMEA), Northern Zone Lahore	Pakistan Readymade Garments Technical Training Institute, Lahore, (officially linked to PREGMEA)	Yes
Lahore	Light Engineering/Auto Parts	- 10,000/annum.	Pakistan Association of Automotive Parts and Accessories Manufacturers (PAAPAM)	<ul style="list-style-type: none"> - TEVTA Training Facilities - Apprenticeship Training Centre ATC) - Punjab Vocational Training Council (PVTC) - DESCON Technical Institute (DTI), Lahore - Universities 	-
Gujranwala	Manufacturing/Ceramics	- 500 – 800/annum	Pakistan Ceramics Manufacturing Association (PCMA), Gujranwala	Ceramics Development & Training Complex CDTC, Gujranwala. (officially linked to PCMA)	-
Gujranwala	Light engineering/Metal Fabrication	- 500-800/annum	Gujranwala Chamber of Commerce and Industry (GCCCI)	<ul style="list-style-type: none"> - Gujranwala - Light Engineering Services Centre (LESC) - Tool, Die & Mould Centre, Gujranwala - Apprenticeship Training Centre (ATC), Gujranwala 	-

Geographical Area Cluster Location	Sector/Subsector	Employment potential	Chamber/Association	Related Training Establishment	Potential for Women
Sialkot	Light Engineering/Surgical Instruments	- 700/annum.	Surgical Instruments Manufacturers Association of Pakistan (SIMAP) Sialkot	- Metal Industries Development Centre (MIDC), Sialkot - Institute for Surgical Technology (IST), Sialkot - Government Apprenticeship Training Centre (ATC), Sialkot	-
Sialkot	Manufacturing/Sports Goods	- 14,000/annum	1. Pakistan Sports Goods Manufacturers and Exporters Association (PSGMEA), Sialkot	- Sports Industry Development Centre (SIDC), Sialkot, (officially linked to PSGMEA) - Government Apprenticeship Training Centre (ATC), Sialkot	Yes
			Pakistan Gloves Manufacturers and Exporters Association (PGMEA), Sialkot	Leather Products Development Institute (LPDI), Sialkot (Officially related to PGMEA).	-
Lahore	Service Sector/Logistics, Customer Service	- 500-700/annum	Pakistan International Freight Forwarders Association (PIFFA), Lahore Chapter	PIFFA Training Institute Karachi and Lahore	Yes
Lahore/Sialkot/Faisalabad	Construction/Plumbing, Masonry, Carpentry	- 30,000/annum	1. Association of Builders and Developers, Pakistan 2. All Pakistan Contractors Association (APCA)	- TEVTA Training Facilities - Vocational Training Institutes of PVTC - DESCON Technical Institute (DTI), Lahore	

Key Recommendations

1. Follow up meetings are recommended for chambers of commerce of Gujranwala and Sialkot in order to further clarify the mode and level of engagement in development and delivery of NVQF qualifications
2. In the manufacturing sector, develop & deliver lower level NVQF qualifications i.e. level 1-3. This is because most of the demand for skilled workforce exists at semi-skilled to technician level.
3. In the services sector i.e. logistics, freight forwarding, banking, insurance etc., develop and deliver higher level NVQF qualifications (level 5-7). This is because higher level of general education is a pre-requisite for employment in this sector. The cooperative training approach is highly recommended in this regard.
4. Carryout an awareness raising campaign for selected trade associations and chambers of commerce to appraise them on their potential role in HR development for their members and to offer TVET as a regular membership service
5. Support R&D departments of chambers and trade associations of identified sectors in conducting training needs assessment for:
 - a. Their member companies to identify specific trades or occupations for which TVET qualifications shall be developed.
 - b. Identification of related capacity building needs both in member companies and the management of chambers and associations.
6. For the identified training institutions, it is recommended to have a careful assessment on equipment and human capacity building needs (i.e. management and teachers training needs) in cooperation with the respective trade associations. This is because in most cases the available training equipment was either outdated or production oriented instead of being training oriented. Therefore, depending on the identified training courses, related equipment, tools and supplies might be needed as well as the linked teacher, management and instructor training.

Sindh

Sectors with high employment potential, supportive business membership organisations, adequate training facilities and availability of CBT&A training courses are:

Sector	Sub sector
Manufacturing	<ul style="list-style-type: none"> - Auto parts - Car Manufacturing
Textile	<ul style="list-style-type: none"> - Home Textiles - Readymade Garments - Leather Garments and Apparel
Services	<ul style="list-style-type: none"> - Logistics - Customer Service - Hospitality and Hotel

The table below summarises the geographical spread of these sectors/sub sectors, projected employment potential along with suitable business member organisations, TVET institutes and potential for women training and employment:

Geographical Area Cluster Location	Sector/Subsector	Employment potential	Chamber/Association	Related Training Establishment	Potential for Women
Karachi	Textile Sector/Ready-made garments (knitted, woven)	-16,000/annum	Pakistan Hosiery Manufacturers & Exporters Association (PHMA), Southern Zone, Karachi	1. Pakistan Knitwear Training Institute (PKTI), Lahore, (PKTI is attached to PHME). 2. STEVTA Institutions	Yes
			Pakistan Readymade Garments Manufacturers and Exporters Association (PRGMEA); Southern Zone, Karachi Email:	Pakistan Readymade Garments Technical Training Institute, Karachi (officially linked to PREGMEA)	Yes
Karachi	Textile Sector/Home Textiles	- 20,000/annum	Towel Manufacturers Association (TMA), Karachi	SMA Rizvi Textile Institute, (SMARTI); Karachi; (linked to TMA);	Yes
Karachi	Hyderabad Manufacturing /Car Assembly, Auto Parts	- 12,500/annum	Pakistan Association of Automotive Parts and Accessories Manufacturers (PAAPAM);	Pakistan Skill Development Institute (PSDI) (operated by PAAPAM)	-
			Pakistan Automotive Manufacturers Association (PAMA); Karachi	Pakistan Skill Development Institute (PSDI) operated by PAPAAM	-
Karachi	Manufacturing/Printing Industry	- 8,000/annum	Pakistan Association of Printing and Graphic Arts Industry (PAPGAI); Karachi	AMANTECH	-
Karachi	Manufacturing/Leather and Leather Goods, Apparel	- 27,000/annum	<ul style="list-style-type: none"> - Pakistan Leather Garments Manufacturing & Exporters Association (PLGMEA). Karachi; - Pakistan Tannery Association (PTA), Karachi 	National Institute of Leather Technology (NILT), Karachi (officially linked to PLGMEA, PTA)	-
Karachi	Services/Logistics, customer Service	-800/annum	Pakistan International Freight Forwarders Association (PIFFA), Karachi	PIFFA Training Institute, Karachi	Yes
Karachi, Hyderabad	Services/Hotel and Hospitality Industry.	Needs to be identified	Pakistan Hotel Association (PHA), Karachi	Pakistan Institute of Tourism and Hotel Management, Karachi	Yes
Karachi, Hyderabad	Services/Banking	Needs to be identified	Pakistan Bank' Association (PBA), Karachi	The Institute of Bankers Pakistan (IBP), Karachi	Yes

Key Recommendations

1. Support chambers, trade associations and training institutions to conduct training needs assessment at micro level (i.e. at the individual training institutions and employers level) in order to specify the appropriate TVET qualifications to be developed, training methodology and related capacity building needs.
2. Conduct follow up meetings with;
 - Hyderabad chamber to explore the possibilities of collaboration for implementation of NVQF qualifications at the institution which is currently being established in partnership with Technology Upgradation and Skills Development Company (TUSDEC).
 - German Pakistan Chamber of Commerce and Industry (GPCCI) for the possibility of acting as lead agency for continuation of the Cooperative Vocational Training (CVT) program piloted under first phase of the programme.
3. Carryout an awareness raising campaign for selected trade associations and chambers of commerce to appraise them on their potential role in HR development for their members and to offer TVET as a regular membership service.
4. For the identified training institutions, it is recommended to have a careful assessment on equipment and teachers training needs in cooperation with the respective trade associations. This is because in most cases the available training equipment was either outdated or production oriented instead of being training oriented. Therefore, depending on the identified training courses, related equipment, tools and supplies might be needed as well as the linked teacher and instructor training.



Khyber Pakhtunkhwa (KP)

The short-listed sectors or subsectors with high demand and potential for skilled worker force are:

Sector	Sub sector
Manufacturing	Pharmaceuticals & Light Engineering
Energy	Micro Hydel & Solar
Construction	Building and Infrastructure (Roads and Dams)
Tourism and Hospitality	Hotel and Travel

The table below summarises the geographical spread of these sectors or sub sectors, projected employment potential along with suitable business member organisations, TVET institutes and potential for women related training and employment:

Geographical Area Cluster Location	Sector/Subsector	Employment potential	Chamber/Association	Related Training Establishment	Potential for Women
SWAT/Malam Jabba/Madyan, Madain/Behrain/Kalam/Ushu Dir/Kumrat Chitral Kaghan/Naran/Shinkari/Galyat	Tourism & Hospitality	4,053/annum	<ol style="list-style-type: none"> 1. Khyber Pakhtunkhwa Chamber of Commerce, Peshawar 2. KP Women Chamber of Commerce 3. Pakistan Hotel Association 4. Travel Agent Association of Pakistan 5. Frontier Hotels and Restaurant Association, Peshawar 6. Tourism Corporation Khyber Pakhtunkhwa (TCKP) 7. Travel Agents Association of Pakistan 8. Travel Agents Association of Peshawar 	<ol style="list-style-type: none"> 1. Pakistan Austrian Institute of Tourism and Hotel Management (PAITHOM) Swat, KP 2. Haris Institute, Peshawar, KP (Pvt) 3. Modern Institute of Informatics and Management, Islamabad (Pvt) 4. Skills Development Centre, Hospitality & Tourism Department (Batagram) 5. Haris institute of training Peshawar Cantt, PIA Center, Peshawar Cantt 6. PC Peshawar 7. GCT Nowshera 	Yes
All Projects of Annual Development Programs, KP.	Construction Sector	27,724/annum	<ol style="list-style-type: none"> 1. Contractor Association of KP 2. Association of builders and developers, Pakistan 3. All Pakistan Contractors Association (APCA) 	<ol style="list-style-type: none"> 1. All TEVTA technical and vocational Institutions 2. All private technical Institution 	-
Industrial Estate Hayatabad, Industrial Estate Gadoon, Sawabi , Small Industrial Zone Kohat Road	Manufacturing (Pharmaceuticals, Light Engineering & manufacturing)	60,258 / annum	<ol style="list-style-type: none"> 1. Pakistan Pharmacists Association (PPA), http://ppapak.org.pk/index.php 2. Pharmacy Council of Pakistan Islamabad, http://www.pharmacycouncil.org.pk/ 1. Hunting and Shooting Sports Association. Kohat Road. Peshawar 	<ol style="list-style-type: none"> 1. Different departments of KP's Universities 1. All TEVTA Institutes 2. Pakistan Hunting and Shooting Sports Company, Peshawar 3. Pakistan Hunting Sports school, Kohat Road 	-
Urban Areas of KP, Northern KP, Chitral & Kohistan, SWAT	Energy (Micro Hydel & Solar Energy)	4,120/annum	<p>Pakistan Solar Association Address: 09-Egerton Road, Lahore, Pakistan</p> <ol style="list-style-type: none"> 1. Renewable & Alternative Energy Association of Pakistan 2. KPBOI 	<ol style="list-style-type: none"> 1. GTC, Peshawar 2. TEVTA institutions 3. TTC institutions 4. GATTC Hayatabad for Solar. 1. TEVTA Institutions 2. GCT Swat for Micro Hydel 	-

Key Recommendations

1. Develop or deliver training modules and qualifications on soft skills and occupational health & safety for the existing staff of the companies in the identified sectors
2. Organise follow up meetings with trade associations of light engineering and pharmaceutical industry to further discuss the possibility of developing qualifications at semi-skilled to technician level workers (NVQF level 2-5)
3. Conduct follow up meetings with KP Chamber of Commerce & Industry and Women Chamber of Commerce & Industry (WCCI) for developing qualifications in tourism and hospitality sector, especially for women. The training facilities owned by the WCCI can be utilized for delivery of women-specific TVET qualifications

Federally Administered Tribal Areas (FATA)

FATA is based on agriculture, fisheries, livestock, transportation, mining, construction and trades. Based on literature review, government priorities and input from the stakeholders following sectors are considered to have the potential for future skills development initiatives in FATA:

Sector	Sub sector
Agriculture based business	Pine nuts
Mining	Marble
Construction	Buidlings

The table below summarises the geographical spread of these sectors/sub sectors, projected employment potential along with suitable business member organisations and TVET institutes:

Geographical Area Cluster Location	Sector/Subsector	Chamber/Association	Related Training Establishment	Potential for Women
Entire FATA specially North & South Waziristan	Construction	Contractor Association of KP Association of builders and developers, Pakistan All Pakistan Contractors Association (APCA)	GTI Khyber Agency GTI Mahmood GCT Bajaur ATIN NLC Amangarh, Nowshera	-
North and South Waziristan	Agriculture Based Business (Pine Nuts)	Nil	Skill Development of FATA DA in collaboration with Wana Welfare Association and traders from Lahore is implementing a project to capacitate around 1000 male in different skills.	Yes
Mahmond Agency & Bajour Agency	Marble	All Pakistan Marble Industries Association Chitral Mine Owner Association Pakistan Mine Owners Association 2, Al-Sayyed Plaza, Jamrud Road, Peshawar, KP, Pakistan	GCT Bajaur Agency GTI Mahmood Agency	-

Key Recommendations

It is recommended to:

1. Develop capacity building measures for systematic engagement of employers in FATA TVET system. This is because the role of chambers and trade associations in FATA is limited.
2. Develop and implement qualifications at NVQF Level 1-4 in the identified potential sectors since most of the demand for skilled workforce lies at semi-skilled to technician level (NVQF level 1-4) with few exceptions where level 5 qualifications may be needed.
3. Introduce training courses for women who are particularly associated with agriculture based businesses. Especially a qualification on cracking, roasting, grading of pine nuts is highly recom-

mended.

4. Introduce modules on soft skills (such as communication, work ethics, organizational culture, safety and harassment) alongside technical TVET skills in all the qualifications.
5. Conduct an awareness raising campaign for the youth in FATA to advocate for TVET and to counter the associated cultural and social stigma.

Azad Jammu and Kashmir (AJK)

Until recently, the economy of Azad Jammu and Kashmir (AJK) depended heavily on agriculture, livestock and foreign remittances. Training needs in these sectors were mostly met through informal training approaches. However, with the improving law and order situation new sectors have emerged that have good potential from both training and employment point of view. Based on literature review, government priorities and input from the stakeholders following sectors are considered to have the potential for future skills development initiatives in AJK.

Sector	Sub sector
Construction	Infrastructure (Dams, Power Plants and Roads)
Hospitality and Tourism	Hotel and Restaurants
Energy and Power	Hydro Power
Manufacturing	Pharmaceutical and Automobile Parts

The table below summarises the geographical spread of these sectors/sub sectors, projected employment potential (including women) along with suitable business member organisations and TVET institutes:

Geographical Area Cluster Location	Sector/Subsector	Employment potential	Chamber/Association	Related Training Establishment	Potential for Women
All districts of AJK	Construction/ Dams and power plants	- 3148/annum	1. Contractors Association of AJK 2. Association of Builder & Developers Pakistan 3. All Pakistan Contractors Association	1. Swedish Institute of Technology, 2. Sudhnuti Polytechnic Institute 3. NLC Mandra 4. Pak Hands Vocational Training Institute 5. CTTI	-
All districts of AJK	Tourism & Hospitality / Hotel and restaurant	- 2144/annum	1. Pakistan Hotel Association 2. Travel Agent Association 3. All restaurant Association of Pakistan	1. Hashoo Foundation 2. COTHIM 3. ITHIM	Yes (Receptionist)
All districts of AJK	Energy & Power/ Hydro power generation	- 965 / annum	1. AKCCI	1. NLC Mandra 2. CTTI 3. Swedish Institute of Technology 4. Kashmir Institute of Technology	-
Mirpur industrial Estate	Manufacturing/ Pharmaceutical and automobile parts	- 400/annum	Mirpur Chamber of Commerce and Industry (MCCI)	1. Swedish Institute of Technology 2. Kashmir Institute of Technology 3. Government Vocational Training Centre Mirpur 4. GTTI New City Mirpur	Yes (minor demand in receptionist, lab technician, graphic designer trades)

Key Recommendations

1. AJK does not have strong presence of local employer representative bodies (chambers, trade associations) except in Mirpur where Mirpur Chamber of Commerce and Industry (MCCI) exist. Therefore, it is suggested to;
 - have further discussions with relevant national level sectoral associations having regional offices in AJK to become involved with the programme interventions e.g. Pakistan Hotel Association, Association of Builder & Developers Pakistan
 - conduct capacity building measures for Mirpur Chamber of Commerce and Industry to meaningfully engage them in related interventions
2. Facilitate the key stakeholders in developing and coordination mechanism between employers and training providers for development, delivery and assessment of vocational qualifications.
3. Conduct an awareness raising campaign for employers and training providers on CBT&A

Gilgit Baltistan (GB)

The study collected and analyzed data from the leading economic sectors of GB such as services, mining, energy and construction sectors. It infers following short-listed sectors/subsectors with high demand/potential for skilled workforce:

Sector	Sub sector
Hospitality and Tourism	Hotel and restaurants
Energy and Power	Hydro power
Construction	Infrastructure (dams, power plants and roads)

The table below summarises the geographical spread of these sectors/sub sectors, projected employment potential (including women) along with suitable business member organisations and TVET institutes:

Geographical Area Cluster Location	Sector/Subsector	Employment potential	Chamber/Association	Related Training Establishment	Potential for Women
All districts of GB	Construction/ Dams, roads and power plants	- 1061 / annum	1. Chamber of Commerce and Industry GB	1. AKRSP 2. VTC Ziaban 3. VTC Al-Sakina 4. GPI Gilgit	-
Skardu, Hunza and Gilgit	Tourism & Hospitality / Hotel and restaurant	- 1670/annum	1. Pakistan Association of Tour Operators 2. GB Alpine Association 3. Trade Development Association of Pakistan 4. Pakistan Hotels Association	1. Hashoo Foundation 2. COTHIM 3. ITHM 4. AKRSP 5. VTC Nagar 6. VTC Gojal	Yes
All districts of GB	Energy & Power/ Hydro power generation	- 721 / annum	1. Chamber of Commerce and Industry GB	1. VTC Ziaban 2. VTC Al-Sakina	-

Key Recommendations

1. The economy of GB is based on artisan trades and small business units therefore; local business and industry associations have little or no presence in the region. Therefore, it is recommended to;
 - In the short term, identify and work with individual enterprises having strong presence in the region for both employment and development/delivery of CBT&A qualifications

- have further discussions with national level sectoral associations having regional offices in GB to become involved with the programme interventions e.g. Pakistan Hotel Association, Pakistan Association of Tour Operators
- 2. To ensure sustainability in the long run, conduct capacity building measures for Chamber of Commerce and Industry GB to meaningfully engage them in related interventions
- 3. Awareness raising campaign is suggested for employers, job seekers and training provider on CBT&A.
- 4. Facilitate the key stakeholders in developing a coordination mechanism between employers and training providers for development, delivery and assessment of vocational qualifications

Balochistan

The short-listed sectors or subsectors with high demand/potential for skilled workforce are:

Sector	Sub sector
Services	Logistics and Supply Chain Customer Services Healthcare Port Handling
Tourism and Hospitality	Hotels and restaurants
Construction	Buildings and Roads
Agriculture	Fishries Minor Crops
Industrial	Mining

The table below summarises the geographical spread of these sectors/sub sectors, projected employment potential (including women) along with suitable business member organisations and TVET institutes:

Geographical Area Cluster Location	Sector/Subsector	Employment potential	Chamber/Association	Related Training Establishment	Potential for Women
Gwadar, Quetta	Services/ Port Handling Customer Service Logistics Transportation Ware-housing	- 900 / annum	1. Pakistan International Freight Forwarders Association (PIFFA) 2. Gwadar Port Authority (GPA) 3. Balochistan Women Business Association (BWBA)	1. Women Technical Training College (TTC) 2. PIFFA Training Institute Karachi	Yes (Customer Service, Logistics, Ware-housing)
Gwadar, Quetta & Gwadar- Kashgar route	Construction/ Buildings and roads	- 2000/annum	1. Frontier Works Organisation (FWO) 2. Gawadar Development Authority (GDA) 3. GPA	1. TTC Quetta 2. TTC Gwadar 3. TTC Hub	-
Lasbela	Industrial/ Manufacturing Mining	- 450 / annum	1. Lasbela Chamber of Commerce and Industry (LCCI). 2. Pakistan Marble Processing Association 3. Lasbela Industrial Estate Development Authority	TTC Hub and LECU	-

Geographical Area Cluster Location	Sector/Subsector	Employment potential	Chamber/Association	Related Training Establishment	Potential for Women
Gwadar, Quetta & the Kashgar-Gwadar corridor	Hospitality & Tourism / Hotels	-500/annum	1. Pakistan Hotel Association (PHA) Karachi 2. Pakistan Tourism Development Corporation 3. Involve BWBA for Women involvement in the profession.	1. Women TTC, Quetta 2. Government Vocational Training Institute Quetta	Yes (front desk, chef, sales, housekeeping, guest services)
Quetta, Ziarat, Mustang, Kalat, Pishin	Agriculture/ Minor Crop	No data available	1. Baluchistan Fruits & Vegetables Growers & Progressive Society 2. Baluchistan Horticulture Cooperative Society 3. Agriculture Training Women Division	1. Baluchistan Agriculture College, Quetta. 2. Agriculture Research Institute Quetta. 3. Agriculture Department-Women Division, Quetta.	Yes (kitchen gardening, bee keeping)

Key Recommendations

1. It is recommended to take a phased approach in implementation of support measures under the Programme in the following way:
 - a) Immediate: Sectors Having Training Providers & ready NVQF qualifications
 - Industrial (Construction)
 1. Connect with Lasbela Chamber of Commerce and Industry (LCCI) for possible partnership.
 2. Conduct meeting with the training providers (mentioned in table above) for partnership on construction trades that are currently available under NVQF.
 3. Conduct meeting with FWO for possible OJT of the candidates of construction trades.
 - Services (Supply Chain)
 1. Conduct meeting with PIFFA for support to initiate the training in Supply Chain for trades that already have the NVQF qualifications
 2. Take BWBA on board to promote women participation in these trades.
 - Services (Hotel)
 1. Conduct meeting with PHA to support in the programs for which the NVQF qualifications and capable training providers exist.
 2. Take BWBA on board for women participation.
 - b) Review in 2018: Sectors having employment potential and training providers but NVQF qualifications yet to be developed
 - Conduct review sessions with PIFFA, PHA, BF&VGPS, FWO and Ministry of Health for the sectors for which demand exists and training providers have capability but the NVQF qualifications are not available. Agree if the relevant qualifications can be developed by end 2018. Trades include warehouse, hotel management, housekeeping, pest management, tunnel & kitchen farming, bee keeping, mason, scaffolders, pavers, lady health workers, lab assistant and nurses
 - c) Review in 2019: Sectors that require review in 2019. (Training Providers and NVQF qualifications not available)
 - Reassess in 2019 if appropriate training providers in Fisheries, Mining, Supply Chain and Minor Crops are in place and whether it makes sense to initiate development of NVQF qualifications
2. Develop and carryout capacity building measures for prominent trade associations and chambers of commerce in order to enable them to better perform their roles in TVET. Organisations that are recommended for capacity building are PIFFA, LCCI, PHA and BWBA



TVET Sector Support Programme

Deutsche Gesellschaft für
Internationale Zusammenarbeit (GIZ) GmbH
House 23, Street 55, F-7/4,
Islamabad.

+92 (51) 111 449 376

www.giz.de



www.tvetreform.org.pk



[/Pakistan.TVETRSP/](https://www.facebook.com/Pakistan.TVETRSP/)



[@TVETRSP](https://twitter.com/TVETRSP)



[TVETRSP](https://www.youtube.com/TVETRSP)