



First Meeting of the MAC of the VET Programme for OIC MCs (OIC-VET)

Vocational Education and Training in an OIC Context



May 13, 2009

Mohammad Riaz, Director General
National Vocational & Technical Education Commission
Prime Minister Secretariat, Islamabad, Pakistan

Sequence

- I. Introduction to NAVTEC
- II. National Policies and Strategies
- III. Areas of Cooperation with Member Countries





I. Introduction to NAVTEC



Economic Challenges

- High unemployment rate: 5.3%
- High population growth: 1.8%
 - 92.5 million below 25 years 
- Large informal sector
- Expanding services sector
- Low comparative remittances 
- Low Comparative Human Capital Indicators 
- WTO & Globalization: Challenges and Opportunities

TVET Challenges

- Supply-oriented not demand-driven
- Unskilled and informally skilled workforce 
- Ineffective industry-training linkages
- Lack of access for the marginalized
- Fragmented and uncoordinated training
- Outdated skills standards
- Inadequate labour market information
- Weak participation of private sector
- Shortage of Financial resources 
- Less Focus on TVET 
- Limited portability of skills
- Defective National Qualifications Framework 
- Review and updation of existing TVET Laws and regulations

NAVTEC

- NAVTEC established on December 30, 2005.
- Apex body
 - to provide policy direction
 - to regulate
 - to coordinate
 - Autonomous organization
- Demand-driven strategy

Mandate

- National Policies and Strategies
- Laws and regulations
- Certification, Accreditation, Skill Standards & Curricula
- Instructor training
- Performance Evaluation System
- National and International linkages
- Labour Market Information System (LMIS)
- National Qualification Framework (NQF)
- Centres of Excellence (CoEs)
- Suggest innovative programmes for TVET
- TVET Development through Public-Private Partnership
- Creation of Funds
- Conducting road shows, joint conferences, symposia, visits, workshops and exhibitions.



II. National Policies and Strategies



Development of National Skills Strategy 2009-13

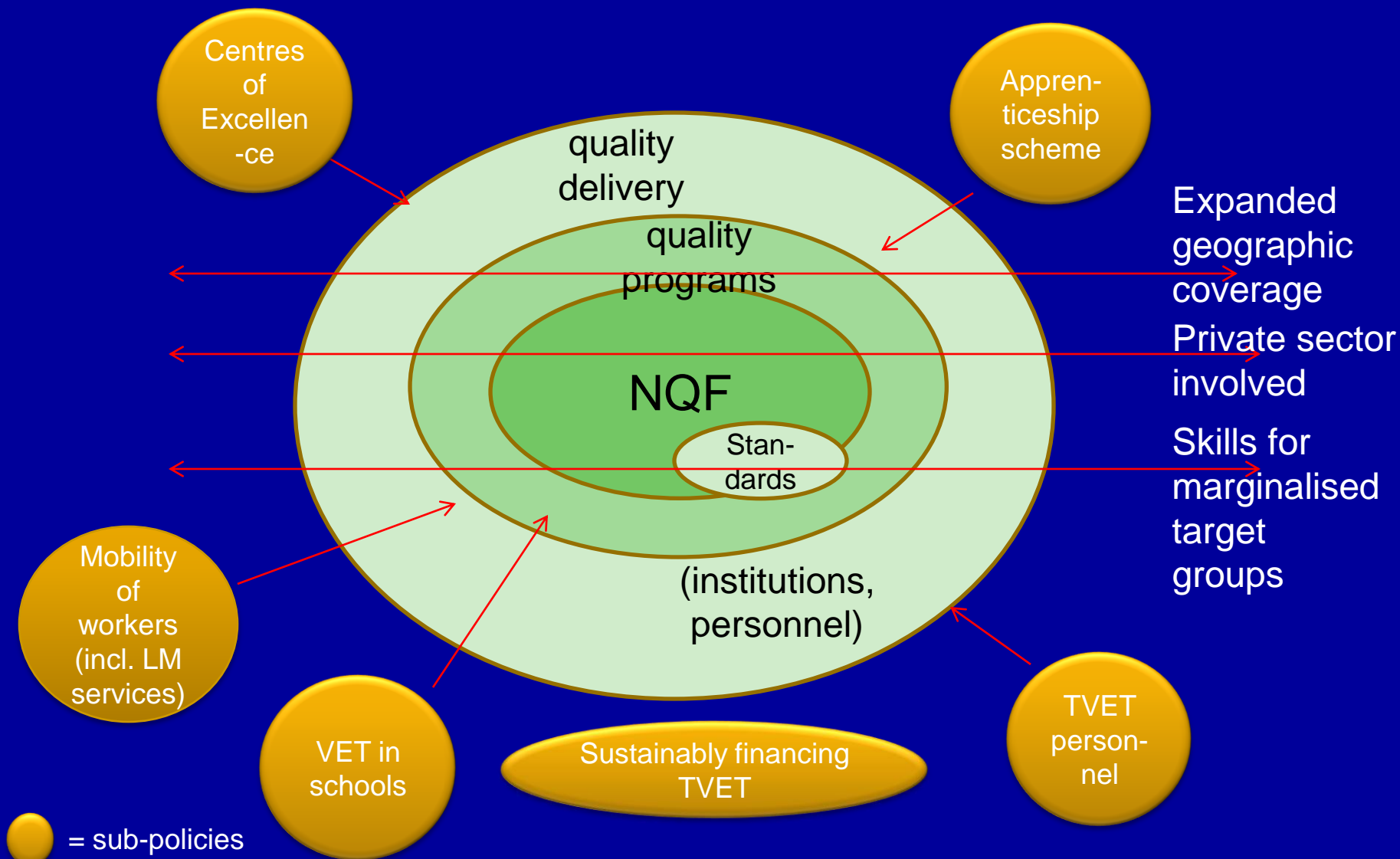
Vision: Skills for Employability, Skills for All.

Goals: Two main paradigm shifts:

- Time-bound Curriculum based training  flexible, competency based training
- Supply led training  demand driven skills development: role of industry in design & delivery

Objectives	Reform Elements
1: Relevance	<ul style="list-style-type: none">■ Competency Based Training■ Enhanced role of private sector■ Industry Advisory Groups (IAGs)■ Reform of the Apprenticeship System■ Centres of Excellence■ Training for employed workers■ Encouraging Entrepreneurship
2: Quality	<ul style="list-style-type: none">■ National Qualifications Framework■ Registering and Accrediting Institutes■ Reforming management of training institutes■ Training Instructors■ Research & Development
3: Access, Equity & Employability	<ul style="list-style-type: none">■ Skills for women■ Training for Disadvantaged Regions and Sectors■ Integration of Informal Economy of Workers■ Flexible Training Delivery■ Expanded geographical provision■ Mobility of Skilled Workers■ Career Guidance & Placement■ Vocational Education in schools■ Improving the status of skill development

Implementation of National Skills Strategy 2009-13



Cont....

■ Skill Standards & Curricula

- Selection of 04 priority sectors 
- Industry Advisory Groups (IAGs) for 03 sectors 
 - Services (Hospitality, Health, etc.)
 - Construction
 - Agriculture, Dairy & Livestock

■ Laws and regulations

■ Certification and Accreditation

- Bar-coded Certification System
- MoU with Asia Pacific Accreditation and Certification Commission (APACC), Philippines.
- National Accreditation System being developed

■ Review of Apprenticeship Ordinance 1962

Cont...

■ Instructor Training

- Teachers' Qualification Framework 

■ Performance Evaluation System

- Online Monitoring and Evaluation System developed and operationalized




■ National and International linkages

- Facilitation of establishment of Provincial TEVTAs
- Collaboration with ILO, British Council, JICA, GTZ, DFID & EU, UNESCO, AusAID

■ Labour Market Information System (LMIS)

- National Level Surveys of TVET Institutes

Cont...

- Centres of Excellence (CoEs) 
 - Govt. Advance Technical Training Centre, Hayatabad, Peshawar (NAVTEC)
 - Eight (08) institutions have been twinned with foreign institutions.
 - Development of Framework for CoEs in consultation with international agencies.
- Public-Private Partnership 
 - National Skills Strategy formulated in consultation with Chambers of Commerce and Industries (CCIs)
 - Placement of business leaders on BOM
 - Expression of Interest invited from private sector training providers.
- Mobile Training Units in Remote Areas 

III. Areas of Cooperation with Member Countries



- National Qualification Framework (NQF)
- Skill Standards & Curricula Development in priority sectors
- Training of Trainers (ToT)
- International Accreditation of TVET Programmes and Institutes
- Enhancing the mobility of skilled workers
- Providing career guidance and placement services
- Research and Development
- Industry specific Centres of Excellence
- Skill Competitions
- Restructuring & Modernization of Employment Exchanges

■ UNEVOC Centre

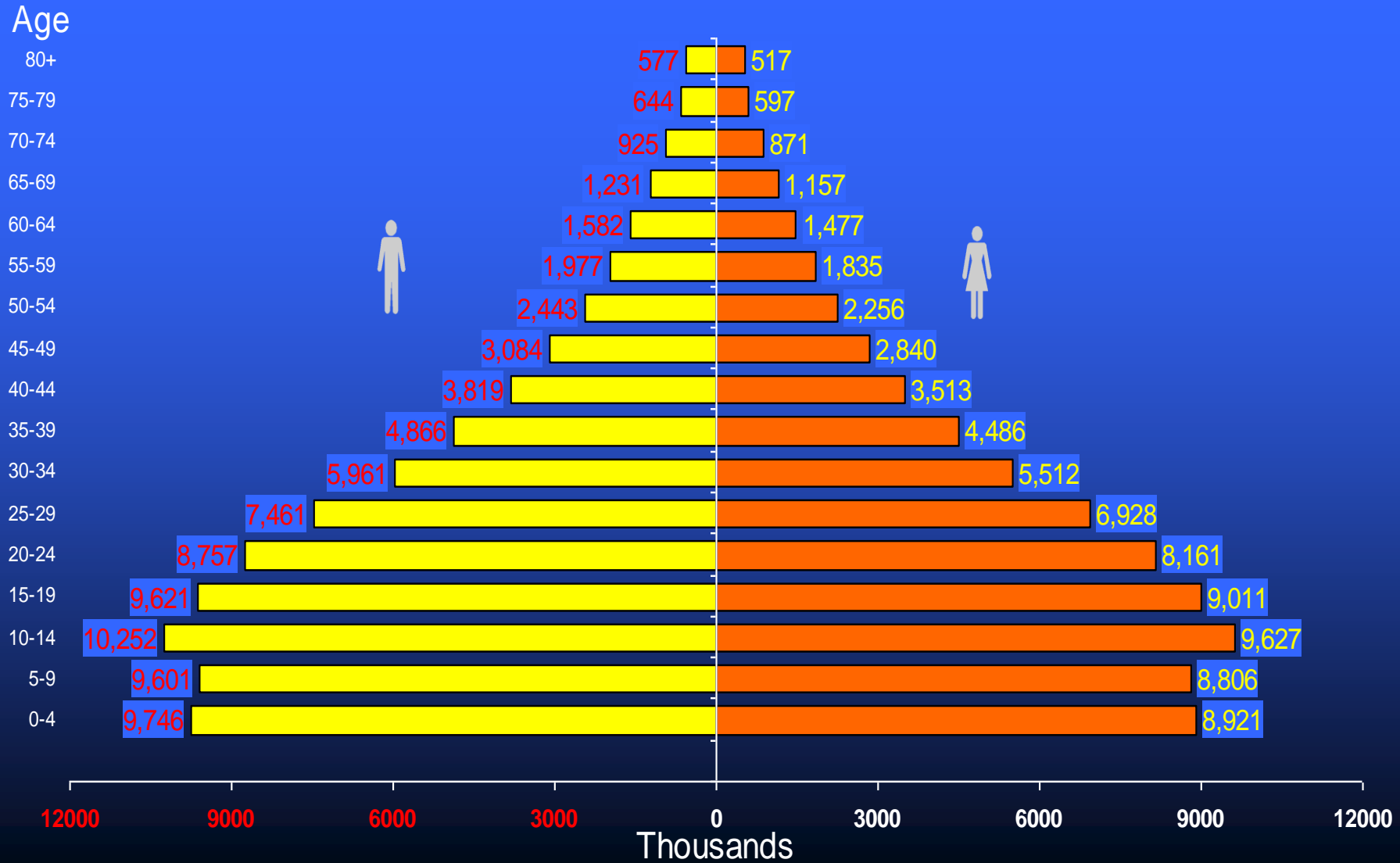
- NAVTEC is UNESCO-UNEVOC International Centre to extend support and cooperation and to strengthen the capacity of UNEVOC Centres in less privileged environments.

■ Other Initiatives

- Conference & meetings with Ambassadors of OIC
- Close liaison with Pakistani Ambassadors in OIC
- Road Shows and conferences/meetings with relevant stakeholders
- Working Group: Representatives of NAVTEC, Foreign Office, Ministry of Labour and OIC
- Sectoral Need Assessment, Analysis of Labour Market and impact studies
- Identifying leading employers both in the public and private sector for trainees placement
- Targeted Training (according to MCs Requirement)
- Regional/Mutual Accreditation Systems

Thank you

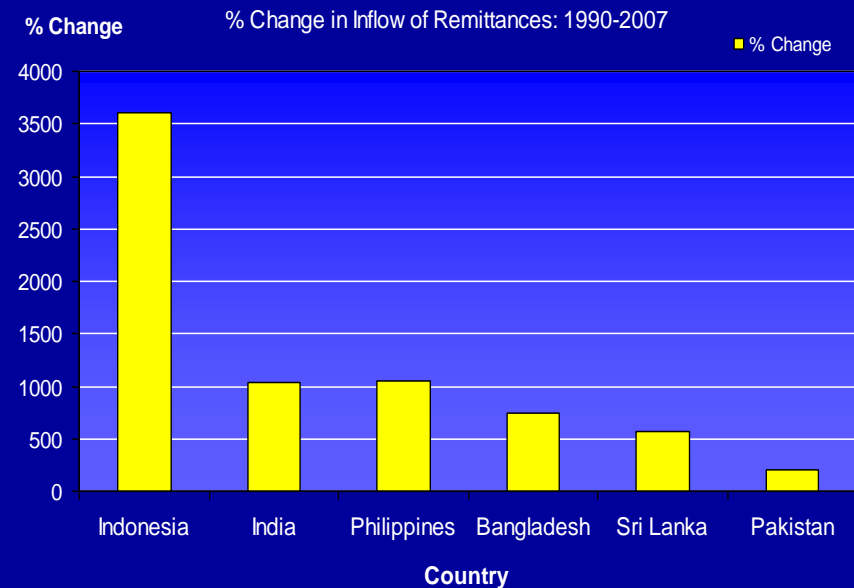
Population Pyramid of Pakistan



Inflow of Remittances

(In million USD)

Country	1990	2007	% Increase
Indonesia	166	6,143	3601
India	2,384	27,000	1033
Philippines	1,465	16,860	1051
Bangladesh	779	6,560	742
Sri Lanka	401	2,700	573
Pakistan	2,006	5,998	199



Source: World Development Indicators 2007

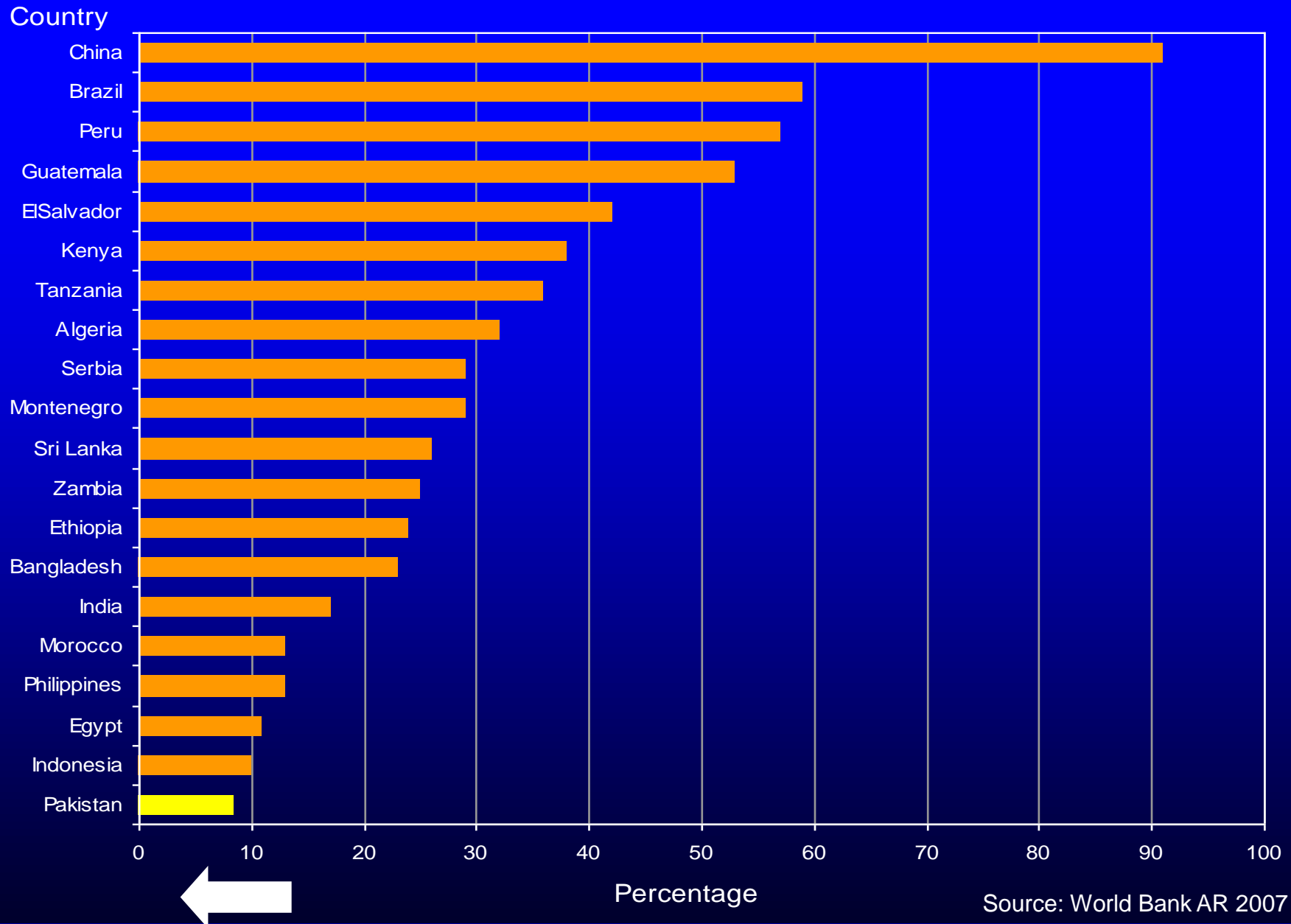


Comparative Human Capital Indicators

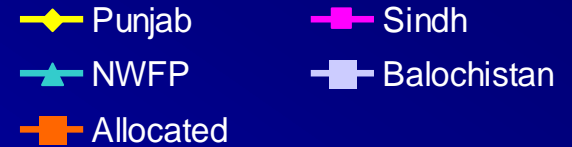
Indicator	Iran	Sri Lanka	Maldives	Nepal	India	Bangladesh	Pakistan
HDI Rank	94	99	100	142	128	140	136
Education Index	0.792	0.814	0.862	0.518	0.62	0.503	0.466
Literacy Rate (% aged 15 & older) 1995-2005	82.4	90.7	96.3	48.6	61	47.5	49.9
Youth Literacy Rate (% aged 15-24) 1995-2005	97.4	95.6	98.2	70.1	76.4	63.6	65.1
Employment in Agriculture (% of total employment) 1996-2005	25	34	14	79	67	52	42
Employment in Industry (% of total employment) 1996-2006	30	23	19	6	13	14	21
Employment in Services (% of total employment) 1996-2007	45	39	50	21	20	35	37



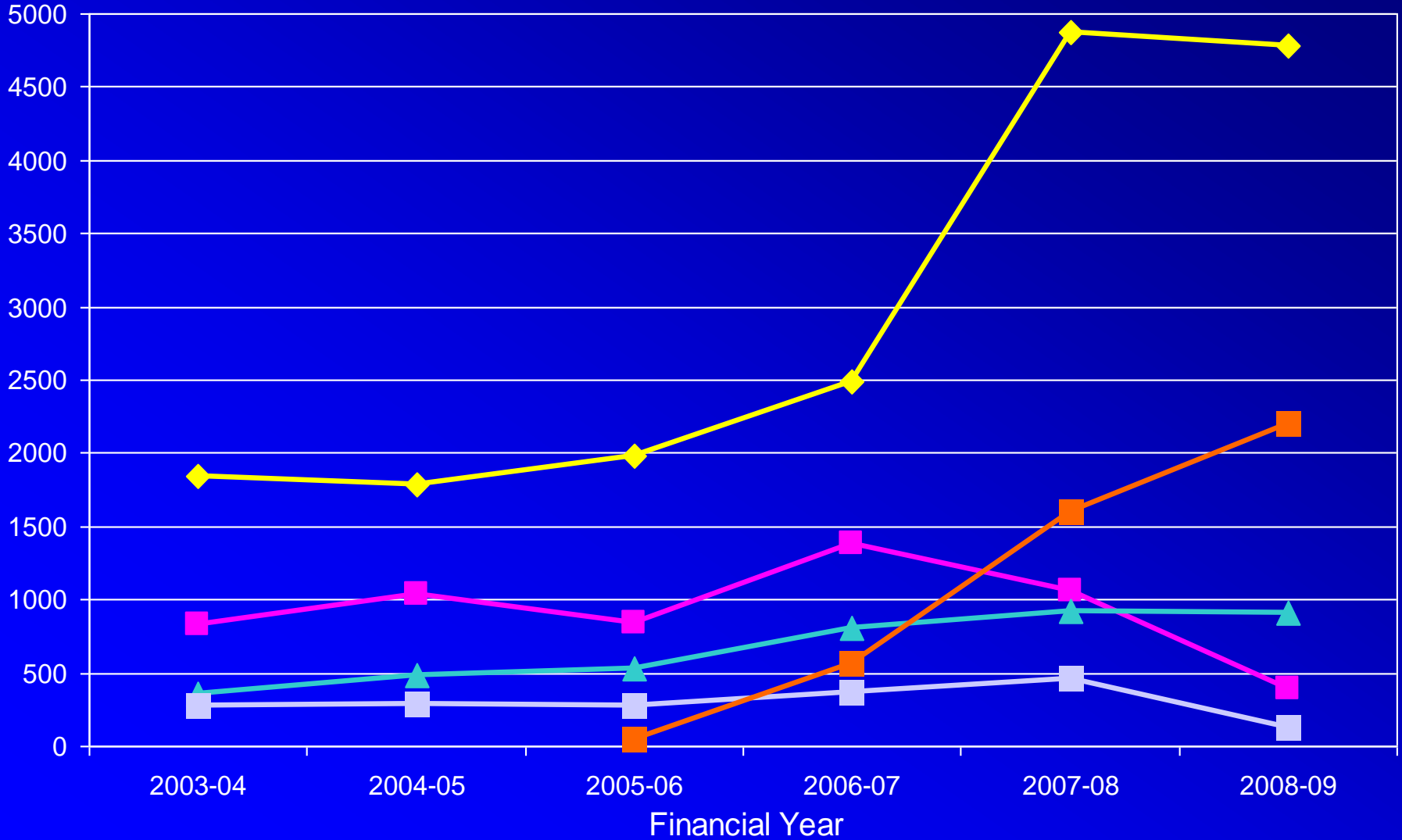
Incidence of Formal Training by Country



Budgetary Allocation for TVET



In Rs. million



Education Statistics

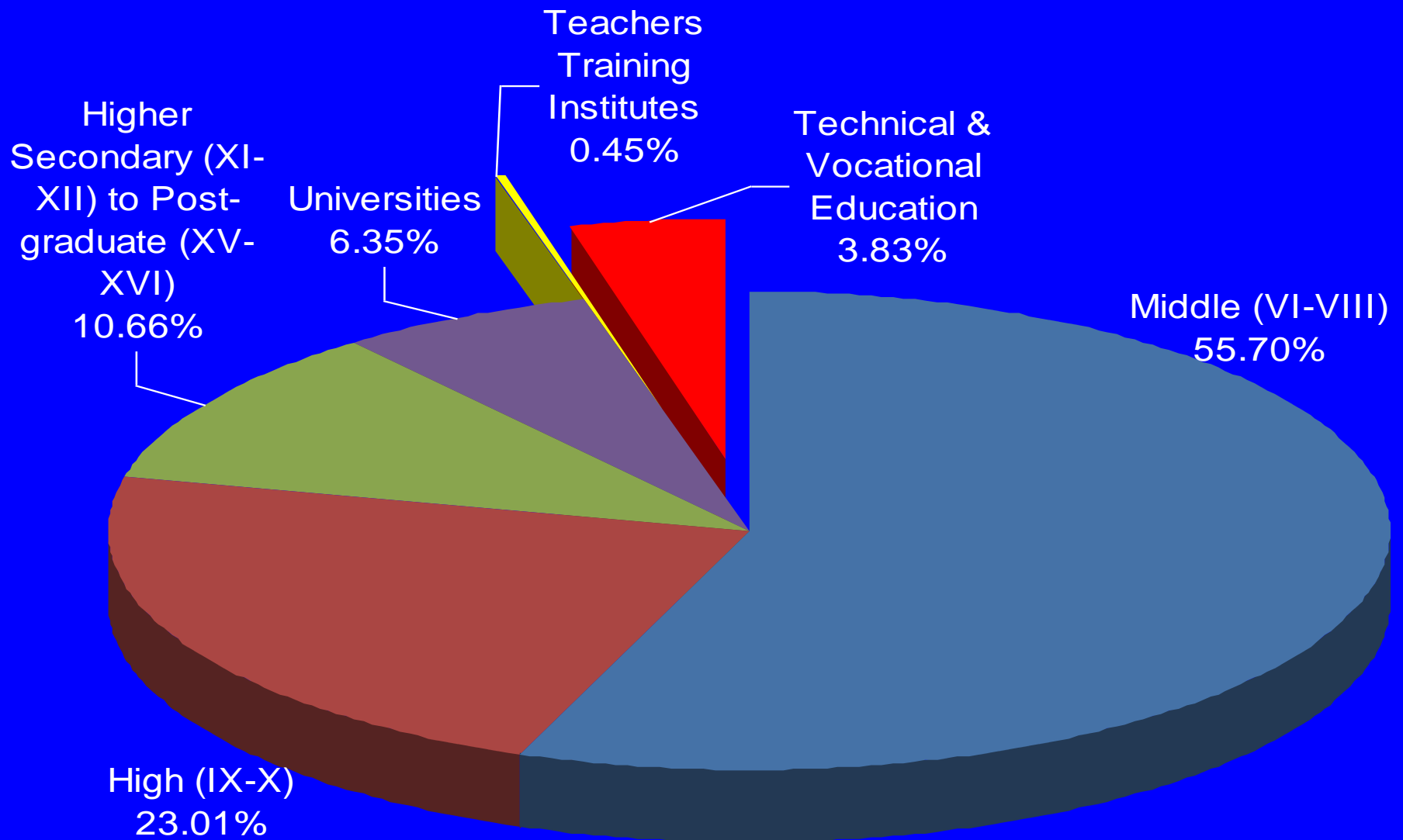
Primary schools	157,311
Middle schools	30,371
High Schools	16,536
Higher Secondary Schools	1,425
Intermediate Colleges	134
Degree Colleges	621
Post-graduate Colleges	91
Non-Formal Basic Education	10,374
Universities	103
Teacher Training Institutions	135
Total number of Institutions ^a	217,101

Technical & Vocational Institutions ^a	1,522
--	-------

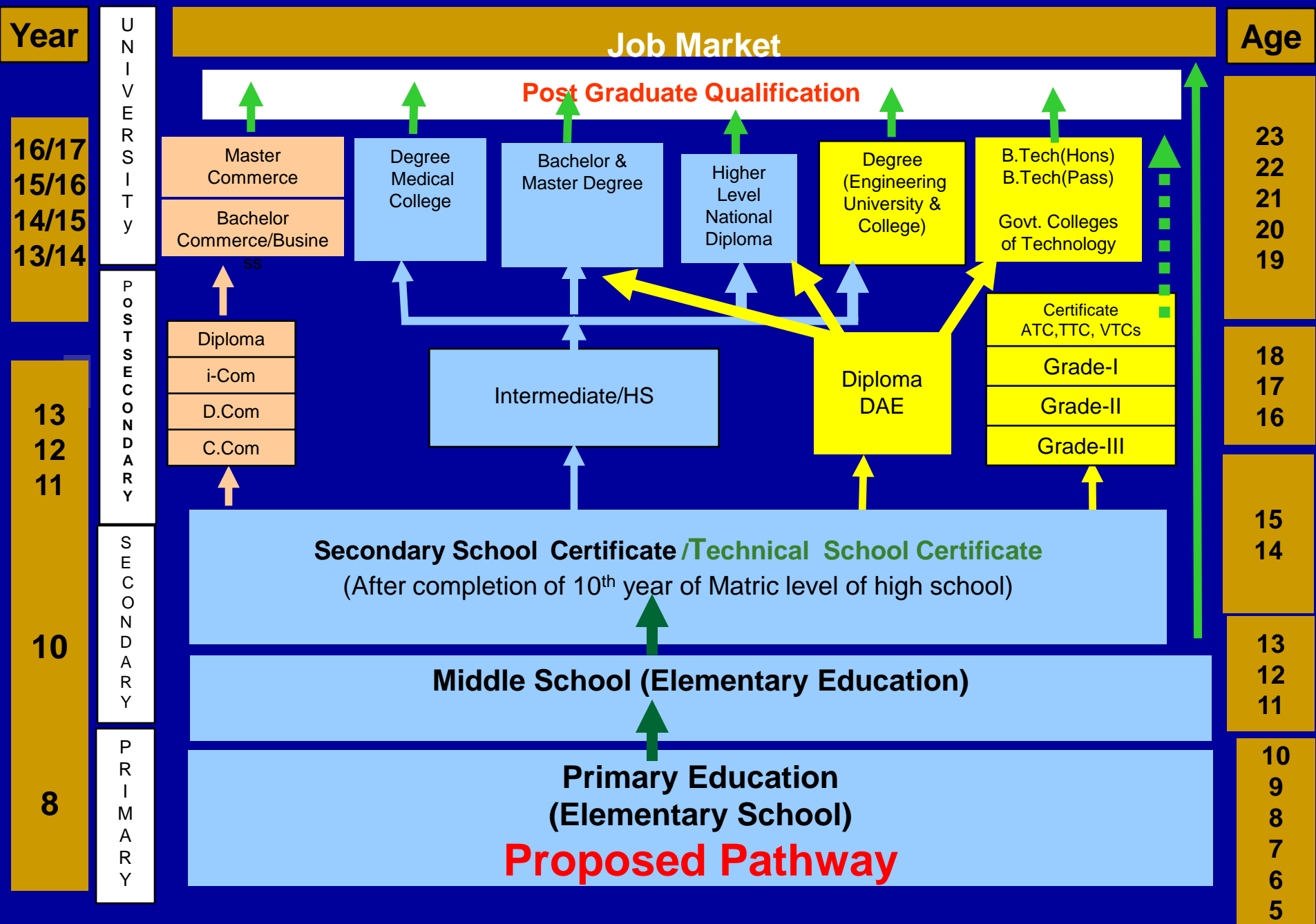
a. Including public and private sector institutes

Source: AEPAM 2007 and NAVTEC Survey 2006-07

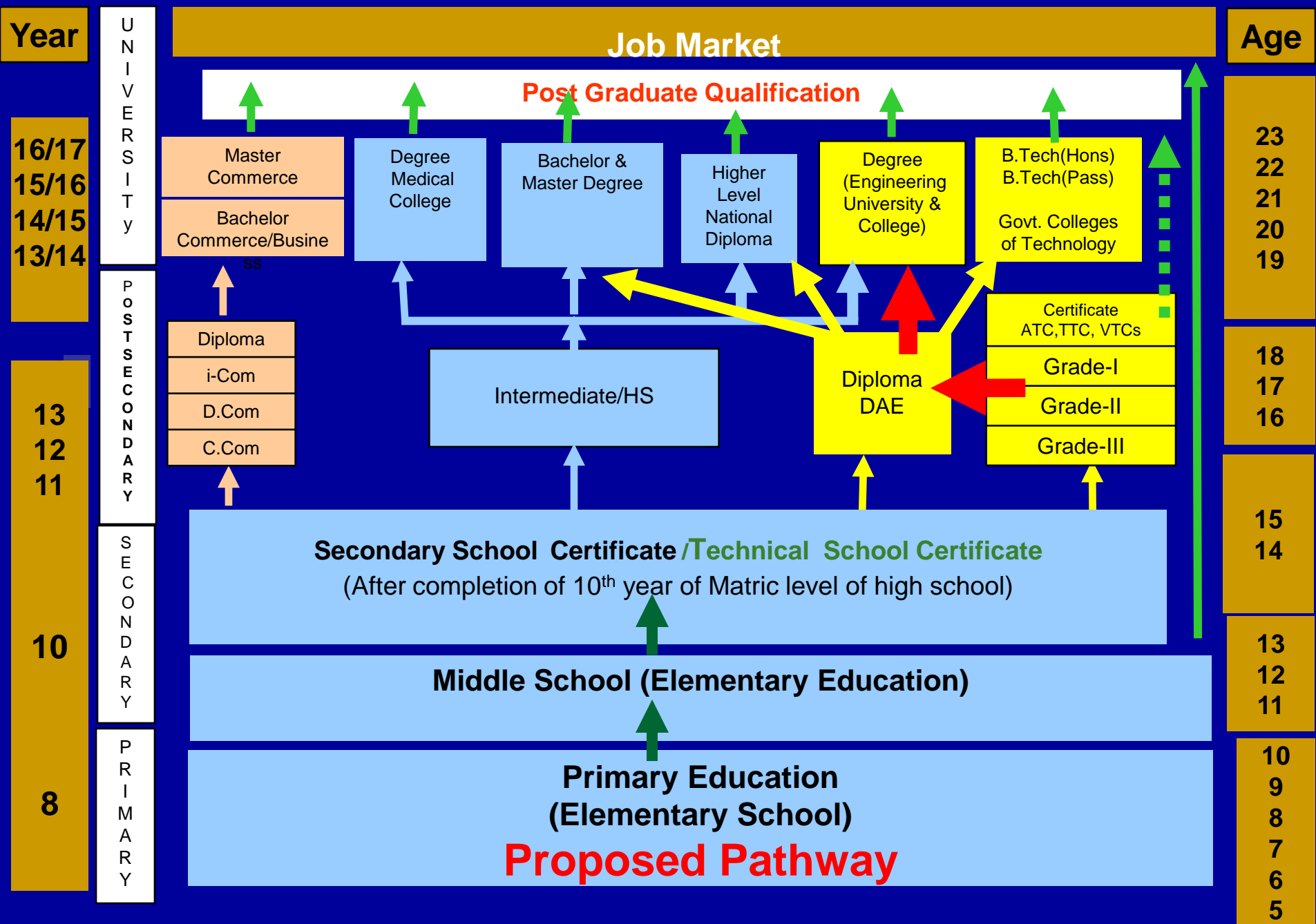
General Education Vs. TVET Enrollment



Existing Qualification Framework



Existing Qualification Framework



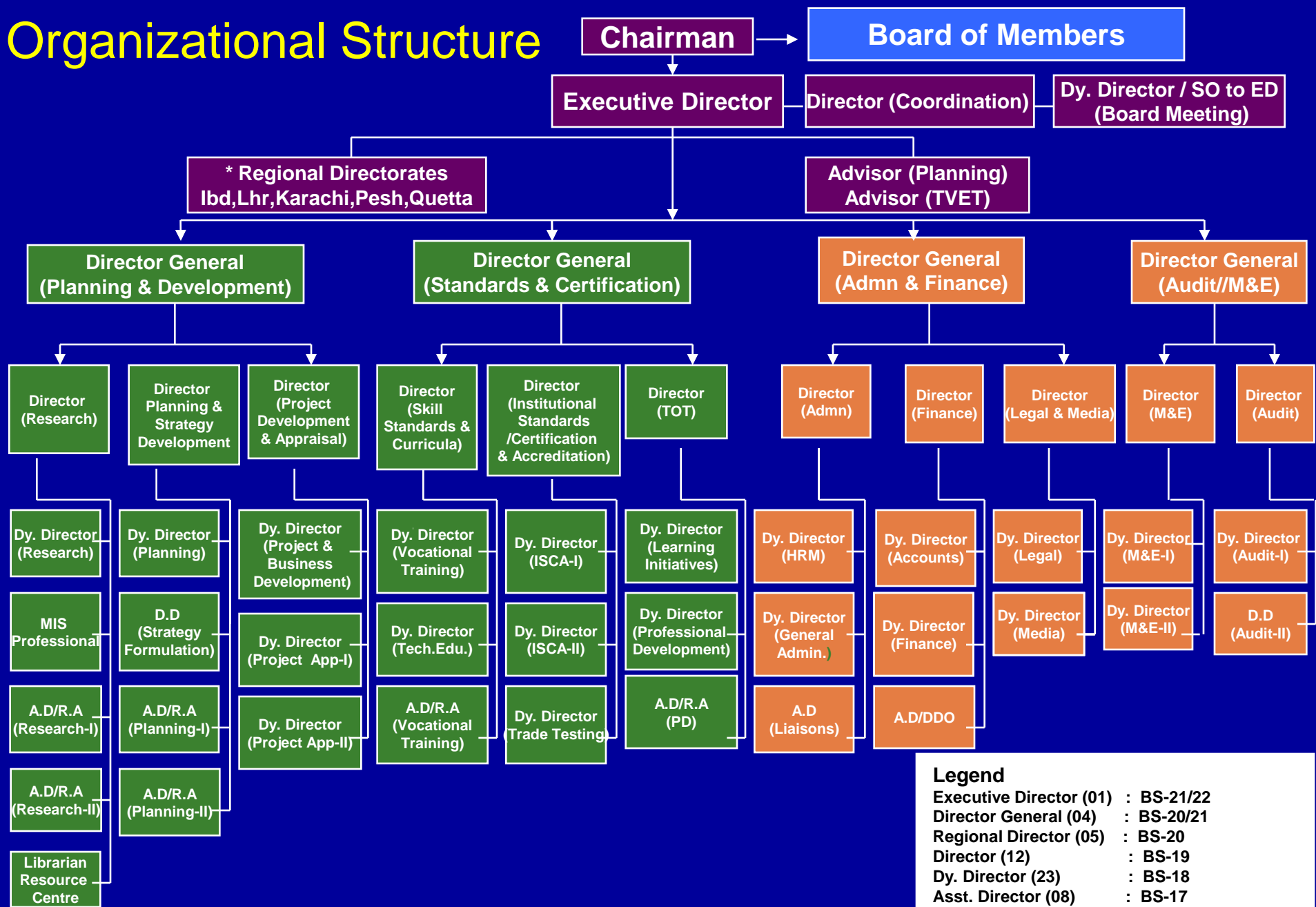
National Qualifications Framework

- Structures qualifications awarded at defined levels
- Indicates the interrelationships of the qualifications

<i>AQF Qualification by Sector of Accreditation</i>		
<i>Schools Sector Accreditation</i>	<i>Vocational Education and Training Sector Accreditation</i>	<i>Higher Education Sector Accreditation</i>
		<u>Doctoral Degree</u>
		<u>Masters Degree</u>
	<u>Vocational Graduate Diploma</u>	<u>Graduate Diploma</u>
	<u>Vocational Graduate Certificate</u>	<u>Graduate Certificate</u>
	<u>Advanced Diploma</u>	<u>Bachelor Degree</u>
	<u>Diploma</u>	<u>Associate Degree, Advanced Diploma</u>
<u>Senior Secondary Certificate of Education</u>	<u>Certificate IV</u>	<u>Diploma</u>
	<u>Certificate III</u>	
	<u>Certificate II</u>	
	<u>Certificate I</u>	



Organizational Structure



Legend	
Executive Director (01)	: BS-21/22
Director General (04)	: BS-20/21
Regional Director (05)	: BS-20
Director (12)	: BS-19
Dy. Director (23)	: BS-18
Asst. Director (08)	: BS-17
Research Assistant (01)	: BS-17 (Private Sector)
Librarian (01)	: BS-16
MIS & KPOs (01)	: Private Sector

NAVTEC Board of Members

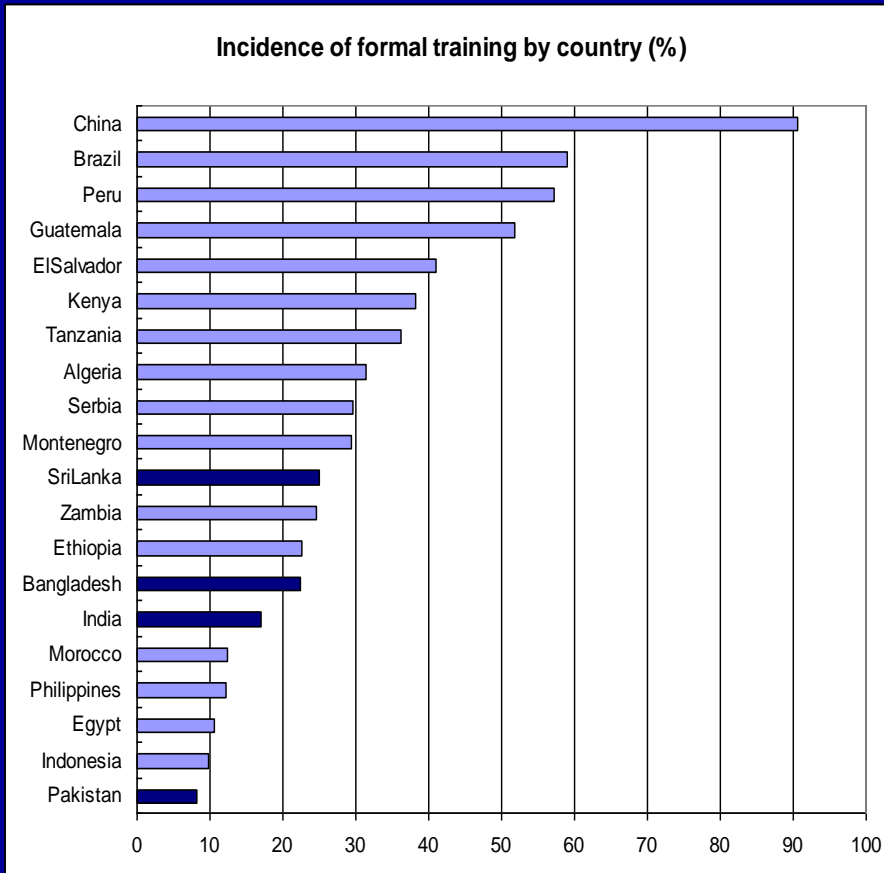
Public Sector	1.	Chairman, NAVTEC
	2.	Executive Director, NAVTEC, Member/Secretary
	3.	Secretary, M/o of Labour, Manpower and Overseas Pakistanis
	4.	Secretary, M/o of Finance
	5.	Secretary, M/o industries, Production and Special Initiatives
	6.	Secretary, M/o Education
	7.	Chairman, TEVTA, Punjab
	8.	Chairman, S-TEVTA
	9.	Chairman, B-TEVTA
	10.	Chairman, Export Processing Zones Authority
	11.	Secretary, Department of Industries, Government of NWFP
Private Sector	12.	Mr. Aamir Mansoor, BC International Limited
	13.	Ms. Sarah Hashwani, Chairperson Hashoo Foundation
	14.	Mr. Muhammad Ali Jameel, CEO, Trakker Pvt. Limited
	15.	Mr. Muhammad Hashim Tareen, Balochistan Chamber of Commerce
	16.	Mr. Khurram Farid Khakwani, Businessman
	17.	Mr. Asfandyar Shah, Businessman
	18.	Mr. Ahmed Sheikh, Businessman
	19.	Mr. Kamal Nasir Khan, Engineer SKB



Review of Apprenticeship Ordinance and System

- Working Group constituted
 - NAVTEC
 - Ministry of Labour
 - Ministry of Industries
 - Chambers of Commerce
 - Apprentices
 - Skills Development Councils
- Final draft ready (for circulation to all stakeholders)

Training for employed workers



World Bank, 2007

- Incentives to employers to invest in continuous professional development
- Apprenticeship Training review



10 Applications Forwarded to APACC

1. Precision System Training Centre, PCSIR, Mian Ghundi Mastung Road, Quetta
2. Construction Technology Training Institute, Islamabad
3. IQRA Centre for Technical Education, International Islamic University, Islamabad
4. Pakistani-Swedish Institute of Technology, Landhi, Karachi
5. Govt. Polytechnic Institute for Women, Karimabad Karachi
6. Govt. College of Technology, Peshawar
7. Govt. College of Technology, Railway Road, Lahore
8. Govt. College of Technology, Bahawalpur
9. Govt. College of Technology, Multan
10. Govt. College of Technology, Faisalabad



■ 04 Priority Sectors

1. Construction
2. Agriculture, Dairy and Livestock
3. IT & Telecommunication
4. Services (Hospitality, Health, etc.)

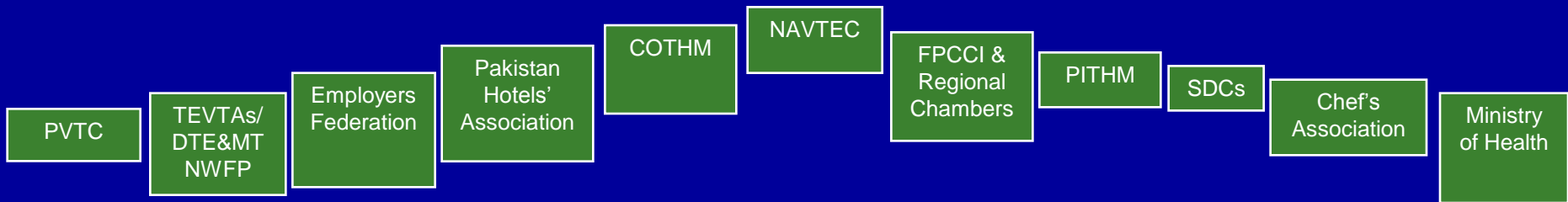
■ Future Sectors

- Oil & gas
- Textile and Leather
- Childcare
- Creative Industries
- Auto industry
- Transport and Communication
- Chemical & Pharmaceutical
- Financial services
- Light Engineering



Industry Advisory Group Services (Hospitality, Health, etc.)

Management Group - All Stakeholders



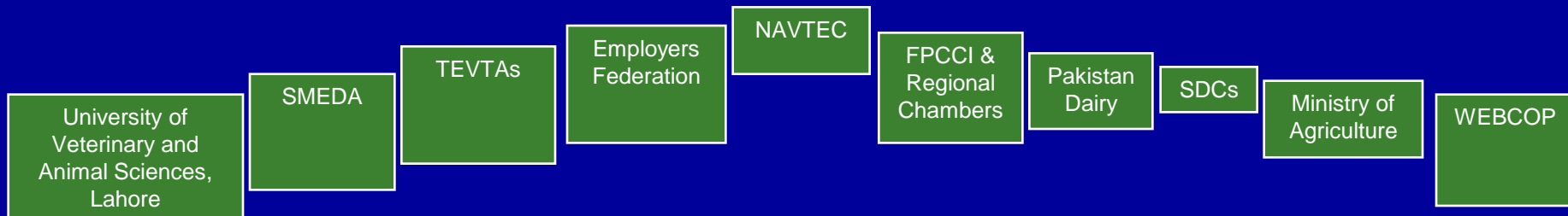
Working Group – Industry Representatives

Type of Organisation	Members
Private Sector, International Employer	Serena Hotels
	Marriott Hotels/Pakistan Services Limited
	Avari Hotels
Private Sector, National Employer	Islamabad Club, Islamabad
Public Sector, National Employer	PTDC
	National Institute of Health
Trade Union, Employees	All Pakistan Trade Union Association (APTU)
Trade Associations	Pakistan Hotels Association, Karachi
	Chef's Association of Pakistan
NGO	Agha Khan Foundation

Industry Advisory Group

Agriculture, Dairy & Livestock

Management Group - All Stakeholders



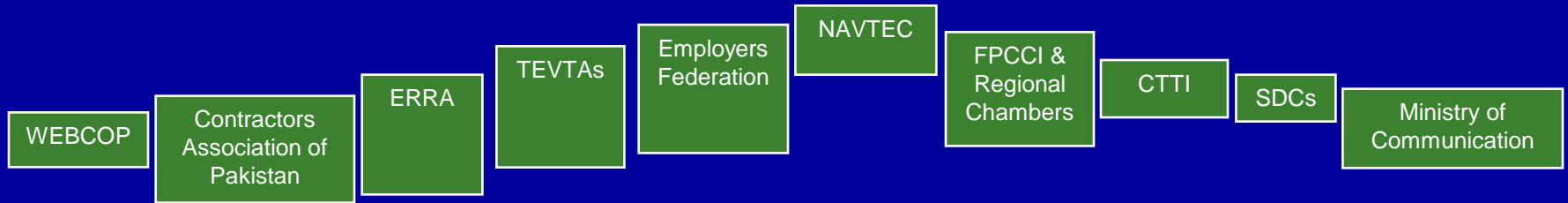
Working Group – Industry Representatives

Type of Organisation	Members
Private Sector, International Employer	Nestle
	Engro
	Haleeb
Private Sector, National Employer	Halla Milk
	Adams
Trade Union, Employees	All Pakistan Trade Unions
Trade Associations	Pakistan Dairy Development Company

Industry Advisory Group

Construction

Management Group - All Stakeholders



Working Group – Industry Representatives

Type of Organisation	Members
Private Sector, International Employer	Halcrow
	Centaurus Builders
Private Sector, National Employer	Bahria Town, Rawalpindi
	DESCON
Public Sector, National Employer	National Highway Authority
	Capital Development Authority
	NLC
Trade Union, Employees	All Pakistan Trade Unions
Trade Associations	All Pakistan Contractor's Association (APCA)



Teachers' Qualification Framework

- National Qualifications System for Teachers
 - Teacher should be qualified at least one level above he/she is teaching
 - Continuous professional development
 - Financial incentives
 - Service structure
 - Shared with all Provincial TEVTAs for implementation



Online Management Information System

- To generate up-to-date information about
 - Institution Management
 - Departments, Disciplines, Courses, Student Batches
 - Teachers
 - Detailed Profile, Lectures Delivered
 - Students
 - Registration, Lesson Plans, Daily Attendance, Exams, Results
 - Barcode printed certificates
 - Stipend Management
 - Employed/Unemployed Student Management
- Establishing linkages among NAVTEC Regional Directorates, Institutions and NAVTEC HQ through online/offline mechanism



Cooperation with International Development Partners

- International Labour Organisation (ILO)
- British Council: Institutional Partnerships
 1. GCT, Nowshera – Landrillo College: Engineering
 2. University of Hazara – Bradford College: Hospitality
 3. GCT, Multan – City College Brighton & Hove: Engineering
 4. GCT, Rasul – Awaiting UK Partner: Construction
 5. Institute of Tourism & Hotel Management (ITHM), Lahore -TDCP (Punjab) – Bradford College: Hospitality
 6. GPI Women, Karimabad, Karachi – Bradford College: Textile
 7. Pakistan Institute of Tourism & Hotel Management, Karachi – Landrillo College: Hospitality
- Japan International Cooperation Agency (JICA): Centre of Excellence
 8. GCT Railway Road, Lahore: Engineering (Automotives) & Architecture
- UNESCO: Traditional Trades (Cottage Crafts etc.)
- Asia-Pacific Accreditation & Certification Commission (APACC), Manila
- NAVTEC: UNEVOC Centre, First ever centre in Pakistan
- GTZ, DFID and EU: Assistance in implementation of National Skills Strategy

National Linkages

- Punjab- TEVTA
- Sindh- TEVTA
- Balochistan- TEVTA
- TEVT-Board NWFP



Centres of Excellence

- Govt. Advance Technical Training Centre, Hayatabad, Peshawar (NAVTEC)
- British Council: Institutional Partnerships
 1. GCT, Nowshera – Landrillo College: Engineering
 2. University of Hazara– Bradford College: Hospitality
 3. GCT, Multan – City College Brighton & Hove: Engineering
 4. GCT, Rasul – Awaiting UK Partner: Construction
 5. Institute of Tourism & Hotel Management (ITHM), Lahore-TDCP (Punjab)– Bradford College: Hospitality
 6. GPI Women, Karimabad, Karachi – Bradford College: Textile
 7. Pakistan Institute of Tourism & Hotel Management, Karachi – Landrillo College: Hospitality
- Japan International Cooperation Agency (JICA)
 8. GCT Railway Road, Lahore: Engineering (Automotives) & Architecture



No.	Region	No. of EOs	EOs prioritized	PC-Is received	Trainees (Nos.)	Project Cost (Rs. Million)
1.	Islamabad & AJK	38	14	14	25,695	292.125
2.	Punjab	72	16	8	13,464	378.696
3.	Sindh	26	11	9	1,890	53.162
4.	NWFP	32	6	5	1,532	50.434
5.	Balochistan	-	-	-	-	-
Total		168	47	36	42,581	774.417

Phase II: EOs received

No.	Region	No. of EOs
1.	Islamabad & AJK	31
2.	Punjab	31
3.	Sindh	22
4.	NWFP	44
5.	Balochistan	18
Total		146



Mobile Training Units in Remote Areas

- Utilizing the existing facilities of:
 - Ministry of Youth Affairs
 - Small Industries Development Board, NWFP
 - Regional Directorate, NAVTEC (Private Sector)

- Target

AJ&K, Northern Areas, Balochistan, NWFP, Sindh & Punjab

Districts (Nos.)	Courses (Nos.)	Cost (Rs. in million)	Trainees during 2009
40	08	35.6357	5,392



Funni Maharat Programme

Location of new Institutes/Centres

Sindh	Ghotki, Manjhand, Gambat, Gadap Town, Mirpursakro, Samaro, Shahdadpur, Jhando Mari, Buldri Shah Karim, Chachro, Gulshan-e-Iqbal, Kot Ghulam Muhammad, Daulatpur and Naseerabad
NWFP	Dargai, Samarbagh, Swari, Pabbi, Banda Daud Shah, Takht-e-Nasrati, Paharpur, Prova Balakot/Baffa, Dassu, Alpuri and Booni.
Balochistan	Naukundi, Taftan/Dalbandin, Kahan, Mewand, Gandakha, Jhal Magsi, Gandhawa, Musa Khel, Drug, Barkhan, Bhag, Dhadar and Duki.
Punjab	Sambrial, Piplan, Sahiwal, Kot Momin, Kotli Sattian, Kallar Sydian, Ahmed Pur Sial, Malikwal, Kallar Kahar, Chak Jhumra, Tandlianwala, Kot Radha Kishen, Renala Khurd, Muridke, Safdarabad, Shahkot, Jattoi, Jehanian, Tribal Area (Fort Minro), Khairpur Tamewali and Karor Pacca
AJ&K	Kundalshahi, Sharda, Mirpura, Dawarian, Kahori, Rara, Muzaffarabad, Saran, Garhi Dopatta, Hattian Dopatta, Chattar Domel, Plate, Chattar Class, Panjgran, Lamian Pttian, Chamankot, Kahuta, Bagh, Hari Gehl, Rawalakot, Hajeera, Khaigala, Abbaspur, Palandri, Baloch, Mang, Qulan, Sehnsa, Kotli, Charhoi, Khohi Ratta, Nikial, Barrali, Mai Toti Darbar Bandali, Bhimber, Smahni, Kot Jamel, Bharing, Mangla Hemlet, Dudyal, Chakswari and Khari Sharif.
FANA	Gilgit, Ghizer, Diamir, Astore, Skardu, Ghanche, Hunza Nagar



Cooperation with International Development Partners

- International Labour Organisation (ILO)
- British Council: Institutional Partnerships
 1. GCT, Nowshera – Llandrillo College: Engineering
 2. University of Hazara – Bradford College: Hospitality
 3. GCT, Multan – City College Brighton & Hove: Engineering
 4. GCT, Rasul – Awaiting UK Partner: Construction
 5. Institute of Tourism & Hotel Management (ITHM), Lahore – Bradford College: Hospitality
 6. GPI Women, Karimabad, Karachi – Bradford College: Textile
 7. Pakistan Institute of Tourism & Hotel Management, Karachi – Landrillo College: Hospitality
- Japan International Cooperation Agency (JICA): Centre of Excellence
 8. GCT Railway Road, Lahore: Engineering (Automotives) & Architecture
- UNESCO: Traditional Trades (Cottage Crafts etc.)
- Asia-Pacific Accreditation & Certification Commission (APACC), Manila
- NAVTEC: UNEVOC Centre, First ever centre in Pakistan
- GTZ, DFID and EU: Preparing Action Plan for National Skills Strategy 2008-2013.

Comparative Statement of Passouts

No.	Region	Trained		To be trained during Jan-June 2009		Total to be trained up to June 2009
		(Jan 2006 to March 2008)	April-Dec 2008	Hunarmand Pakistan	Tehsil Coverage	
1.	Islamabad (Including Northern Areas & AJK)	1,367	5,018	2,915	5,040*	14,340
2.	Punjab	9,238	4,424	17,966	4,170	35,798
3.	Sindh	7,712	6,951	2,790	3,360	20,813
4.	NWFP	3,991	6,249	445	2,880	13,565
5.	Balochistan	1,082	2,531	-	-	3,613
Total		23,390	25,173	24,116	15,450	88,129

* 1,425 have been trained

PMSI started w.e.f July 2006

Previous average monthly output rate = 866

Presently attained average monthly output rate = 2,955



Total No. of Courses = 216

Hospitality = 10

Chef
Floor Man
Floor Supervisor
Food Production (Cooking)
Food Service (Waiter)
Front Desk Assistant (Receptionist)
Home Baking & Fruit/Veg. Preservation
House Keeping
Baking
Room Attendant

Skills for Women = 17

Beautician
Hair & Skin
Crochet & Knitting
Cutting & Sewing
Dress Designing/Dress Making
Fancy Leather Work
Accounts Assistant
Hand & Machine Embroidery
Hand & Machine Knitting
Hand Knitting
Handicraft & Interior Decorates
Handicrafts
Balochi Leather Embroidery
Machine Knitting
Stitching Machine Operator (Knitwear)
Tailoring & Dress Making
Tailoring (Dress Making)

IT & Information Technology = 44

3D Studio Max and Composing & Offset Printing
CAD (Computer Aided Design)
Call Centre Agents
Ceramics Designing
Certificate in Graphic design
Communication & Media Skills
Computer Aided Landscaping Design
Soho Network
VB Net
Linux
Sun Solaris
MCSE
MCSD Net
Telecom Diploma
CCMP
CCSP
CCVP
Networking Technician
Optical Fiber System and Cable Jointing
Oracle Basics
CCNA
PCB Design & Fabrication (PCAD/ORCAD)
Web Page Designing
Wireless & Mobile Phone Repair
Wireless Local Loop (WLL)
Wool Technology
Network Administration

Computer and Data Entry operator
Computer Hardware
Computer Information/IT
Computer Operator
Drafting and Interior Designing
Draughtsman (Architecture)
Draughtsman (Building Services)
Draughtsman (Civil)
Draughtsman (Electrical)
Draughtsman (Mechanical)
Outside Plant and Cable Jointing (OSP)
Hardware Technician
Interior & Spatial Design
IT & Web Page Designing
Mobile Phone Repair
Modeling & Graphic Design
Movie Making and Still photography

Agriculture

(Dairy & Livestock) = 30

Animal Nutrition Management
Mali Class Course
Artificial Insemination &
Management of Dairy Animals
Landscape Gardening
Kitchen Gardening
Preservation of Food & Vegetables
Drying, Dehydration of Foods &
Vege.
Preparation of Juices &
Carbonated Beverages
Preparation & Packaging of
agriculture produce
Preparation & Packaging of Bakery
Products
Product Preparation from Mango
Pickle & Ketchup preparation &
Packaging
New Food Product Development
Concept
Reducing Post Harvest Losses
Canning of Food & Vegetables
Production of Guava Nector &
Packaging
Bee Keeping & Sericulture
C. T Agriculture
Dairy Herd Management
Horticulture

Meat Production & Processing
Mushroom Cultivation
Ornamental Fish & Aquarium Mangt.
Poultry Disease Protection
Poultry Farm Management
Tractor Operator
Wild Life Management
Farm Machinery Mechanic
Fisheries & Aquarium Management

Services and Others = 15

Chauffer
Security Guard
Haulage Driver
LTV Driver
Office Automation & Management
Office Automation (Advance Course)
Photography Assistant
Secretarial/Maintenance Technician
Procurement and Inventory Management
Driver
Shorthand / Typing
Accounting Technician
Domestic Tailoring
Fashion Designer
Painting, Art & Craft

Construction = 21

AutoCAD
Basic Plant Operator
Brick Layer/Mason
Electrician
Painter
Carpenter
Civil Draughtsman
Civil Surveyor
Construction Machinery Operator
Const. Machinery Plan. & Supervision
Construction Material Lab. Technician
Mason
Mason & Shuttering
Plumber
Quantity Surveyor
Scaffolding
Shuttering Carpenter
Steel Construction Worker/Machinist
Steel Fixer
Steel Fixer and scaffolding
Surveyor

Paramedics = 22

Auxiliary Person in Accidents and
Emergency OPD
Auxiliary Person in Burn Center
Auxiliary Person in Community Health
Auxiliary Person in Gynae & Obstratics
Auxiliary Person in OPD
Auxiliary Person in Operation Theatre
Auxiliary Person in Ophthalmology
Auxiliary Person in Pediatrics
Beauty Therapy
BLS/ACLS/First Aid
Clinical Assistant
Clinical Biochemistry
Community Pharmacy Assistant
Disaster Manager
ECG/EET/ECHO./EEG
Electro Equipment Manager
EPI/PHC
Laboratory Assistant
Laboratory Technician
Medical Technical Assistant
USG/CT/MRI
Ward Master

Light Engineering = 57

Auto Electrician
Auto Mechanic
Basic Mechanic-III
Boat Engine repair
CAD/CAM & CNC Programming
CNC Machine Operator
O.H Crane Operator
Denting & Painting
Mine Machinery Fitter

Diesel Engine Mechanic
Electronics
Electronics (Advance Course)
Fitter
Gas Cutter
Generator Repair
Household Appliance
Basic Industrial Sewing
Advance Industrial Sewing
Quality Control & Assurance
Middle Management Training for Apparel
Sector
Industrial Sewing Machine Maintenance
Industrial Sewing Machine Maintenance
(Advance Course)
Home Appliances Assembly Technician
Molding (Foundry)
Industrial Chemistry Assistant
Industrial Electronics
Material Lab Technician
Industrial Food Technology
Leather Garments
Machinist
Maintenance Tech (Mechanical)
Mechanic-II Chassis
Mechanic-II Engine
Mill Wright
Mine Electrician
Mine surveyor (Advance Course)
Motor Cycle Mechanic
Auto Mechanic
Garment Technician
Textile Designing Assistant
Weaving Machine Operator
Mine Sardar
Garment Designing

Motor Winding
PLC
Refrigeration & Air Conditioning
Radio & Television Repair
Sheet Metal
Ship Electrician
Turner/Machinist
Painter
TV servicing
Welding
Carpet Weaving
Drilling & Blasting
Fabric Printing



Small Grants Programme

- Partner institutions
- Grants up to Rs. 500,000
(Applications approved by BOM)
 - Capacity Building
 - Hiring master trainers
 - Attending training courses
 - Infrastructure
 - Equipment
 - Training materials



Institutional Overlap in Functions

	National Vocational & Technical Education Commission (NAVTEC)	National Training Bureau	National Inst. of Science & Technical Edu.
Policies & Legislation	Section 6: Clause a, Clause c of NAVTEC Ordinance,	NTB	
Skill Standards and Curricula	Section 6: Clause d	NTB	NISTE
Accreditation and Certification Systems	Section 6: Clause d, Clause i	NTB	
Training Needs Assessment and Programmes	Section 6: Clause b, Clause o	NTB	NISTE
Regulation & Quality Assurance Standards	Section 6: Clause h, Clause l, Clause n, Clause r, Clause s, Clause v	NTB	
Coordination among Provinces & Boards	Section 6: Clause j, Clause k, Clause m	NTB	NISTE
Promotion of Public-Private Partnership	Section 6: Clause e, Clause f, Clause q	NTB	
Labour Market Information & National TVET Database	Section 6: Clause p	NTB	
Trade Testing	Section 6: Clause d	NTB	
Training of Trainers	Section 6: Clause g, Clause u	NTB	NISTE
National and International Linkages	Section 6: Clause j, Clause k, Clause t	NTB	

Section 20 of NAVTEC Ordinance: The provision of this Ordinance shall have effect Notwithstanding anything to the contrary contained in any other law for the time being in force



Financial Year-wise Progress

a. Hunarmand Pakistan Programme

No.	Region	Trained			Trained/Under Training	Total
		Jan-June 2006	July 06-Jun 07	July 07-Jun 08	July-Dec 2008	
1	Islamabad (Incl. NA & AJK)	-	1,277	3,798	2,955	8,030
2	Punjab	-	1,562	9,366	14,871	25,799
3	Sindh	-	55	12,837	6,068	18,960
4	NWFP	-	106	4,170	8,182	12,458
5	Balochistan	-	244	2,830	539	3,613
Total		-	3,244	33,001	32,615	68,860

b. Funni Maharat Programme

No.	Region	Approved	Under Training	Total
1	Punjab	10,425	4,170*	4,170
2	Sindh	6,480	2,880*	2,880
3	NWFP	8,400	3,360*	3,360
4	Balochistan	5,460	-	-
5	Northern Areas	5,240	-	-
6	AJK	11,760	5,040	5,040
Total		47,765	15,450	15,450
Grand Total				84,310

*. Funds released



Cost of National HRD Programme

Capital Cost for 127 Centres:

■ Civil Works	Rs. 10.1 billion (20.1%)
■ Equipment/Aids	Rs. 11.6 billion (24.1%)
■ Op. Costs (5 Years)	Rs. 26.4 billion (54.9%)
.....	
■ Total Cost (5 Years)	Rs. 48.10 billion



Middle-East Initiative

- Conference & meetings with Ambassadors of Middle East
- Close liaison with Pakistani Ambassadors in Middle East
- Road Shows and conferences/meetings with relevant stakeholders
- Working Group: reps of NAVTEC, FO, MoL, OP & MECs
 - Sectoral Need Assessment, Analysis of Labour Market and impact studies
 - Identifying leading employers both in the public and private sector for trainees placement
 - Targeted Training (according to MECs reqt.)
 - Regional/Mutual Accreditation Systems




No.	Projects	Approved By	Trainees (Nos.)	Project Cost (Rs. Million)
1.	5	CDWP	42,532	787.8339
2.	9	DDWP	12,428	45.442
3.	16	BOM	10,316	221.604
4.	Liabilities of ongoing Projects	DDWP / CDWP	95,958	1,456.000
Total	30 +	-	161,234	2510.8799
	3	Awaiting Approval of CDWP	12,420	203.677
	36 (EOIs)	Awaiting Approval BOM	42,581	774.417
Grand Total			216,235	3,488.974



Budgetary Provision/Expenditure

Year	Budget allocation (Rs. million)		Budget Released (Rs. million)		Expenditure Incurred/Disbursed (Rs. million)	
	Non- Development	Development	Non- Development	Development	Non- Development	Development
2006-07	60	500	60	125	59	125
2007-08	106	1500	106	510	106	510
2008-09	203.500	2000	125.450	334.800	98.588	325.925

Funni Maharat & Hunarmand Pakistan Programmes

- Special focus on marginalized segments of society, earthquake hit areas, Federally Administered Tribal Areas and Balochistan
 - Short courses 
 - Free of cost
 - Stipend to trainees
 - Toolkit
 - Trainers' fees
 - Consumables
 - Accommodation and transport
 - Employability skills
 - Placement support
 - Small Grants Facility 