"In the name of Allah, the most Merciful and the most Beneficial"
Sharing Best Practices

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Skills for Employability
Skills For All
Sequence of Presentation

- Introduction
- TVET System
- NAVTTC
- Proposal
Best Practices

“The Practices that yields the most desired results”

• Attractive & Integrated VET
• Easily Accessible and Career oriented
• High quality initial VET
• Flexible system of VET
• Transactional Mobility
Core Mandate

- National Policies, Strategies and Regulations
- National Qualification Framework (NQF)
- Skill Standards, Curricula Accreditation & Certification,
- Performance Evaluation System
- TVET Development through Public-Private Partnership
- Labour Market Information System (LMIS)
VET Sector

What are the best practices for VET?

Policy

Institution

Industry
Government / Policy Side

- Assurance of sustainable Investment/funding
- Facilitator rather regulator
- Collaboration among stake holders institution, industry, education system and Non- Governmental Organizations
Industry

• *Occupational /Skills standards*
• *Apprenticeship*
• *User of end product of institute*
Institutions

- *Training of trainers*
- *Quality Training Delivery*
- *Career Counseling*
- *On job Training*
NAVTTTC

An apex body at national level to coordinate,
regulate and provide policy direction in Vocational &
Technical Training
Population/Demographics

AGE COMPOSITION - 1998 to 2030

Source: National Institute of Population Studies, Planning and Development Division
Demography/TVET Sector

- Working age population: 126.11 million*
- Total labor force: 58.4 million*
- Annual increase of labour: 1.2 million*
- Youth Needing Attention: 37.1 million (15 – 24)
- TVET institutes: 1647**
- Total enrollment: 315,000**
- MTDF (2008-13) target: 950,000
  - Public sector: 700,000
  - Private sector: 250,000

Source: NAVTTC
Source: Pakistan Economic Survey 10-11
Education Sector

Source: Pakistan Economic Survey 10-11
National Skills Strategy

Vision:

“Skills for Employability. Skills for All”

Mission:

To provide policy direction, support and an enabling environment to the public and private sectors to implement training for skills development to enhance social and economic profile.
National Skills Strategy

Goals:

To provide a framework for skills development which achieves two main paradigm shifts:

– The shift from time bound, curriculum based training to flexible, competency based training

– The shift from supply led training to demand driven skills development by promoting the role of industry in both the design and delivery of TVET.
National Skills Strategy

Objectives:

The proposed paradigm shifts are required to achieve three main objectives:

– Providing Relevant Skills for Industrial and Economic Development.
– Improving Access, Equity & Employability.
– Assuring Quality.
Industry Advisory Groups

• Academia Industry Linkages: a key element for promotion of TVET
• Representatives of Chambers of Commerce
• Seeking Standards of Industry
• Industry based Curricula
• Also part of Decision making(NAVTTC Board)
Accreditation & Certification

• Accreditation: “Trust worthy.”
• NAVTTC developed an Accreditation System at national level to assess potential of TVET institutes
• TVET Accreditation & Quality Evaluation Committee (TA&QEC) appraise various TVET institutes and award NAVTTC Accreditation on satisfactory report
Challenges/ Problem

- TVET is a difficult and complex reform
  - Technical in nature
  - Multiplicity of players
  - Vested interests and inertia
- Limited domestic expertise
- Foreign technical assistance usually slow and deprived of Local Realities.
- Lack of Funding
Challenges/Problem

- Poor image of TVET as a career option
- Inadequate labor market information
- Weak participation of private sector
- Less Focus on TVET
- Access to international labor market
- Training of trainers
Opportunities

• Demographic dividend

• Support from friendly countries for transfer of knowledge and expertise

• Ample demand in domestic and international market for employment

• Good will of existing Pakistani labor abroad
German Development Agency (GIZ)—New Initiative

- Agreement between GIZ and GoP
- Grant of € 42.4 million (Germany €2.00 million, Dutch €15.00 million, EU €25.40 million)
- Five years Programme (01-04-2011 to 31-03-2016)

Source: NAVTTC
TVET - Reform Support Program (As a Strength)

Partners:
• EU, Netherland and Germany
• Policy documents for NSS implementation
• National Qualification Framework
• LMIS
• Accreditation of 1000 TVET institutes
• Training of 100,000 persons (including 30% female)
• Competency standards, curricula and assessment packages
• 100 Master Trainers and 10,000 teachers
Achievements

- Devised National Skill Strategy (NSS) (2009-2013)
- ISO-9001 Certification
- TVET Reform Support Program in collaboration with GIZ
- No. of National Skill Standards from 23 to 190 (60 developed 130 under process)
- 60 Competency Based Curricula (07 Technologies and 52 Trades) (60 underway)
- National Vocational Qualification Framework (NVQF)
- National Teachers Qualifications System
- National Accreditation Manual for TVET Institutes
- 28 Industry Advisory Groups
- 12 National Curriculum Review Committees
- Code of Conduct - TVET Institutions
- LMIS under process
Proposals – OIC Accreditation Body

- **OIC Accreditation body for common accreditation and certification mechanism**
- **Suggest policy and strategies for TVET**
- **Integrate TVET system of member countries**
- **Mutual recognition of qualification through common evaluation tools**
Proposals – VET wing in COMSTECH

- Establishment of VET wing in Member countries
- Exchange expertise in ToT
- Data bank of TVET Institutes
- LMIS linkage
- R&D Activities
- Awareness Campaigns
TVET SECTORS (OIC-VET)

- Construction
- Mining & Minerals
- Leather and Surgical Instruments
- Agriculture and Livestock
- Light Engineering
- Textile
- Paramedics
- Hospitality
Partnership for improvement

• ISGUM

• A partnership can be initiated in field of Mining and Safety especially for the improvement of Mining Sector in Pakistan

  ➢ Pakistan Institute of Gems and Gemology

  ➢ Construction Technology Training Institute

  ➢ OGDCL, PPL, BHP etc
Partnership for improvement

• TOBB

• A partnership can be initiated with the chamber of commerce in Pakistan and SME’s for mutual cooperation and sharing of expertise

  ➢ Small and Medium Enterprise Development Authority
  ➢ SME Bank
  ➢ First Women Development Bank
  ➢ Chamber of Industry & Commerce Sialkot
Partnership for improvement

- ICYEN

- A partnership can be initiated with TEVTA’s and SME’s for youth training and entrepreneurship development

  - TEVTA Punjab
  - TEVTA Sindh
  - TEVTA Balochistan
  - TEVTA KPK
  - TEVTA GB
  - TEVTA AJK
Thank You