



PUNJAB VOCATIONAL TRAINING COUNCIL

NEWSLETTER



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BAITHAK & BEYOND

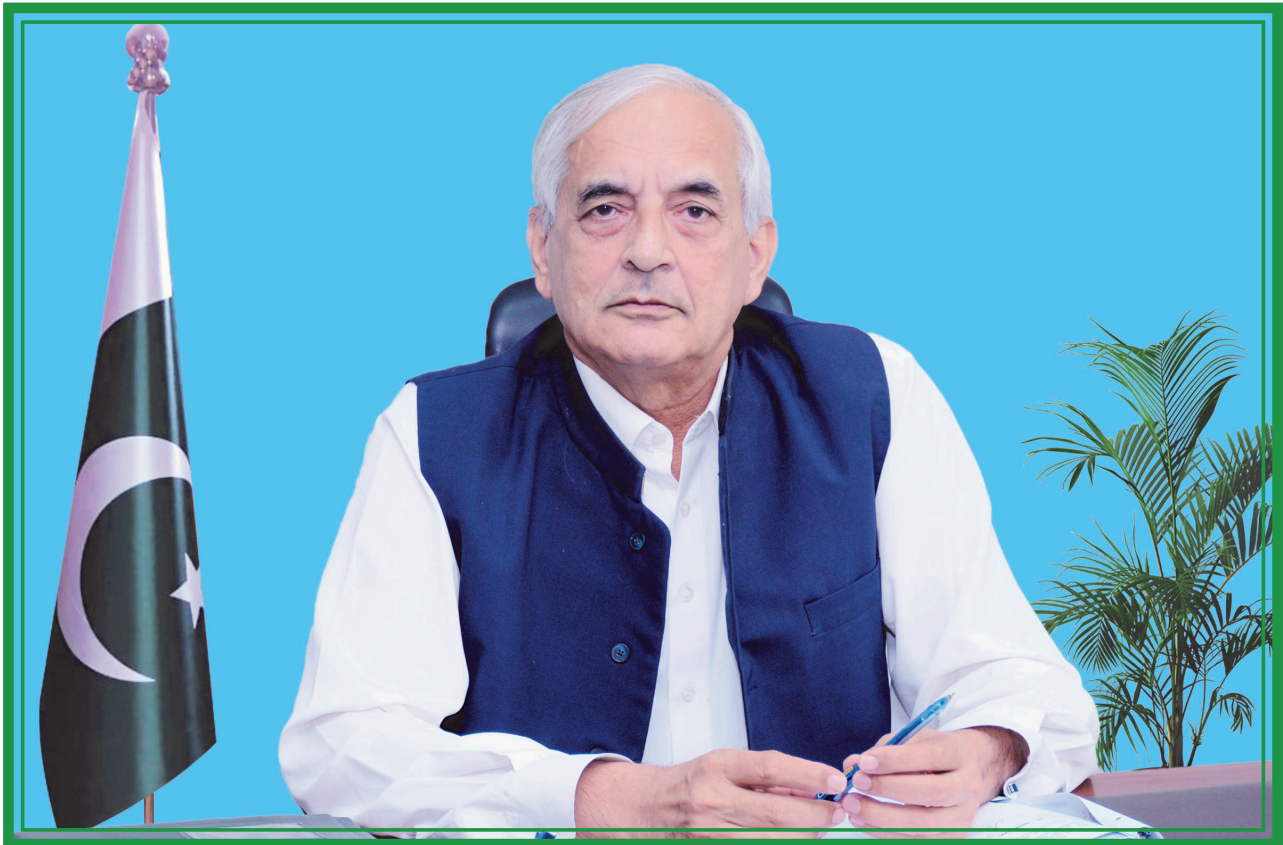
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Punjab Vocational Training Council (PVTC) has extensively contributed towards the development of NVQF, TVET Policy documents, CBT&A Curricula, Training of Trainers & Assessors and up-gradation of curricula compliant labs since 2012. With the launch of NVQF in 2015, PVTC emerged as a pioneer among the public sector TVET organizations to implement CBT&A courses for the first time in Pakistan. This journey started by implementing 3 CBT&A courses in 7 VTIs in January 2015. Punjab Skills Development Authority (PSDA) established in 2019 has also decided that courses developed by NAVTTC will be considered as provincial / PSDA standards for both public and private institutes. I realize that future TVET landscape of Pakistan will be based on CBT&A courses and accordingly directed my team to transform maximum number of traditional courses on to CBT&A approach.

It gives me an immense pleasure to inform you that in the Annual Training Plan 2022-23, 22 CBT&A courses will be implemented in 201 VTIs of PVTC thereby transforming more than 70% labs of VTIs into CBT&A curricula compliant labs which is a great achievement and I am positive that PVTC team will continue its efforts to transform 100% traditional courses on to CBT&A approach.

I take this opportunity to congratulate my team on this landmark achievement and will urge instructional staff of VTIs to become very well conversant with CBT&A approach as trainers and assessors to effectively implement CBT&A courses. I would also like to encourage trainees enrolled in CBT&A courses to acquire maximum skills from this approach because this will not only provide them with the possibility of vertical progression in their careers but will also enhance their employment opportunities both in the national and international labour markets.

Wishing you all the success and best of luck for the future.

Maj. Shahnawaz Badar (Retd)
Chairman PVTC

VISITED PVTC SECRETARIAT

Honorable Secretary Zakat & Ushr Department Mr. Babar Amaan Babar visited Punjab Vocational Training Council Secretariat and Vocational Training Institute Green Town, Lahore. Chairman PVTC Maj. Shahnawaz Badar (R) along with Managing Director PVTC Mr. Amjad Ali welcomed the Secretary Zakat & Ushr Mr. Babar Amaan Babar. He was introduced to the team PVTC. and was briefed about the roles and contributions of PVTC in imparting skills to the underprivileged youth of Punjab. Mr. Babar Amaan Babar shared that Punjab Vocational Training Council (PVTC) is the best

model for the utilization of zakat to achieve economical sustainability by empowering zakat-deserving youth through skill training. He applauded the work and appreciated the cause of PVTC.

He was also invited to visit the Vocational Training Institute, Green Town, Lahore. He visited classrooms and labs and was also briefed about the trades and pass-outs since inception. He appreciated the decorum and the provisions of training for the youth in various trades and also acknowledged the efforts of PVTC.



FUTURE INITIATIVES



IMPROVING WORKFORCE READINESS IN PUNJAB

Delegation of Asian Development Bank (ADB) visited PVTC in context of planning and implementing “Improving Workforce Readiness in Punjab” project. Chairman PVTC greeted the delegation. The project is intended to improve and enhance skilled manpower and enhance readiness of skilled work force to cater for the ever increasing demand in the industrial sector. The potential and need of improvement is evident as Pakistan has been ranked 125th globally for Skill-With ranking, 90th for the Quality of Vocational Training, 51st for the Skillset of Graduates and 63rd for Ease of Finding Skilled Employees. The project aims to lower the unemployment rate for youth of the Punjab.

Major expected outcomes of the project are:

1. Development of COEs in priority economic sectors or clusters, which would receive updated CBTA-based curricula to foster Industry -TVET Institute partnership programs,
2. Upgrading equipment and existing facilities on existing sites, management and teacher training careers advisory services and revised institutional governance and management arrangement
3. Development of Sector Skills Councils in priority economic sectors or clusters
4. Pilot the private management of public TVET institutes and teacher training institutes
5. Expansion of existing Skills Development Funds by providing demand-driven training programs targeting women and underprivileged groups with a focus on underserved rural areas
6. Promotion of self-employment by expanding existing entrepreneurship programs that provide small business loans to business start-ups of TVET graduates who wish to establish their own business
7. Implementation of Social Marketing campaigns to improve the image of TVET

The project is expected to be completed in 06 years. Total estimated cost of the project is Rs. 110 million out of which ADB's contribution will be Rs. 100 Million and remaining funds will be provided by the Government of The Punjab.



FIELD ACTIVITIES



The Punjab Emergency Services Department launched enrollment of rescue volunteers and community training program on 8th October, 2008 in accordance with the Punjab Emergency Services Act, 2006. Personels of different organizations and general public have been imparted Emergency training to enable them to become effective first responders in the hour of emergency or disaster. VTI Chakwal and Rescue 1122 along with Civil Defense provides training to all trainees specially the trainees of hard trades. In this context the community safety wing of PESD Rescue 1122 Chakwal headed by Mr. Khuram Manzoor Rescue and Safety Officer with his team organized 01 week training course from 23rd May to 28th May, 2022 at VTI Chakwal, Dhoke Feroze, Pinwal road Chakwal. The purpose of this training was to impart training program of Basic Life Support and Fire orientation course (BLS & F), Community Action for Disaster Response (CADRE) also Pakistan Life savers Program (PLSP) to all enrolled students of Vocational Training Institute Chakwal so that the dream of safer communities can be fulfilled.



24 Female VTI Pass-outs of District Gujranwala participated in seminar conducted by International Trade Centre aimed to create awareness regarding export opportunities, procedures and documentation under supervision of Mr. Muhammad Asif (Principal VTI Wazirabad) Mr. Muhammad Shoaib Zafar, Advisor Trade Policy (ITC-ReMIT) delivered the opening remarks and Mr. Adeel Haider Mankee, ITC Consultant delivered the presentation on Export Documents and answered the queries of the Participants. Along with the speakers, many distinguished guests from industrial, education and TVET sectors participated in the event. The trainees who participated in this event expressed that the event was helpful and informative. It gave them ideas and inspiration to expand their business across national boundaries.



Assessment of Instructors against “National Vocational Certificate in Training & Assessment Level-3 (Trainer/ Instructor)” held at Staff and Teachers Training Institute, Punjab Vocational Training Council on June 2, 2022. It was the first activity of its own kind where the currently in practice instructional staff serving across various Vocational Training Institute of PVTC was trained against the Training of Trainer/ Instructor where they were given exposure to best pedagogical practices and also introduced to the case studies in order to enhance Teaching Learning Environment for trainees in TVET sector. Two Groups were called for assessment comprising 23 participants from which the assessment was taken on following tools will be used to assess the candidates.

BAITHAK & BEYOND

Mr. Nasim Ahmad is a seasoned businessman having experience in multiple industries and currently as Chief Executive Officer of Unique Engineering Works Pvt. Ltd. Established in Quaid e Azam Industrial Estate, Lahore. Mr. Naseem Ahmad spared time from his busy schedule and we had a chance to hold a detailed conversation regarding Industry – TVET relationship, quality of skills and current scenario of the industrial sector of Pakistan. His valuable thoughts and experiences have something to learn from, for everyone. Let's explore the insights of the session!

Please Tell Us About Your Early Life , Educational And Family Background.

I do not belong to any political or industrialist family. I completed my education in hard financial circumstances. After completing Diploma in Mechanical Engineering in 1968, I started professional career by serving in many renowned companies like Pak Arab Fertilizer, SGTC and ICI Limited.

How And When Did You Start Your Professional Career And What Is The Secret Behind Establishing Such A Successful Industrial Unit?

I started Mechanical Engineering Unit in 1988 under the name of Unique Engineering Works (Pvt.) Ltd, established in Quaid e Azam Industrial Estate, Lahore. With years of strong internal motivation, self-belief and continuous industrious efforts we as a team managed to establish a name for our business in market with many successful projects. At present, by dint of competent team and extensive marketing efforts, we are working with leading companies and have built a remarkable goodwill for our company.

Our major clients are Bata Pakistan Limited, Banu Mukhtar, Balochistan Glass Limited, Coca Cola Beverages Pakistan Ltd., Engro Foods Limited, Fauji Fresh N Freeze Limited, Mitchell's Fruit Farms Ltd., Murree Brewery Co. Ltd., National Food Limited, Nestle Pakistan, Nishat Mills Ltd. Faisalabad, Shezan International Ltd, Style Textile (Pvt.)Ltd., Sukkur Beverages Pvt. Ltd., Tata Textile, Haideri Beverages Pakistan Ltd (Pepsi), ICI Pakistan Ltd, I C E (France), Ibrahim Fibers Limited , Allied Engineering Pvt. Ltd., Fazal Rehman Fabrics Limited, Ghani Float Glass Ltd., Ismail Industries Limited, N's Foods Pvt. Ltd, K.S. Sulemanji Esmailji & Sons (Pvt) Ltd.,

Kolson, Mehran Bottlers Pvt. Ltd. Karachi, Popular Group Of Industries Ltd., Roomi Fabrics Limited, and Tariq Glass Industries.

Please Tell Us More About Unique Engineering Works Pvt. Ltd. And Its Major Products.

UEW (Pvt.) Ltd started to fabricate small manufacturing parts related to Water and Beverage Plants in early days of our journey. With the passage of time we built our competencies and expanded our capacity. Currently, we are renowned manufacturers among power generation, textile, dairy food and beverage sectors. Our main products are;

- Food & Beverage Machinery
- Water Treatment and Filling Plants
- Effluent Treatment Plants
- Installation of Rice Processing Plants
- Fabrication of Fuel Oil Storage Tanks
- Coal Bunkers and Silos
- Piping Layout, Fabrication, Erection, Testing and Commissioning For Beverage, Food, Glass, Chemical Paints and Many Others
- Steel Structure for Wide Span Sheds / Ware House
- Installation of Electric Generators for Gas, Diesel & HFO
- Fabrication & Installation of Exhaust Stack
- Fabrication and Installation of Belt Conveyors
- Installation of Textile Plant



How Many Employees Are Working In Your Unit And What Are The Main Issues In Retaining The Skilled Labor In Long Term Scenario?

UEW (Pvt.) Ltd has engaged 50 people in operational and technical teams. We have adopted an open door policy since inception which means that new ideas, suggestions, complaints and feedback from each team member are welcome, regardless of his / her position in the company. One major issue in retaining skilled labor that we have faced that they become stagnant once hired and do not show interest in improving their skill set which in the long run turn a valuable human resource into a person with outdated and limited skill set. They no longer remain able to keep up with the pace of technological advancements.

What Are The Major Challenges Of The Industry With Respect To Current Economic Scenario And Global Market Trends?

You see, the Covid-19 pandemic shook the world globally and it has had adverse effects on the global economy and we are still bearing its economic shocks which is quite evident from lack of readily available competent and skilled labor, rapid fluctuation and increase in fuel and raw material prices. All these factors have produced many challenges but we have been fortunate to have a dedicated team which has a strong grip over problem resolution, especially in production process. However, these challenges have definitely squeezed our margin but we are hopeful to devise ways and techniques to overcome all these challenges.

What Is Unique About The Company?

I feel proud to tell you that, operating with low overhead expenses, engagement of skilled labor, competitively low profit margins, utmost cooperation and honesty are pillars on which our business is standing tall. The most unique thing that I feel in our company is belonging of the whole team with and within the organization which is quite rare now a days.

Who Are Your Primary Competitors In Market?

Our competitors are main source of motivation to thrive for excellence as they aspire us to be ready for improvement and keep going forward. Our major competitors include DDFC Pvt. Ltd, EKL Engineering Kinetics Pvt. Ltd., Fabcon Contractors Pvt. Ltd., MECxel and Metal Formings Pvt. Ltd.

What are major opportunities for our youth in the sector, especially for TVET graduates of marginalized segment of the society?

If a country's youth is properly utilized, trained, educated and informed; they can accomplish great things for their country. Youth development is promoted through activities and experiences that help youth develop social, ethical, emotional, physical, and cognitive competencies. Mechanical sector is the back bone of

our whole industrial unit. This sector has great potential and greater opportunities for TVET graduates. All TVET graduates can utilize their skills to build a bright future for themselves.

What Is Your Opinion About Skill Gap Between Industry Demand And Curriculum Of TVET Institutes?

In my Opinion TVET institution must design the curricula after consultation with the concerned industry and the courses must be offered as per industry portfolio of the area. Regular feedback from industrial platform will surely improve the skill set and overall effectiveness of the TVET sector. It shall further assist the industries to hire skilled manpower with customized skill set which shall not only save a lot of resources but also define a proper career path for young TVET graduates.

Your contribution in providing OJT and placement opportunities for PVTC graduates have been commendable.

How do you see PVTC as provider of skilled manpower to the industry?

According to today's training norms, most of TVET institutes do not emphasis on practical work basically and their sole focus remains on conveying the knowledge theoretically. They must realize the fact that knowledge without practice cannot produce skilled manpower. However, I must admit that PVTC in true letter and spirit has implemented the practical work approach towards training of its students which is evident from their policy of 80% practical work and 20% theory classes to hone the skills of their graduates as per industry standards. We have always preferred PVTC graduates for hiring in our team. Unique Engineering also provides OJT opportunities to PVTC graduates in each session. It is pertinent to mention that most key members of our operational team are also PVTC graduates which depicts the quality of training in VTIs.

How Do You Define Success?

"SUCCESS" is achievement of goals or aims throughout one's life and determination, skill, passion, discipline and luck are the key factors of success.

What Message Would You Like To Convey To Our Youth To Be Successful In Life?

I would like to share a beautiful quote of John Maxwell that "Successful and unsuccessful people do not differ much in their abilities. They differ in their desires to reach their potential."

My message for our youth is that they must give their best efforts with patience, hard work, honesty and Dignity.

OUR CITIES - OUR PRIDE

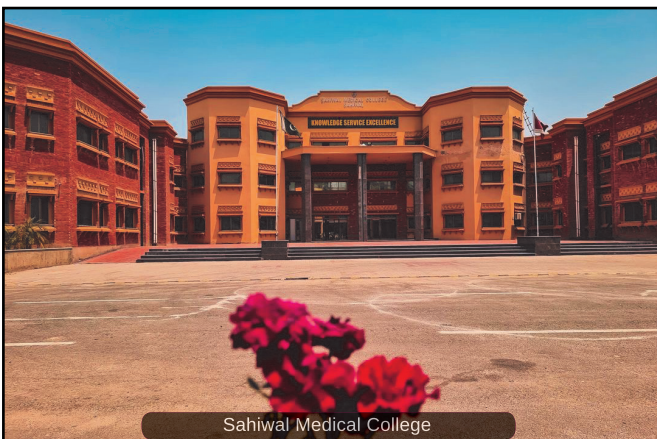
Sahiwal, formerly Montgomery is a city in east-central Punjab province, Pakistan. It lies on the vast Indus River plain in the densely populated region between the Sutlej and Ravi rivers. The city was founded in 1865 when a train station was built at the site of a small village on the Karachi-Lahore railway line.



Yadgar-e-Sahiwal Monument

The site was named Montgomery for Sir Robert Montgomery; then Lieutenant Governor of the Punjab and it replaced Gogera as the capital of the recently created Montgomery district. It is spread over an area of 3,201 km² and comprises two tehsils namely, Sahiwal and Chicawatni. Sahiwal District also contains many towns like Qadirabad, Yousafwala, Iqbalnagar, Kassowal, Noorshah, Harappa and Ghaziabad.

It is the 21st largest city of Pakistan by population and the administrative capital of both Sahiwal District and Sahiwal Division. Sahiwal is approximately 180 km from the major city Lahore and 100 km from Faisalabad and lies between Lahore and Multan. Total population of Sahiwal district is 2,513,011 Population as per 2017 Census (1,276,646 Male, 1,236,119 Female and 246 Transgender) with a cumulative literacy rate of 61%. Average Annual increase in population remained 1.6%. Average population density of the district is 785/km².



Sahiwal Medical College

Sahiwal is famous for its water, buffalo milk and presence of one of the ancient civilizations on archeological evidence dated 3000 to 5000 B.C., 15 miles southwest from downtown in suburb of Harapa which was the northern city of Indus Valley Civilization. The city lies in a densely populated region between the Sutlej and Ravi rivers. The traditional crafts of district Sahiwal include baskets and mats. The baskets are made from sticks of Mulberry trees, which are found in abundance in the forest located at Chichawatni. Major industries of the city include cotton ginning & pressing, tannery, textile spinning, textile weaving, leather products, garments, pharmaceuticals, flour mills, food industry, oil mills, tobacco, vegetable ghee/cooking oil, biscuit plants, chip board, confectionery, and woolen textile spinning/weaving, etc. Its garments are especially famous all over the world due to their unique eastern designs. Biscuit industry is also very popular. Famous personalities of the district include Mushtaq Ahmed



Harappa Museum

(Former test cricketer), Majeed Amjad (Urdu poet), Tariq Aziz (Television anchor), Dildar Pervaiz Bhatti (TV artist, compere, comedian, anchor), Attash Durrani (Urdu, Scholar Sitara e Imtiaz), Manzoor Elahi (Former test cricketer), Rana Mohammad Hanif Khan (Former Finance Minister of Pakistan), Nazir Naji (Journalist), Emmanuel Neno, Christian (Author & Translator), Nouraz Shakoor, (Former Federal Minister), Saieen Zahoor (Sufi Musician).

If we look in the age spread of the total population of Sahiwal district, the data shows that more than 45% of the population ranges from 10 to 40 years. Keeping in view this huge potential, PVTC established VTI Sahiwal in 2003. Afterwards, in response the ever increasing demand of vocational training in the district, PVTC established VTI Chichawatni (March

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2005), VTI Harappa (March 2005), VTI Ghaziabad (July 2005), VTI Kassowal (July 2005) and VTI Noor Shah (July 2017).

VTI Sahiwal is a NAVTTC accredited institute which is located in W-Block near Rabbani Masjid Farid Town

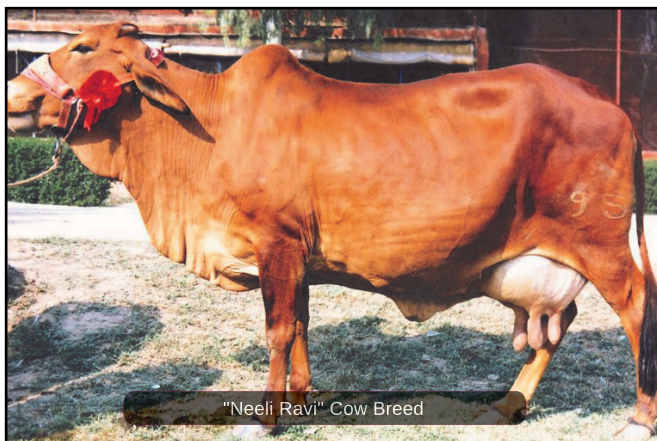


Ravi River Bridge - Sahiwal

Sahiwal. Since inception, VTI has been imparting Vocational training to the underprivileged youth (male & female) of area for their permanent rehabilitation and have enabled deprived youth to work as entrepreneur or pursue a respectable career. Total No. of graduates since inception are 9,219 out of which placement ratio is 75%

Noor Shah is an emerging town of Tehsil Sahiwal District Sahiwal. Noor Shah is situated on old Faisalabad road. VTI Noor Shah is operational with 04 trades. Total No. of graduates since inception are 1,071 with placement ratio of 51%.

VTI Chichawatni is an accredited Institute by National Vocational and Technical Training Commission

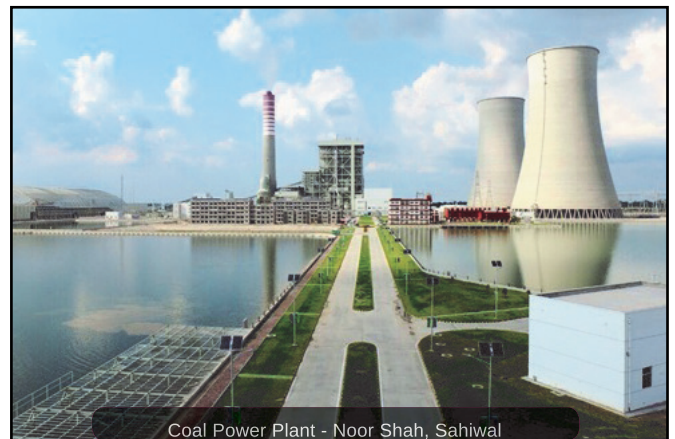


"Neeli Ravi" Cow Breed

(NAVTTC), Islamabad. It was established in March 01, 2005 under the administrative control of Punjab

Vocational Training Council (PVTC). A satellite campus named VTI Rai Iqbal Campus was established on July 15, 2011 under the administration of VTI Chichawatni keeping in view the dire need of vocational training. Total No. of graduates since inception is 6,547 with placement ratio of 70%.

VTI Harappa was established in March 2005 in district Sahiwal under the auspices of Punjab Vocational Training Council, Lahore. It imparts free Technical and Professional skills in various fields to the deserving young boys and girls of the area as per the industry and regional needs. Total No. of graduates since inception is 3,787 with placement ratio of 65%. Ghaziabad is situated on Chichawatni- Burewala Road, Adda Ghaziabad. It serves as the main Town Centre and commercial hub of the vicinity. It is a major milk collection area for "Olpers", "Nestle", "Pak Dairies" and "Gourmet Foods". VTI Ghaziabad has been catering for the vocational training needs of the area since July 2005. Total No. of graduates since inception are 4,031 with placement ratio of 63%.



Coal Power Plant - Noor Shah, Sahiwal

Kassowal is a town of Chichawatni Tehsil, Sahiwal District, Punjab, Pakistan. The town is situated in the densely populated region between the Sutlej and Ravi rivers. Total No. of graduates since inception are 4,039 with placement ratio of 56%.

Operational team of Sahiwal district has strong industrial linkages. Major industrial partners and employers include; Leather Coordinators, Suzuki Oriental Motors, Rescue 1122, Al-Khidmat Hospital, Workmen Services Lahore, Care Hospita, Allura Beauty Parlor, Duplex Beauty Parlor, BISE Sahiwal, Atlas Honda, Orient Pakistan, United Motorcycle, MS Group of Industries, Kohinoor Industries, Pak Star Auto Mobile Limited, Golden Pearl Ltd., Suzuki Motors, Ihsan Enterprise Pvt. Limited, THQ Hospital Chichawatni, Tehsil Municipal Committee, Masood Textile Mill Faisalabad, Shoukat

Khanum Cancer Diagnostic Lab, ZXMC Pakistan, Toyota Motorcar Company and School Education Department.

Computer Application & Office Professional, Computer Hardware & Network Professional, Clinical Assistant, Heating Ventilation & Air-conditioning (HVAC), Repair & Maintenance of Electrical Appliances, Computer Operator Level-II CBT, Beautician Level-II CBT, Dress Making, Auto Mechanic, Building Electrician, Computer Application & Database Management, Embroidery, Motorcycle Mechanic, Industrial Electrician, Welder & Fabricator, Quantity Survey, Agriculture Field Assistant, Veterinary Assistant courses are being implemented in VTIs of District Sahiwal.



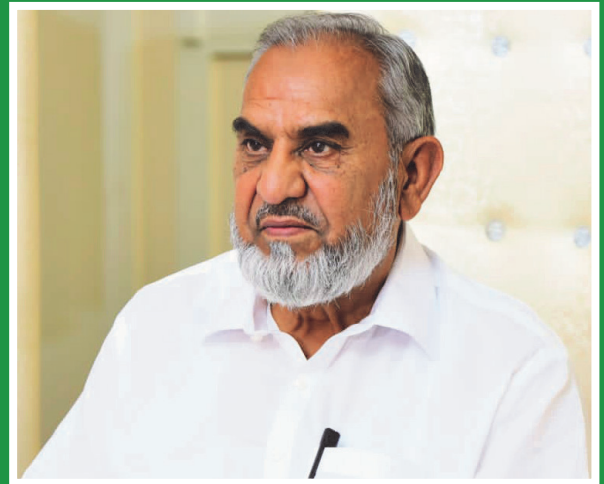
Hunar Rozgar Mela - VTI Chichawatni



Spring Tree Plantation Activities



Mr. Anees ur Rehman Mansoor, President DBOM Sahiwal visiting VTI Chichawatni



I am thankful to the management of PVTC for entrusting me the responsibility of President DBOM. I have been attached with PVTC for the last 14 years. I have always kept the noble cause of PVTC on top priority during my attachment with the organization. We have acquired three purpose built vacant government buildings for imparting state of the art vocational training at the door step of marginalized youth. After assuming President DBOM's Office, I put extra focus to resolve several administrative and legal matters which needed special attention to maximize effectiveness and efficiency of our VTIs. I had a chance to live in UK where I visited numerous skill training centers due to which I had considerable knowledge about operations and importance of VTIs in regard with social and economic uplifting of local community. On my return to Pakistan, I got affiliated with PVTC which is an impressive, target oriented and organized skill imparting organization in Pakistan. I have been fortunate enough to be a medium for the youth of my city for professional development. Seeing our graduates, well settled in life and supporting their families is the best feeling in the world for me. It is really an honor for me to work with such a noble and pious cause of PVTC.

Anees ur Rehman Mansoor
President DBOM, Sahiwal

ROLLOUT PLAN 2022-23 BY PVTC



Maj. Ghazanfar Abbas (Retd)
Senior Manager Curriculum PVTC

Most of the countries in the world including China, India, Bangladesh, Sri Lanka, Turkey, Thailand and Malaysia have made great efforts to promote the development of TVET Sector by transforming their traditional training systems onto Competency Based Training & Assessment (CBT&A) approach. Billions of Dollars have

been invested in vocational training and a lot of reforms related to the TVET system are on the way, responding to the rapid social and economic changes. The CBT&A approach has been adapted by more than 150 countries of the world to have standardized training and equal employment opportunities worldwide. CBT&A is an approach to training which focuses on making the graduates competent by having the skills, knowledge and attitude which relate directly to the needs of employment.

The National Skill Strategy (NSS), developed in 2009, emphasized that reforms in Pakistan's TVET sector should aim at Providing Relevant Skills for Industrial and Economic Development, Improving Access, Equity & Employability and Assuring Quality. In order to achieve the objectives of NSS, Pakistan's first TVET Reform Support Programme (TRSP) was launched from 2011-16. Pakistan's first National Vocational Qualification Framework (NVQF) was launched in March 2015 after series of consultations with all TVET stakeholders. It facilitated in introducing competency-based courses in TVET institutions, which were developed by NAVTTC under the TVET Reforms Support Program (TVET-RSP) in collaboration with European Union, the Embassy of the Kingdom of Netherlands, the Federal Republic of Germany and the Royal Norwegian Embassy. The program was commissioned by the German Federal Ministry for Economic Cooperation and Development (BMZ) and was implemented by Deutsche Gesellschaft fur Internationale Zusammenarbeit (GIZ) GmbH in close collaboration with NAVTTC. In 2016 PVTC Management decided to implement CBT&A courses in VTIs of PVTC to meet the objectives of National Skill Strategy as a national obligation.

Pakistan's NVQF is based on European model which focuses on vertical and horizontal mobility through 8 different levels, qualification structures & pathways, Competency Based Training and Assessment (CBT&A)

and introduction to Recognition of Prior Learning (RPL). With the launch of NVQF in March 2015, PVTC became the flag bearer of implementing CBT&A courses for the first time in Pakistan and trained 100% of its instructional staff on CBT&A approach. Moreover, 100 VTIs have been accredited by NAVTTC, around 200 CBT&A Assessors have been certified, established 56 Recognition of Prior Learning (RPL) Assessment Centers along with 15 Career Guidance and Placement Centers (CG&PC).

The TVET Sector Support Program (TSSP) was launched from 2017-21 to ensure sustainability of development work carried out under TRSP and to ensure implementation of CBT&A courses as per the guidelines given in NVQF. In 2019 PVTC Management reiterated its commitments for implementation of NVQF (amended time to time) and its operational manual in PVTC to align our training and related activities in line with national as well provincial policies / SOPs. PVTC is a pioneer organization in implementing Competency Based Training & Assessment (CBT&A) courses in accordance with the guidelines given in the National Vocational Qualification Framework (NVQF).

Skills for All Strategy was launched in 2018 defining Roles for Federal and Provincial Governments, exploring broader financial space for TVET funding, optimum Utilization of Existing Resources, TVET Sector Capacity Enhancement, high quality TVET output for increased youth employability, industrial productivity and economic growth, maximizing female participation in TVET sector, increasing industry ownership for capacity enhancement, quality assurance and greater employability, enhancing labor force for increased remittances, shifting to export of high skilled workforce and enhancing TVET Image/awareness for greater youth attraction. The strategy was endorsed by all Provincial Education Ministers including minister for Zakat & Ushr, Govt. of the Punjab under the chairmanship of Federal Minister for Education and Professional Training.

Punjab Skills Development Authority (PSDA) established in 2019 have also declared CBT&A courses as Provincial standards for both public and private institutes. 208 VTIs of PVTC have already completed their registration with PSDA. NAVTTC launched Prime Minister's Kamyab Jawan Program in 2020 and PVTC participated in all the three batches. Since, implementation of CBT&A courses is a national as well as provincial priority therefore PVTC Management took a visionary initiative to replace its

22 traditional courses with CBT&A courses covering Information Technology, Automobile Technology, Hair and Beauty Services, Electrical Technology, Hospitality, Livestock, Arts, Textile, Mechanical Technology and Light Engineering Sectors. PVTC further plans to transform all its traditional courses onto CBT&A courses in next few years. 816 labs out of 1,098 labs will be converted into CBT&A which means that more than 80% of its labs will become curricula compliant labs for CBT&A courses during Financial Year 2022-23 which will be a great achievement and PVTC team deserve all the appreciation. PVTC team is committed to replace 100% of its traditional courses with CBT&A courses subject to availability of CBT&A courses developed by NAVTTC for VTIs where instructors and labs are available. Moreover, on the request of PVTC, NAVTTC and GIZ are in the final

stages of merging level-2 and level-3 qualifications. As per policy in vogue PVTC graduates are ineligible to take admission for the second time after their first graduation whereas as per NVQF, CBT&A courses allow vertical progression. It was agreed after discussion that a special mechanism will be developed by TSSP to accommodate merger of qualifications/levels by National Skills Information System (NSIS) to ensure vertical progression of PVTC graduates with a single admission. Merging of level-2 and level-3 of the same qualification/technology has been completed and formal notification in this regard is awaited from NAVTTC. However Level-4 courses will be implemented on self-finance basis. It will provide a great opportunity for PVTC graduates to pursue their careers in TVET sector through vertical progression.

The summary of implementation of CBT&A courses from July 2015 to January 2022

NO.	Batches	No. of CBT & A Courses	No. of VTIs	Total Enrolment
1	July 2015	3	7	358
2	January 2016	10	31	1633
3	July 2016	12	50	2238
4	January 2017	13	50	2670
5	July 2017	12	36	1881
6	January 2018	10	34	1798
7	July 2018	11	31	1387
8	January 2019	9	36	1361
9	July 2019	10	61	3109
10	January 2020	8	55	2815
11	January 2021	11	67	3656
12	July 2021	7	63	3129
13	January 2022	15	125	4674
Total				30,709

Implementation Plan of CBT&A Courses w.e.f July 2022

Region	Number of VTIs implementing CBT&A Courses	No. of Traditional Labs to be converted into CBT&A Curricula compliant Labs
Central	87	385
South	55	271
North	59	233
Total	201	889

WORDS OF WISDOM



There once was a little boy who had a very bad temper. His father decided to hand him a bag of nails and said that every time the boy lost his temper, he had to hammer a nail into the fence. On the first day, the boy hammered 37 nails into that fence.

The boy gradually began to control his temper over the next few weeks, and the number of nails he was hammering into the fence slowly decreased. He discovered it was easier to control his temper than to hammer those nails into the fence. Finally, the day came when the boy didn't lose his temper at all. He

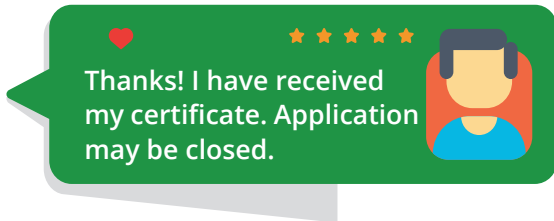
told his father the news and the father suggested that the boy should now pull out a nail every day he kept his temper under control. The days passed and the young boy was finally able to tell his father that all the nails were gone. The father took his son by the hand and led him to the fence.

"You have done well, my son, but look at the holes in the fence. The fence will never be the same. When you say things in anger, they leave a scar just like this one. You can put a knife in a man and draw it out. It won't matter how many times you say I'm sorry, the wound is still there."

PRIME MINISTER DELIVERY UNIT (PMDU)

PAKISTAN CITIZEN'S PORTAL

PVTC has been active on PMDU since launch of the portal and has made Pakistan Citizen's Portal (PCP) complaints resolution a top priority. As per the statistics of PCP dashboard of Managing Director PVTC, 646 complaints have been received so far, out of which 646 have been resolved, yielding 100% complaints resolution rate and satisfactory feedback of 61% by the complainants which reflects the commitment, efforts and transparency of complaint resolution process of PVTC.



SKY IS THE LIMIT



ASIA KANWAL
Pass Out VTI Sahiwal

I am Aasia Kanwal and I am resident of Village No. 93/6, Sahiwal. I am a widow and sole bread winner of my family. I never thought that I would be a success story one day. In 2018, after 18 years of marriage, having 3 children and adverse financial condition when running the kitchen was a tough ask, I summed up the courage to step up and do something to support my family and fulfill the dreams of my children. Out of nowhere, I came to know about the admission in VTI Sahiwal. I thought that I can fulfill my dreams through free vocational training. I wasted no time and got myself enrolled in Beautician trade as per my interest. During the course I faced many challenges and numerous comments were passed at me like; you have a dark complexion, stay at home and take care of your children, look at your age etc. However, whole instructional staff of VTI Sahiwal motivated me a lot. I was taught to leave behind all ifs and buts and focus on my future, which I did with devotion. I started a beauty parlor under the name of "Top Care Beauty Salon" in 2019. It was a blessing for me that I had established my business before death of my husband, otherwise I and my children would have suffered adversely. During first season, customer response was a bit disappointing. By the grace of Allah, in the second season, it was 02:00 am and I was busy serving the clients. It was a great feeling indeed. We should always believe in "slow but sure" and we should also know that hard work is the key to success. Alhamdulillah, my business is running very smoothly and generating monthly income of Rs. 50,000/month. I would like to pay my gratitude to VTI Sahiwal, PVTC management and all my teachers who supported me in hard times.

My name is Muhammad Tanveer and I belong to Harappa, Tehsil Chichawatni, District Sahiwal. My father, Mr. Abdul Aziz is a farmer and has meager financial resources to cater for everyday needs of our family. After completing my formal education, I could not find any job and remained unemployed for some period. Meanwhile, I came to know about free vocational courses being offered at VTI Harappa. Keeping in mind, the importance and scope of computer skills, I got myself enrolled in Computer Application & Office Professional trade to acquire skill that would benefit me professionally as well as personally. The learning environment was very conducive and the curricula being taught in VTI Harappa was up to the international standards. Extra focus on practical work honed my technical skills to the next level which gradually built my confidence. After completing my course there, I applied for the vacancy of Revenue Field Staff / Patwari and by the grace of Allah Almighty; I got selected and received my appointment letter. It was the happiest day of my life. Alhamdulillah, I am working in Assistant Commissioner Office and looking after land and revenue records. I am the sole bread winner of the family by the able guidance and encouragement of my teachers and Principal VTI Harappa, I am earning a respectable income and supporting my family to the fullest. I thank Government of The Punjab, PVTC and VTI Harappa management for providing me a life changing opportunity. I recommend my fellow youth to visit their nearest VTI and choose a trade of their own choice as per their aptitude and achieve success through skill.



MUHAMMAD TANVEER
Pass Out VTI Harappa

