

IMPACT ASSESSMENT OF PUNJAB VOCATIONAL TRAINING COUNCIL



December, 2017

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Executive Summary

Punjab Vocational Training Council (PVTC) had been established since October 1998 with the primary initiative towards alliance between government and public private partnership. The entire corporate financial needs are backed up by assistance through Zakat System and Rs. 2 billion was allocated in the year 2016-17 from Annual Development Program Scheme (ADP). The basic aim of establishment is to impart quality knowledge and skill to deprived sectors of the entire Punjab Province by ensuring their job placement and self-employment.

The basic research question is to explore socio-economic impact assessment before and after the training of the beneficiaries assisted by a tool of socio-economic impact assessment blended with financial positions and family characteristics. The Government of the Punjab is the key stakeholder and playing a major role to ascertain the knowledge impartation and enhancing literacy with blend of skill up-gradation for stronger industrial and academic relationships.

A methodology was devised through team formulation both for site and report compilations. In order to assess the impact of PVTC the sampled time frame was taken from 2010-14. Unit of analysis was vocational training institutes (VTIs) and the total number of 179 VTIs established in Punjab area till 2014. Based on our convenience and data availability we selected systematic random sampling technique by taking 10% sample size and 18 VTIs were randomly selected for the impact study. To avoid biasedness and to make the sample representative, 18 VTIs were selected and 6 each from the central, North and south regions.

The entire working mechanism of PVTC is revolving around four fundamental components i.e. beneficiaries, PVTC Administration, Instructors and Industry with mutually collaborative decisions. The assessment of socio-economic growth level has been determined through the process of data collection as assisted by questionnaire by ensuring the direct approach to all four components. The data collection was supported by pilot testing of questionnaire for accuracy and reliability of response. The field teams visited the said VTIs from 17th July 2017 to 24th July 2017 to gather the information regarding training mechanism.

The secondary stage comprised of data recording into systematic computerized Statistical package i.e. SPSS and finally interpreted through graphical presentation assisted with over all inclination. Frequency Distribution Test was applied through Statistics Package for Social Sciences (SPSS) to analyze the data. The ascertained responses from PVTC administration were about student teacher ratio, performance assessment and its frequency, job placement and

relevance of job with trade. On the other hand, instructors were asked about qualification, experience, training and employment status of students. The response from industry was comprised of proportion of trained manpower from PVTC their skill level, demand for new trade, internships and new recommended list of trade for future. The beneficiaries were asked about pre- and post-training financial and skill level beside teaching methodologies, asset verification and household possessions.

In a net shell, the overall socio-economic post training conditions were observed quite progressive due to continuous evolution in income generation as well as status up gradation. Meanwhile, the professional growth among beneficiary was observed satisfactory as they gained knowledge, skill, guidance, financial assistance and better opportunity for bright future.

It is highly recommended to commence latest highly demanded trades for future growth of PVTC and industrial alliance and enhance volume of admissions for sustaining development of skills and entrepreneurship for mutual benefit to person and society.

December, 2017

Evaluation Team

DGM&E, P&D Department

List of Acronyms

PVTC	Punjab Vocational Training Council
PPP	Public Private Partnership
TNA	Training Need Assessment
ADP	Annual Development Program
VTIs	Vocational Training Institutes
OJT	on Job Training
SEIA	Socio- Economic Impact Assessment
DGM&E	Directorate General of Monitoring & Evaluation
SOW	Scope of Work
NGO	Non-governmental organization
MOU	Memorandum of Understanding
SEEP	Small Enterprise Education and Promotion
STTI	Staff Teacher Training Institute
DBOM	District Boards of Management

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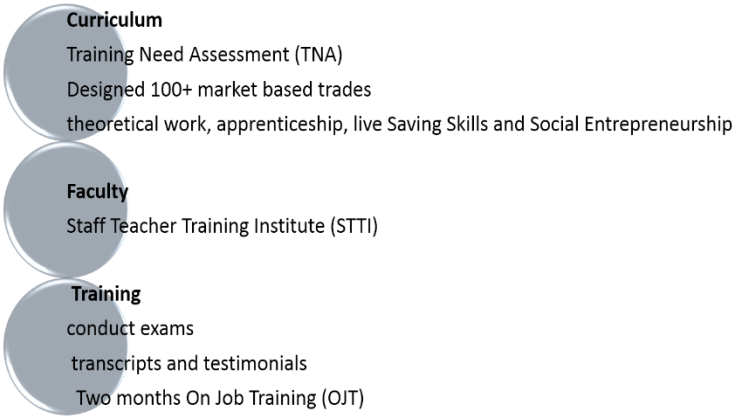
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1. Introduction

1.1 Punjab Vocational Training Council

Punjab Vocational Training Council (PVTC) had been established in October 1998 with the primary aim to strengthen liaison between Public Private Partnership linked with Government of the Punjab.

The financial needs of PVTC are fulfilled by ***Zakat Fund*** Portfolio with the primitive objective of poverty elimination aligned with knowledge and skill dissemination to need based and ambitious young generation of Punjab. This revolutionary step is commenced to seek out the most deserving person in the society by the mutual assistance of private sector and hence equip the youth with market based demand oriented professional courses besides effective job placement, restoration, financial assistance to their needs. This agenda is fulfilled by the concept of self-employment inspiration in guided youth by the collaborative monetary efforts of Micro-Finance entities and NGOs ultimately.



The assessment for demand of new trade is ascertained by Training Need Assessment (TNA) tool by the successful completion of demographic data extraction at Tehsil level. PVTC had designed 100+ market based trades as aligned with up to dated curricula in the Economic, Industrial, Health and Service sector of Punjab. The major fundamental component of regular vocational study is theoretical work, apprenticeship, life Saving Skills and Social Entrepreneurship, which are an integral part for every entrant.

The skill and knowledge of these trades are imparted to students among 326 Vocational Training Institutes (VTIs) which are founded in government premises and in rented buildings in the whole Punjab Province with the turnover capacity of 160,000 students annually which will gradually reach up to 200,000 capable students this year.

The courses in different trades are for the duration of eight months, twelve months and fourteen months. Two months On Job Training (OJT) for each candidate after successful completion of trade is recommended as a fundamental component for gaining certification as approved by the Act.

Both male and female with Punjab domicile, who are from fifteen to forty years old can take admission in these courses. PVTC is a great initiative to provide better professional practices in different fields for both male and female. Through these courses untrained and unemployed

candidates will be able to avail better opportunities. PVTC is authorized to conduct exams and can issue transcripts and testimonials after successful completion of courses by itself.

1.1.1 Objectives of PVTC

- The primary objective to establish PVTC is to access those deprived persons from the society which belong to remote areas with inadequate education and financial resources and finally trained them for the market demand based trades for reasonable earnings.
- To promote knowledge and skill by continuous trainings for meeting the demand for skill workers with the effective strategic framework and industrial collaborations for poverty alleviation and employment generation.
- In a nutshell, literacy alleviation besides self-sufficiency and socio-economic growth is the major objective for creation of PVTC.

1.2 Need for Impact Assessment

DGM&E was assigned to conduct the impact assessment of trained personnel. Impact Assessment is a means of measuring the effectiveness of organizational activities and judging the significance of changes brought about by those activities. Impact assessment is ultimately linked to Mission. Socio Economic Impact Assessment (SEIA) is the systematic analysis used to identify and evaluate the potential socio-economic and cultural impacts of a proposed development on the lives and circumstances of people, their families and their communities. Impact Assessment is a process that critically examines a program. It involves collecting and analyzing information about a program's activities, characteristics, and outcomes. It purpose is to make judgments about a program and to improve its effectiveness or to strengthening program decisions.

1.2.1 Objectives & Scope of Impact Assessment

Directorate General of Monitoring & Evaluation (DGM&E) has a prime aim to assess the performance of the Council. A Scope of Work (SOW) is a plan for conducting an assessment which outlines the work that is to be performed by the evaluation team. Accordingly, DGM&E tries it's best to complete the impact assessment of performance in a meaningful way.

The scope of project evaluation entails all the basic requirements that are of key importance to gauge the overall performance. The aspects of the scope of this study for PVTC are mentioned below:

1. To carry out/ perform evaluation to assess the ongoing activities in relevance with PVTC objectives.
2. To gauge the overall performance
3. To review the design and working of the training Council to assess the relevance of objectives viz-a-viz design
4. To assess the extent to which the expected outputs & outcomes were achieved and their immediate impact.

5. To present the key findings and lessons learnt
6. To recommend the corrective measures if any, required for improvement in project design and its sustainability

This assessment will pave the way for further exploration in this dimension. It will also assist in streamlining the impact gauge by the true means of transparency and adaptability in the whole operations and management.

1.3 Structure of the Report

The report is partitioned into four Sections. Section 1 comprises two parts, part one presents general introduction to the subject at hand i.e. Punjab Vocational Training Council, part two gives overview of evaluation. In section 2, Methodology of data collection, analysis and report writing is discussed. In section 3, detailed data analysis has been discussed. Efforts have been made to make it presentable and comprehensive. Conclusions and recommendations are discussed in section 4.

2. Methodology

2.1 Request for Impact Assessment

Competent Authority assigned the task of conducting Impact assessment of the Punjab Vocational Training Council (PVTC) to Directorate General Monitoring and Evaluation (DGM&E), Planning and Development Department Government of the Punjab, Pakistan.

2.2 Team Formulation

To ascertain the true picture of the progress of PVTC, a team was constituted by Director General (M&E). It was comprised of two groups; the first group was assigned the task to supervise the impact assessment activities and compile up the accumulated data to finally furnish a report. Other group was assigned the task to visit the VTI centers in various districts of Punjab to assess the status from beneficiaries, PVTC administration and instructors along with Industrial contribution for beneficiaries in selected district centers. List of team members along with their respective destinations and group is given below in table.

Table 1: Team Formation

Field Teams			
Sr. no	**Team A- Central Zone**		
	Name	**Designation**	**District**
1	Ms. Aroos Munir	Industry & Environment Specialist	Chiniot, Lahore, Nankana Sahib, Gujranwala
2	Ms. Wajeeha Javed	Research Associate	
3	Muhammad Azeem	Research Associate	
4	Hassan Younas	Project Coordinator	
Team B- South Zone			
1	Muhammad Kashif	M&E Assistant	Okara, Muzaffargarh Faisalabad, Khannewal, Multan, Layyah Vehari, Bahawalpur
2	Aleem Hanif	Project Coordinator	
3	Haroon Jamil	Project Coordinator	
Team C- North Zone			
1	Muhammad Usman	Research Associate	Narowal, Sialkot, Jehlum, Khushab, Chakwal, Rawalpindi
2	Amir Ayub	M&E Assistant	
3	Umair Anjum	Project Coordinator	

2.3 Impact Assessment Design

The primary purpose of impact assessment design was to accumulate the overall impact assessment to aggregate the various components of the assigned project in a symmetrical and logical manner,

Which consequently conveys absolute assurance concerning to impact assessment design with its positive attitude towards research problem. It consists the blueprint (questionnaire) for data collection, assessment and verification of reliability and validity. Following criteria has been utilized to undergo the impact assessment process of the PVTC as elaborated in the flow chart in Figure 1 below:

Table 2: Report Writing Team

Members	Designation
Mr. Ghazanfar Mubin	Reviewer
Ms. Amina Abrar	
Ms. Aroos Munir	Industry & Environment Specialist
Ms. Wajeeha Javed	Research Associate
Mr. Muhammad Usman	Research Associate
Mr. Muhammad Azeem	Research Associate

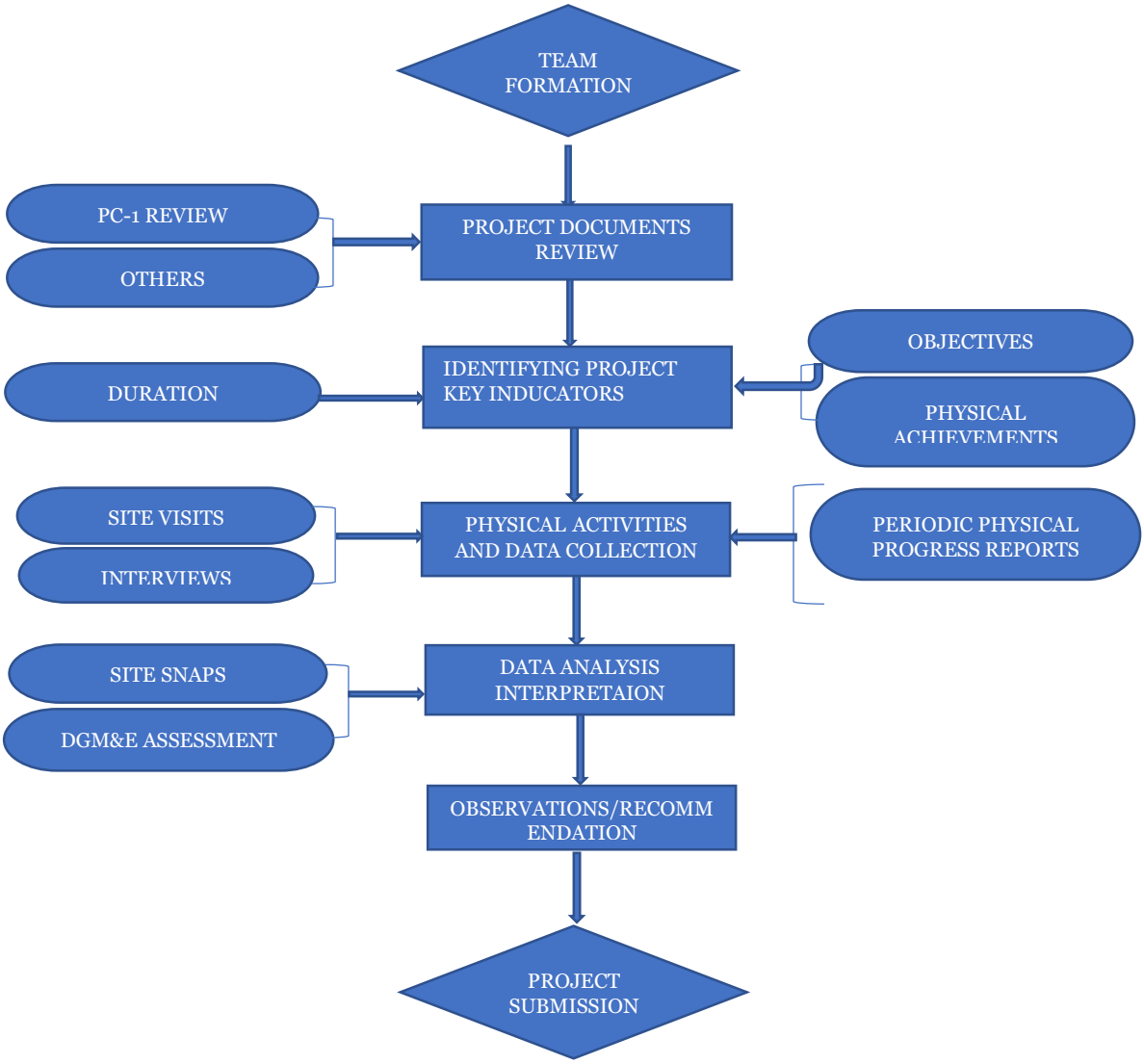


Figure 1: Flow Chart

2.3.1 Sample Design:

The sample designed for this survey for assessment of the PVTC activities is based on systematic random sampling technique.

2.3.2 Sampled Time frame

There has been almost 20 years of PVTC establishment, so it is really difficult to analyze the data of all the beneficiaries of this much years. Due to lack of time and resources DGM&E team decided to figure out the sampled time frame to assess the impact of the PVTC graduates. In order to look at the true and real picture of socio economic impact the sampled period was selected from 2010

to 2014.

2.3.3 Unit of Analysis

Vocational Training Institute (VTI) was taken as a unit of analysis as it is the core element in imparting the skilled training to the beneficiaries. So, the evaluation team has decided to visit and inspect the VTIs physically.

2.3.4 Selection of Districts

Punjab province consists of 36 districts and three regions, Central, North and south region. For assuring the systematic and random selection of districts, cluster random sampling technique at first stage to proportionate the sample on three regions i.e. central, north and south Punjab. On the second stage, six districts from each part are selected using simple random sampling method. Lottery method without replacement is used to select districts from each region. Figure no 2.1 shows the 18 selected districts. There were 179 VTIs established till 2014 (details at **Annex-A**) so total 18 VTIs were selected.

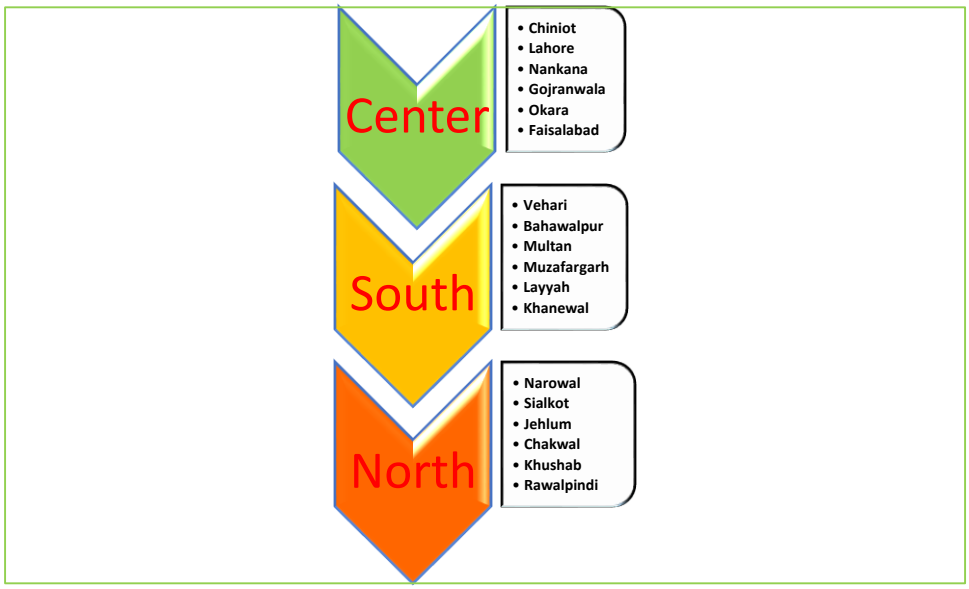


Figure 2: Districts of Punjab

2.3.5 Selection of Vocational Training Centers

VTIs are similar in term of structure, system and beneficiaries, therefore, 10% of all the VTIs are selected systematically to assure the representations and enough sample from the population. Therefore, total 18 districts are selected from the province, but it is assured to maintain the representation of each region i.e. central, north and south Punjab when selecting sample. Detail is as under:

- Population: 179
- 10% of the Population
- Sample size: 18

2.3.6 Selection of Beneficiaries

For the selection of the beneficiaries, Taro Yamane (1967) formula is used which take into account the margin of error (3.5%) and total population. The formula generated a total of 811 sample size. After adding (8%) of non-response rate into the sample size, the total sample size becomes 875. Non-response rate is kept higher because it is difficult to contact beneficiaries and to have managed their time because of their busy schedule of working. The formula is as under:

$$n = N/1 + N(e \times e)$$

- Population: 117550
- Sampling error: 3.5
- Sample size: 811

Table 3: Beneficiary Detail from 2010-14 w.r.t Sampled Districts

Sr. No.	District's Name	Total Beneficiaries	Name of Trades	Completion Year	Passed out Beneficiaries from 2010-14
1	**Narowal**	**56**	Computer Application Office Professional	2010	3
			Motor Winding	2011	11
			Industrial Electrician	2012	9
			Plumber	2013	7
			Dress Making	2014	26
2	**Jehlum**	**55**	Computer Application Office Professional		
			Plumber	2010	0
			Industrial Electrician	2011	8
			Dress Making	2012	13
			Computer Hardware Network Application	2013	11
			Computer Hardware network Professional	2014	23
			Database Management Systems		
3	**Chakwal**	**52**	Computer Application Office Professional	2010	1
			Plumber	2011	15
			Industrial Electrician	2012	8
			Dress Making	2013	14
				2014	14
4	**Rawalpindi**	**50**	Beautician	2010	0
			Embroidery	2011	7
			Domestic Tailoring	2012	14
			Computer Application Office Professional	2013	4
				2014	25
5	**Khushab**	**53**	Dress Making	2010	2
			Computer Application Office Professional	2011	14
			Industrial Electrician	2012	11
			Plumber	2013	13
				2014	13
6	**Sialkot**	**51**	Computer Application Office Professional	2010	12
			Auto CAD	2011	14
			Web Designer	2012	13
			Industrial Electrician	2013	12
			Screen Printing	2014	0
			Computer Pattern Design		
			Import/ Export Documentation		
			Graphic Designing		

			Leather Garments Stitching		
			Computer Operator		
			RMEA Electrical		
7	**Layyah**	**70**	Electrician	2010	0
			Computer	2011	10
			Electrician	2012	18
			Dress Making	2013	25
			Motorcycle	2014	17
8	**Muzaffargarh**	**77**	Dress Making	2010	0
			Computer	2011	11
			Welder	2012	19
			Electrical	2013	22
			Clinical Assistant	2014	25
9	**Okara**	**33**	Dress Making	2010	0
			Clinical Assistant	2011	7
			Beautician	2012	10
			Motorcycle	2013	5
			Refrigerator and AC	2014	11
			Auto Mechanic		
10	**Multan**	**43**	Computer	2010	1
			Clinical Assistant	2011	
			Welding	2012	
			Mobile Repair	2013	
			Web Graphic	2014	42
			Electrical		
			Dress Making		
			Beautician		
11	**Vehari**	**44**	Electrical	2010	0
			Computer	2011	8
			Dress Making	2012	12
			Beautician	2013	14
			Motorcycle	2014	10
			Electrical		
			Industrial Electrical		
			Embroidery		
12	**Bahawalpur**	**34**	Beautician	2010	2
			Clinical Assistant	2011	6
			Computer Application for Professional	2012	9
			Computer Application for Business	2013	11
			Computer Operator	2014	6
			Dress Making		

			Embroidery		
			Fashion Designing		
			Web Graphic Designing		
13	**Faisalabad**	**38**	Auto Mechanic	2010	1
			Clinical Assistant	2011	12
			Computer Application for Professional	2012	11
			Dress Making	2013	10
			Industrial Electrician	2014	4
			Industrial Stitching		
			Mobile Repair		
			Refrigerator and AC		
			Textile Fitter		
			Textile Weaving		
14	**Khanewal**	**59**	Electrician	2010	4
			Computer Application	2011	9
			Agriculture	2012	19
			Motorcycle Mechanic	2013	12
			Dress Making	2014	15
			Fabric		
15	**Lahore**	30	Industrial Electrician	2010	1
			Computer Application Office Professional	2011	10
			Motor Cycle Mechanic	2012	6
			Dress Making	2013	13
16	**Nankana Sahib**	19	Computer Application Office Professional		
			Plumber	2010	3
			Clinical Assistant	2011	8
			Dress Making	2012	6
			Beautician	2013	2
			AC Technician	2014	0
			Computer Hardware Network Application		
			Computer Hardware Network Professional		
			Database Management Systems		
17	**Gujranwala**	39	Computer Application Office Professional	2010	0
			Motor Cycle Mechanic	2011	11
			Industrial Electrician	2012	14
			Welding and Fabrication	2013	14
			Beautician	2014	0
			Stitching		
			Dress Making		
18	**Chiniot**	44	Beautician	2010	5
			Dress Making	2011	9

			Clinical Assistant	2012	9
			Computer Application Office Professional	2013	21
			Industrial Electrician	2014	0
			Agriculture Field Assistant		

2.3.7 Selection of Instructors

Taro Yamani (1967) is used to determine the sample size of instructors from the VTIs. The margin of error is kept higher because of the fact that instructors are working in similar system and structure and they are instructed and trained following the same protocols. Formula generated a sample size of 58 instructors.

- Population: 353
- Sampling error: 12
- Sample size: 58

2.3.8 Selection of Admins

Census method is used to select Principal and Admin Officer of every selected VTI. Therefore, all the Principal and Admin Officer are interviewed.

2.3.9 Selection of Industry

Selection of industry was based on MOU signed by Vocational Training Centre and local industries. Manager of industry was interviewed in every district.

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2.4 Data Collection Tools

The explanation of data collection tools and their respective respondents are given in the table:

Table 4: Data Collection Tools

Data Collection Tools	Respondents
Questionnaire	Beneficiaries
	PVTC Administration
	Instructors
	Industry
Mode of interviews	In Field
	Telephonic

2.5 Selection of Performance Indicators

Indicators are crucial to ascertain the overall project growth as they are the symbol of innovation and progress in the subject area. To obtain the information to evaluate the performance of the PVTC as a whole there are four tiers like beneficiary students gaining market based skills aligned with the assistance of PVTC administration, instructor's caliber and industrial liaison. The performance indicators are shown below.

Table 5: Performance Indicators

Performance Indictors		
Sr. no.	**Indicators**	**Description**
	Beneficiary - During Training	
1.	Gender	It indicates the ratio of male and female
2.	Age	It describes the age of trainee
3.	Year of Admission	It demonstrates the detail of year of admission.
4.	Year of Completion	It describes the detail of year of getting certificate
5.	Fee Category	It means the modes of payment of Fee of that trade either self- payment or Zakat Fund System
6.	Admission criteria	It indicates the basis on which beneficiaries got admission
7.	Mode of teaching	It shows the modes of teaching like bookish, field work or blend of both
8.	Punctuality of Instructor	It shows the daily routine of instructor coming to the class

9.	Regularity Level	It shows the regularity level of instructor for dedication to class lecture
10.	Level of Satisfaction from Instructor	It investigates the satisfaction level of beneficiary from their respective instructor
11.	Stipend	It shows the monthly amount received in the form of stipend from PVTC to the students
12.	Feedback System	It tells about the presence of feedback system for instructors in each VTI
	Beneficiary - After Training	
13.	Current Employment Status	It asks about the current status whether employed, unemployed or self-employed of beneficiary with reasons of unemployed
14.	Job opportunity	It tells that whether the beneficiary got job through placement office of PVTC or through merit or on reference base.
15.	Assessment of skill level	It tells about the self-assessment of skill level after getting training from respective VTI
16.	Skill matching with need	It means that the acquired skill exactly corresponds to the emergent demand of self-business or self-employment
17.	Monthly income after training (First Job)	It denotes the income of the beneficiary which was drawn from his first job.
18.	Current monthly income	It tells about the current earnings of the beneficiary
19.	Job offer from renowned local firm	It means that whether the beneficiary got offer from any local famous firm
20.	Job offer from Multinational Firm	It means that whether the beneficiary got offer from any multinational firm.
	Industry	
21.	Trained Manpower from PVTC	It means that out of total trained human resource, what was the share of PVTC
22.	Assessment of skill level induction	It means that what was the level attained by the worker being trained by PVTC for induction
23.	Unavailability of skilled workers	It means whether the industry had faced difficulties for induction of skilled workers trained from PVTC due to market demand.
24.	Demand of the New Trade	It means whether at any time the industry had conveyed a request to introduce a new trade in the curriculum of PVTC which was not introduced before
25.	Internship for PVTC students	It means that whether the industry induct student for internship purpose from PVTC
26.	Newly recommended trades	It means that while working in industry at which skill level the trained workers are belonging
	Instructor	

27.	Gender	It means percentage of male and female instructors
28.	Educational level	It means at which educational level the instructor was being inducted in PVTC
29.	Technical Level	It means that at which technical education level the instructor was being inducted in PVTC
30.	Total Professional Experience	It means the total number of years in professional experience which include teaching and industrial or market experience
31.	Pedagogical training	It means that whether the management of PVTC recommend pedagogical training to the instructor for their better performance
32.	On job training	It means that whether the PVTC management undertake the methodology for skill up gradation for better output of teaching staff
33.	Assessment of work	It means that the administration of PVTC assess the work of instructors on which basis
34.	Student employment Ratio	It means that how much students from PVTC are employed in reputed corporations by the effects of teaching methodologies
PVTC Administration		
35.	Mode of recruitment	It includes the ways on which the most suitable candidate is hired in each VTI
36.	Student Teacher Ratio	It means that how many students are under supervision of one teacher at a time in a class
37.	Instructor Performance Assessment	It includes the different means through which the performance of the instructor is being assessed by PVTC administration
38.	Frequency of performance assessment	It includes the periodical time after which the performance assessment is carried out
39.	Annual Staff Turnover	It means that how many staff members are resigning in a year from PVTC
40.	Job Placement for trainees	It means that whether PVTC assist in creation of job opportunity after completion of course time
41.	Student in Job Market	It shows that the VTI students in job market
42.	Relevancy of job with training	It indicates how many students getting job in their perspective fields

2.6 Selection of Impact Indicators

To assess the impact of the PVTC pre-post approach was adopted. For this purpose, certain indicators were identified which gauge before and after training changes. The pre/before status indicate the time period before the training. The post/after status indicates the time period after imparting the training. The indicators with their description are listed in Table below.

Table 6: Impact Indicators

Impact Indicators		
43.	Home Ownership	It asks about the possession status of home of a beneficiary
44.	Area of Home	It tells about the total area of land on which a house is build
45.	Routine of taking meat in meals	It means the periodical usage of meat in meals by a beneficiary
46.	Medical treatment of self and family	It means that at the time of illness from where the beneficiary gets medical treatment
47.	Household Possession	It asks whether the beneficiary has a facility of air conditioner, room cooler, refrigerator, geyser, washing machine, television, computer/laptop, iron and mobile in their home
48.	Type of Vehicle	Vehicle indicates the ease and comfort of mobility for beneficiaries
49.	Employability	Comparison of employed, unemployed and self-employed beneficiaries before and after training
50.	Professional Growth	In which analyzed the data and compare the income of the first job with the current job income.

2.7 Questionnaire Design

Questionnaires are often the best way to gather such information and views. Design of a questionnaire depends on whether the researcher wishes to collect exploratory information (I.e. qualitative information for the purposes of better understanding or the generation of hypotheses on a subject) or quantitative information (to test specific hypotheses that have Previously been generated). During the tool development process, multidimensional nature of the project was kept in mind. Deliberations were made for developing a questionnaire that features all components of the project i.e. Beneficiaries, PVTC administration, Instructors and industry.

2.7.1 Pilot Testing

On the basis of the nature of indicators, pilot testing was deemed necessary for evaluating the Activities and immediate impact of the project. To gauge the usefulness and relevance of questionnaire with the scope of study, DGM&E team performed pilot testing in the **VTI Green Town,** Lahore and filled the questionnaire. Keeping in mind the challenges, precise, easy and

understandable questionnaire was developed as discrepancies were removed after pilot testing. Hence, a detailed tool in the form of questionnaire was developed to understand deeply the challenges faced by the community.

The questionnaire comprises of following four sections as shown in table given below with complete description of each section. The questionnaire is present at **Annex-B**

Table 7: Questionnaire Design

Glance at Questionnaire		
1	Beneficiary	This section deals with the performance of the PVTC that how much the beneficiaries get benefit from it. In this regard during and after training questions are developed to get a deep insight of the whole training process. This sections also includes the impact assessment indicators in order to evaluate the socio-economic changes in beneficiaries' life.
2	Industry	It includes total workers, PVTC share, skill level of workers from PVTC at induction, MoU with PVTC, demand creation to PVTC or addition in PVTC trade list
3	Instructor	It comprises joining date, education, experience, mode of selection, salary range, student assessment method, ethical and moral and inspirational lectures, refresher course and participation, skill up gradation and pedagogical skills, student employment ratio
4	PVTC Administration	It includes way of recruitment of staff, student teacher ratio, quality of lecture, mode of motivation, performance assessment, staff turnover, lab up gradation, curriculum up gradation, on job training, student feedback, industrial visit, students in job market related to their trade, foreign collaborations

2.8 Data Collection & Site Visit Plan

Data collection is a key activity in the whole impact assessment process. Keeping in view the scope of work, project limitation, resource availability; questionnaire and interviews were selected as most appropriate method for data collection. Interviews with officials were conducted for the collection of primary data as per planned methodology. After selection of appropriate data collection technique, tentative schedule for field visits were planned to complete assessment process within a time framework. Details of interventions and list of interview questions were provided to the teams to avoid any confusion during the visit.

2.8.1 Site Visit

Field survey team of DG M&E was divided into three groups. A session was arranged with the PVTC head office and administration of selected VTIs to get insight of the whole training process and a concise plan was devised to hold surveys. Teams were assigned specific VTIs to evaluate and fill the questionnaires. Pictorial evidence is placed at **Annex-C**

Table 8: Site Visit Details

Team A- Central Zone				
Sr. no.	**District**	**Name of VTI**	**Team Member**	**Site Visit Date**
1	Chiniot	Opposite General Bus Stand, Sargodha Road, Chiniot	Aroos Munir (Industrial & Environmental Specialist)	17/07/2017
2	Lahore	26 Km, Feroze Pur Road, Kahna Nau, Near Noor Hospital, Lahore	Wajeeha Javed (Research Associate)	18/07/2017
3	Nankana Sahib	Near Tehsil Moar Railway Road, Nankana Sahib	Muhammad Azeem (Research Associate)	19/07/2017
4	Gujranwala	Old Government High School No.2, G.T. Road, Kamoke Near Tanki Stop	Hassan Younas (Project Coordinator)	20/07/2017
Team B- South Zone				
1	Okara	VTI, Kot Ammer Ali Shah, Near Station Stop, Okara	Muhammad Kahif (Evaluator) Haroon Jamil (Project Coordinator) Aleem Hanif (Assistant)	17/07/2017
2	Khannewal	Lahore Mor, (Ali Chowk) Khanewal		18/07/2017
3	Vehari	Govt. Boys Primary School No.1 Building, E-Block Opposite Hockey Ground, Vehari		19/07/2017
4	Bahawalpur Female	Foji Basti Chowk, Airport Road, Bahawal Pur		20/07/2017
5	Multan	Muslim Technical Education Center, Opposite Fort Colony, Sher Shah Road, Multan Cantt.		21/07/2017
6	Muzaffargarh	Jhang More, Near Khurshid Abad Girls High School, Muzaffargarh		22/07/2017

7	Layyah	Near Agricultural Engineering Workshop College Road, Layyah		24/07/2017
8	Faisalabad	240 GB, Gulhar Mor, Lahore Road, Jaranwala		25/07/2017
Team C- North Zone				
Sr. no.	**District**	**Name of VTI**	**Team Members**	**Visit Date**
1	Narowal	Rasool Nagar, St. Salma Khalil Clinic, Near Railway Crossing, Circular Road, Narowal	Muhammad Usman (Research Associate) Amir Ayub (M&E Assistant) Umair Anjum (Project Coordinator)	17/07/2017
2	Sialkot	Near Goll Chaker, Small Industrial Estate, Sialkot		18/07/2017
3	Jehlum	Kala More, Near Grid Station, Jehlum		19/07/2017
4	Khushab	Mohallah Tajpura Near Mobilink Tower Masjid Jaranwali Khushab		20/07/2017
5	Chakwal	VTI Building Jhmara Village & Post Office Jhama Tehsil Kalar Kkahar, District Chakwal		21/07/2017
6	Rawalpindi	VTI Murree Alglain House 5A Camp Mubarak Card Road Sunny Bank Murree		22/07/2017

2.9 Data Analysis and Interpretation

Data analysis will be carried out by using statistical analysis. Analysis will be presented by pie charts, graphs and tables.

2.10 Observations and Inferences

Based on data analysis, specific, vivid and easily understandable, observations and conclusion will be drawn.

2.11 Recommendations

On the basis of the report, practical, pragmatic and realistic recommendations will be drawn which can be followed for achieving the intended results.

2.12 Evaluation Report Completion & Submission

After proper scrutiny of draft report, the final report will be printed and sent to the concerned authorities and other stakeholders.

3. Data Analysis & Interpretation

3.1 PVTC Administration

3.1.1 Recruitment of Staff

DGM&E team enquired from administration of PVTC about recruiting staff, 100% response that recruitment of staff is made through advertisement. The results of the data show that PVTC advertised the vacant positions in different newspapers and through newspapers advertised the seats for jobs. The data shows 100% response mode of hiring of teaching staff is made through test and interview. The results show that teaching and non-teaching staff hired through test and interview and test conducted from the platform of different testing services like National testing services and PVTC conducted the interviews of teaching and non-teaching staff and this process follow in hiring of every vacant position.

3.1.2 Student Teacher Ratio

The Figure 3 shows the response of administration about student and teacher ratio in training institutes.93.1% response is 1:14 which shows that in mostly training institutes, student and teacher ratio is 1:14 and 3.4% response is below 1:14. Most of the training institutes have 1:14 student and teacher ratio and that is also the policy of Punjab Vocational Training Council.

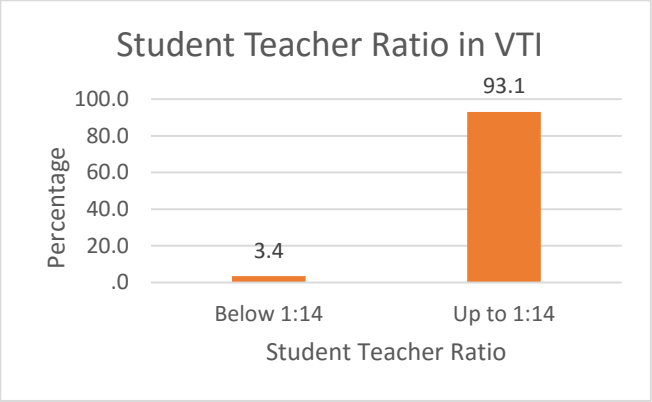


Figure 3: Student Teacher Ratio in VTI

3.1.3 Assessment of the Performance of the Instructor

PVTC used different methods to assess the performance of the instructors and these methods are on the completion of course and through results, through internal evaluation like visits of the monitoring team of PVTC, Principal and administration of training institute and through student's feedback like filling the assessment forms by the students.

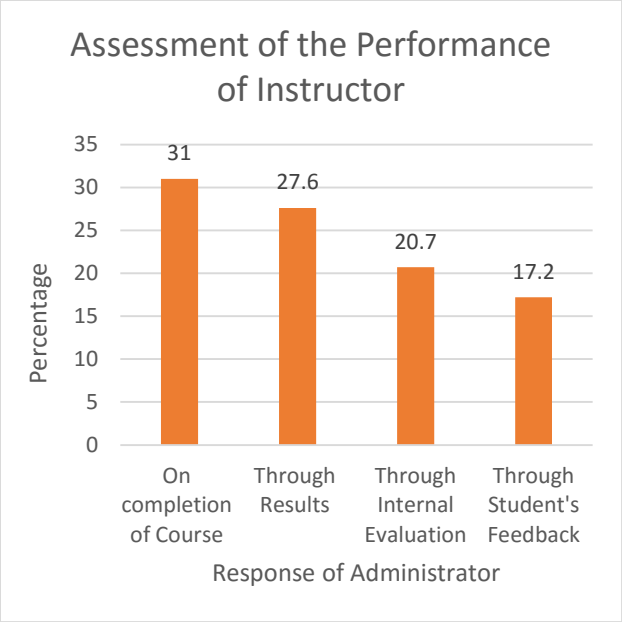


Figure 4: Assessment of Performance of the Instructor

This figure 4 shows the criteria of assessment of the instructors, 31% administration assess the instructors on completion of their courses and 27.6% administration evaluates the instructors on the basis of their students' results and 20.7% of the instructors examines through internal evaluation and 17.2% assess the instructors through external evaluation.

3.1.4 Assessment Frequency

The figure 5 depicts the assessment frequency of the instructors in various VTIs in all over Punjab. 44.8% VTIs assess their instructors on monthly basis and 17.2% assess the instructors quarterly. Only 13.8% of administrators evaluates their teaching staff annually and 6.9% assessed the instructors after completion of their courses.

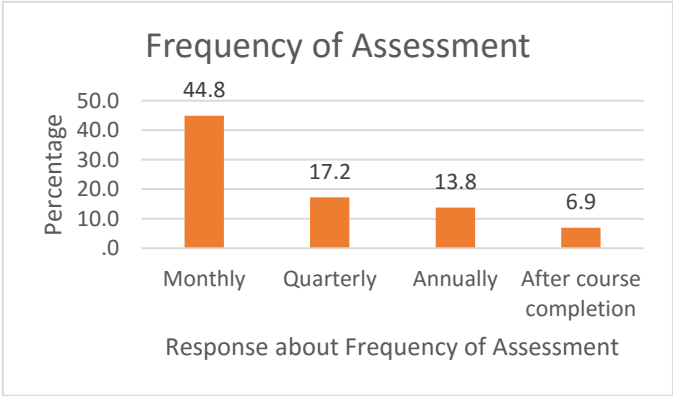


Figure 5: Frequency of Assessment

3.1.5 Annual staff Turnover Rate

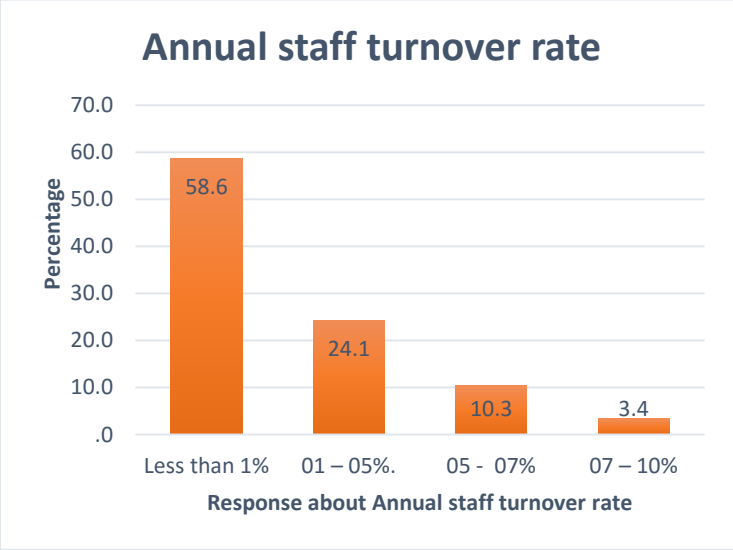


Figure 6: Annual Staff Turnover rate

Figure 6 reveals that annual staff turnover rate is very low in PVTC 58.6% administrators said that there is staff turnover rate is less than 1% while 24.1% respondents claimed 1 to 5% turnover rate. 10.3% administrations of various VTIs is of the view that annual staff turnover rate is 5 to 7% whereas 3.4% showed 7 to 10% turnover of staff. The staff was satisfied with the salary packages with all other benefits.

3.1.6 Job Placement for Trainees

DGM&E team asked about the job placement for trainees, 100% response was yes about creation of job for the students of training institutes. PVTC created the position of Placement officers in every Vocational Training Centre to explore the jobs in different industries and Placement Officers visit the different industries frequently to place the trainees on jobs.

3.1.7 Students in Job Market

Figure 7 shows the percentage of VTI students in job market 75.9% respondents claimed that 60 to 80% students are in job market while 10% respondents said that more than 80% students are doing jobs. 6.9% administrators responded that 40 to 60% students got employed. The rest 3.4% shows that 20 to 40% of students found their jobs. The results of data show that 60 to 80% students of 2010 to 2014 batches are placed in job market on different positions and in different industries. According to the PVTC, the employability rate is 74% which has a correspondence with our collected data.

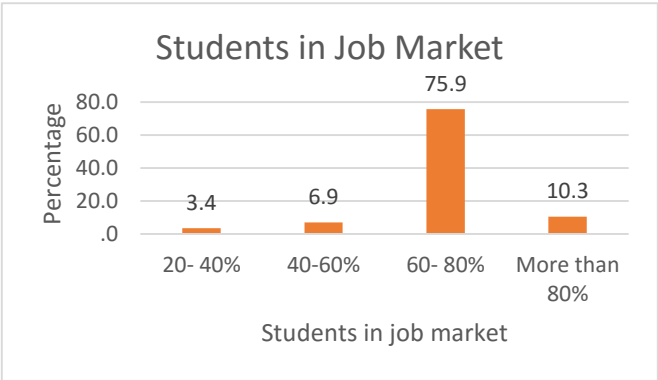


Figure 7: Student in Job Market

3.1.8 Relevancy of Job with Training

Figure 8 revealed that 69% respondents claimed 60 to 80% students getting job in their perspective fields while 24.1% said 40 to 60% trainees found job in relevant sector. The 3.4% respondents showed that more than 80% trainees job matches with their trade.

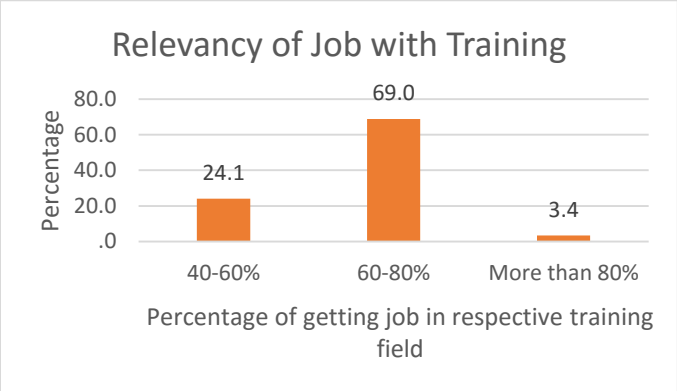


Figure 8: Relevancy of Job with Training

3.2 Instructor

3.2.1 Gender

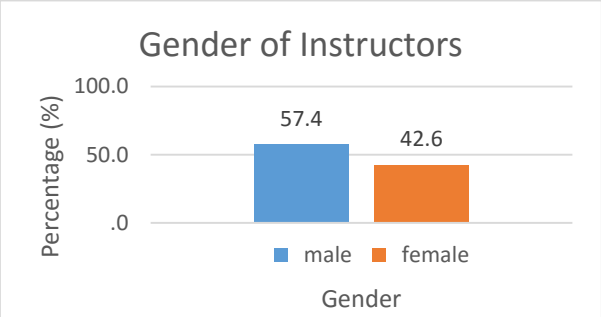


Figure 9: Gender of Instructors

The figure 9 shows the percentage of male and female instructors of sample population in vocational training institutes, male instructors are 57.4 % and female instructors are 42.6%. It shows that there is no gender biasedness while hiring the instructors. According to the PVTC, the ratio between male and female is 51% and 49% respectively. The sample shows the true correspondence with PVTC statistical data.

3.2.2 Qualification

This figure 10 shows basic education of instructors 42.6% instructors have Masters in different subjects and 24.1% have done their Bachelors while 33.3% instructors are fall in category of others like FA, Matric etc. extracted through the information gained by sample population. The minimum qualification for application for instructor in PVTC is Intermediate.

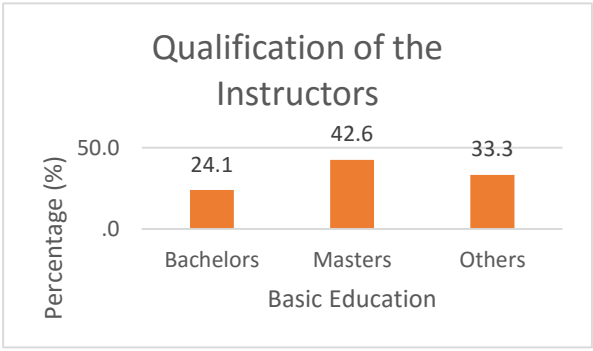


Figure 10: Qualification of the Instructors

3.2.3 Technical Qualification

This figure 11 depicts technical Qualification of instructors, 64.8% instructors are diploma holder in different trades like embroidery, Dress making, Beautician, Motor winding etc. 24.1% instructors have Diploma of Associate Engineering in different fields and 5.6% are Bachelors in Technology and 1.9% instructors have Masters in Technology. The data shows that most of the instructors are diploma holders in different fields and other have diploma in associate engineering and less portion of the instructors are highly qualified like Masters in technical education and Bachelors in technical education extracted through the information gained by sample population.

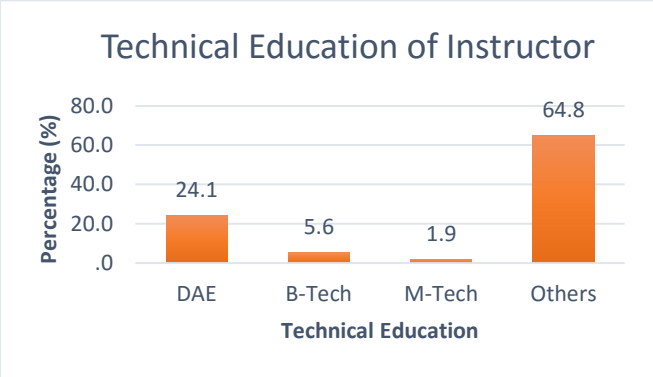


Figure 11: Technical Education of Instructor

3.2.4 Professional Experience

The picture 12 shows the professional experience of the instructors 38.9% instructors have 10 to 15 years professional experience and 35.2% instructors have more than 15 years' professional experience. 24.1% instructors have 5 to 10 years professional experience while only 1.9% instructors have less than 5 years' experience. The results show that most of the instructors are experienced from different industries and training institutes and that experience consist on more than 15 years and 10 to 15 years and 5 to 10 years and less portion of the instructors are experienced less than five years.



Figure 12: Professional Experience

3.2.5 on the Job Trainings

The response of instructors about refresher courses for instructors from the PVTC, 100% instructors said yes about this question. The data shows that PVTC offer refresher courses to their instructors according to the modern technologies and modern subjects and that refresher courses are compulsory for every instructor once or twice a year.

3.2.6 Pedagogical Training

All the instructor responds that PVTC has offered pedagogical training. The result shows that PVTC is much interested to introduce new techniques and new methodologies of teachings and every instructor of the PVTC must participate in pedagogical trainings once in a year.

3.2.7 Employment status of students

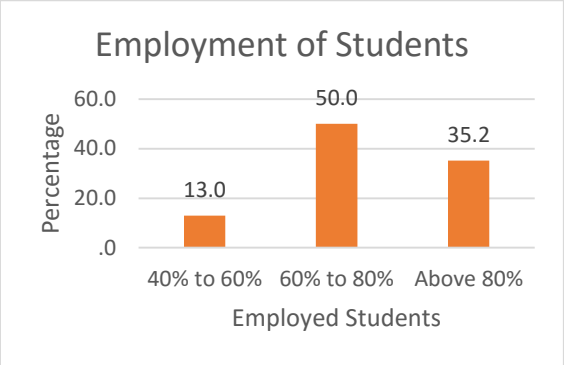


Figure 13: Employment of Students

The Figure 13 shows the employment percentage of students 50% instructors said that 60% to 80% students are employed. 35.2% instructors responded that above 80% of students got job. 13% instructors claimed that only 40% to 60% of their students are employed in market.

3.3 Industry

3.3.1 Trained Manpower from PVTC

There were total 16 industries visited altogether for the purpose of data collection. While analyzing the industrial relations, the rate of success really depends upon the number of already engaged employees in that industry. In different industries the accumulated estimation is diverse. There are 4 industries showing 2% induction of employees from PVTC. 6 industries showing 4% of PVTC trained staff. The data showed that 2 industries have 6% of skilled workers from PVTC. Only one industry, each showing 8%, 10%, and 14% and 16% employee's induction which were PVTC trained.

Table 9: Trained Manpower from PVTC in Selected Industries

Name of Industry	Trained Manpower in %
Central Park Hospital	4.0
Dar Computer	4.0
Desire Beauty saloon	2.0
District Judiciary Nankana	4.0
Dress making	4.0
Dua Parlar	10.0
greenwich.training & Consulting	2.0
Hadlil Electric shop	2.0
Halifax and co (pvt) Ltd	4.0
Majeeda Memorial Hospital	2.0

Manawar industries	14.0
MashaAllah Engineering Pvt. Lt	4.0
Mojaz Support	16.0
Pakistan International Republic School Muree	6.0
Punjab Samall Industries Cooporation	6.0
Raza Motor Industries	4.0
Recep Jayyip Erdogan Hospital	8.0
Rescue 1122	4.0

3.3.2 Skill Level

Skill level is the key factor for selection of skill workers which give a tremendous output to the productivity and hence enhance profitability and assist in gaining competitive advantage as well as major market share. While assessing the skill level at the time of induction, it was observed that 52% of respondents was rated as semi-skilled while 48% was recognized as skilled workers. Hence it depicts a positivity to the induction strategic as well as knowledge management methodologies for the tremendous success.

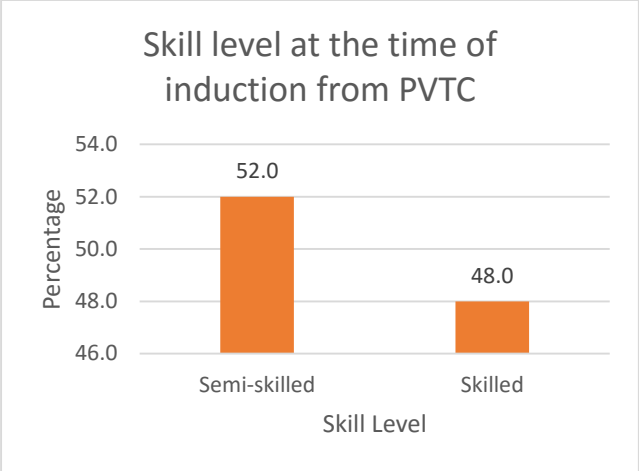


Figure 14: Skill level at the time of induction from PVTC

3.3.3 Unavailability of Skilled/ Trained personnel's

To find the most suitable worker for organization is the top most priority which safeguards the vision, mission and core values besides objectives, processes, productivity as well as entire mechanism of the organization. Suitable worker is considered as the most valuable asset for any organization. While conducting survey from industry, it has been observed that 28% of employers from different industries faced difficulties at the phase of selection and finding the most suitable skilled worker from PVTC while on the other hand 72% were in comfort and in an ease for the same process. The overall trend depicts that the collaborative alliance with PVTC and industries are strong and irrevocable, and the majority of employers fulfill their emergent demand from PVTC easily.

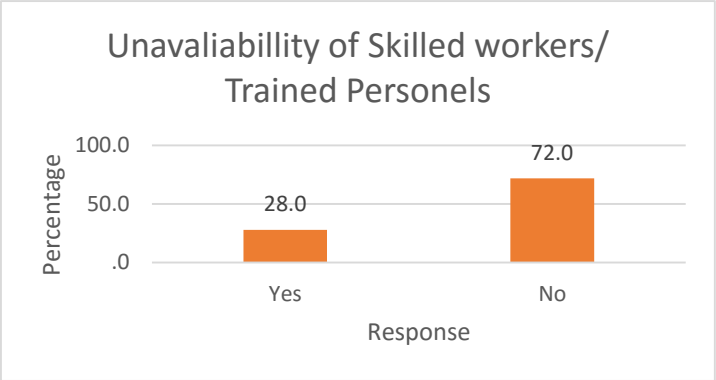


Figure 15: Unavailability of Skilled workers / Trained Personnel

3.3.4 Demand for New Trades

It is the universal truth that no system and methodology is foolproof and quite perfect in all dimensions. Change management has revolutionized the entire global phenomenon of product innovation as well as process innovation based on just in time deliverance. In current dynamic environment, the need for improvements in each sector are becoming crucial and inevitable. The industrial survey has suggested that only 24% of the industrial tycoons has contributed in conveying the new demand for new trade and technology being introduced by PVTC in the curriculum for familiarity of population sample. While on the other hand 72% are not in a position to create a new demand of a particular trade being propagated through PVTC in their curriculum. The overall trend shows that the curriculum of PVTC is periodically verified by the contemporary market and business demand and being kept in black and white for publication and curriculum.

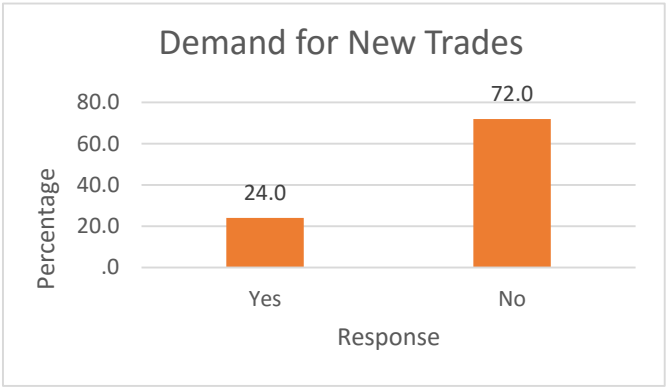


Figure 16: Demand for New Trade

3.3.5 Internships

Internship is a key to enter into the professional career by the incumbent. It elaborates and fills the gap between academic knowledge and professional knowledge as well as provides familiarity with official decorum also. Hiring for internship encourages the incumbent in order to flourish in the future career and strengthen professionalism. While conducting the survey, it has been observed that 76% of industrial employers offer internship opportunity to the fresh students of PVTC which is a result-oriented step. While 24% are not in a position to offer such opportunity to the students. The overall trend shows that the collaboration between PVTC and

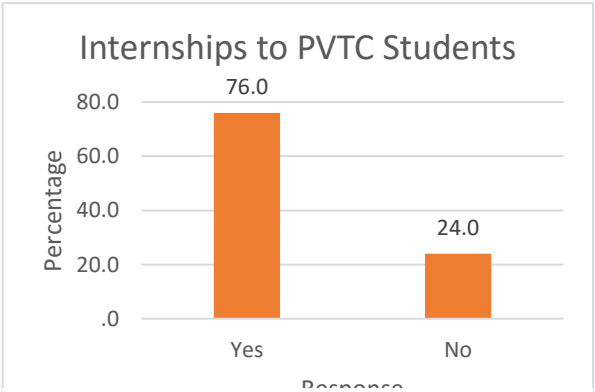


Figure 17: Internships to PVTC Students

industry is quite applauded and admirable as concerning to internship opportunities to the students from PVTC.

3.3.6 Newly Recommended trades

As product innovation is underlying with process innovation, the sustainability and stability of the system depends upon innovation and modernization. According to our survey, 2% of employers recommended for short hand and paint work, while 4% supports the future trades like nail art, high frequency hair treatment, fire extinguishing safety and computer-aided garments designing. Now it is the responsibility of PVTC to accommodate and merge these lucrative suggestions in their teaching mechanism.



Figure 18: Newly Recommended Trades

3.4 Beneficiary (During Training)

3.4.1 Gender Equality

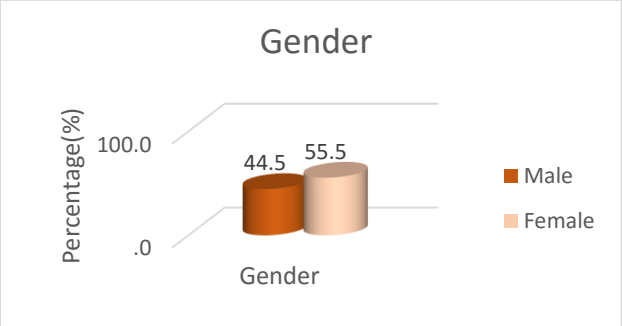


Figure 19: Gender Equality

The ratio of males to females is a population especially when considered with reference to social and cultural differences rather than biological ones. This graph shows ratio male and female students trained in various VTIs. The 44.5% respondents were males while rest 55.5% were females.

3.4.2 Age of Trainee

The figure 20 describes the age of trainee, who got admission in VTIs. The 56%trainees fall under age group of 21 to 25 years. While age group of 26 to 30 years shows 27% student got admission in VTI. The age group 31 to 35 years shows only 4% of respondents enrolled in PVTC, 36 to 40 years age group response 5% students were admitted in VTI. The graph represented increase age group decrease the number of trainees. VTI take admission for every age of group it depends on the trainee in which age and trade they take admission. Most of the trainees got admission in 21 to 25 age group.

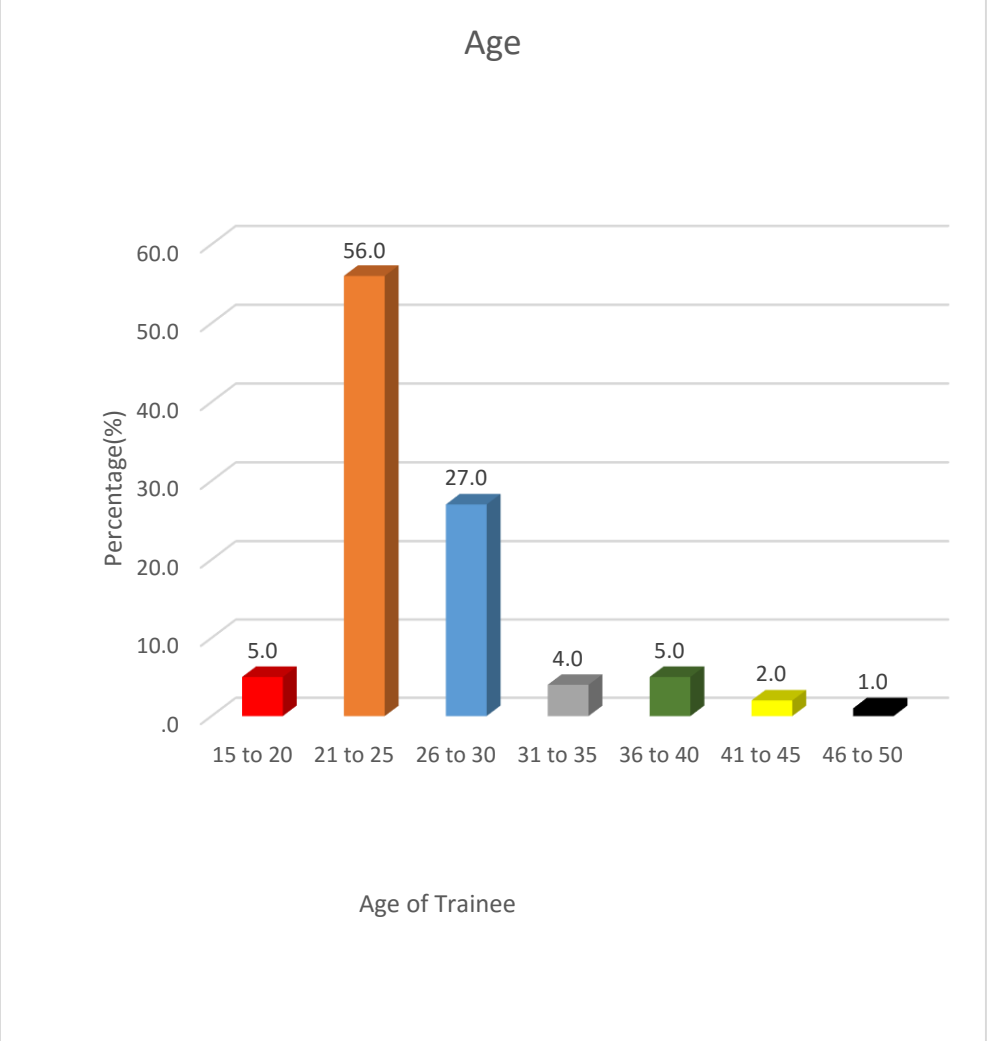


Figure 20: Age of Trainee

3.4.3 Trades

PVTC provides employable vocational skills in various trades to young boys and girls who are living in low income strata. There are following trade which provided to students in period of 2010-14.

Table 10: Classification of Trades of Sample Population

Classification of Trades w.r.t Sample Population 2010-14		
Sno.	**Name of Trade**	**Percentage**
1	AC Technician	0.1
2	Auto Electrician	2.4
3	Dress Making	15

4	Beautician	11
5	Auto CAD Operator	0.9
6	Computer Application & Office Professional	12
7	Clinical Assistant	5.7
8	Computer Operator	15
9	Electronics Technician	4
10	Industrial Electrician	4
11	Motor Winding	1.4
12	Plumber	3.5
13	Repair & Maintenance of Electrician Applications	1.1
14	Welder & Fabrications	0.7
15	Textile Weaving	0.3
16	Stitching Machine Mechanics	20.1
17	Computer Graphics (Print)	0.1
18	Leather Garments Stitching	0.6
19	Fabrication	0.1
20	Web & Graphics Designing	2

3.4.4 Year of Admission

This figure 21 expresses beneficiaries detail, year of admission it shows that, in 2010 19.9% of respondents got admission while in 2011 22.9% of respondents enrolled in VTIs. Similarly, 23.8% and 25.9% of students were enrolled in 2012 and 2013 respectively. In 2014 7.5% of respondents got admission in these institutes.

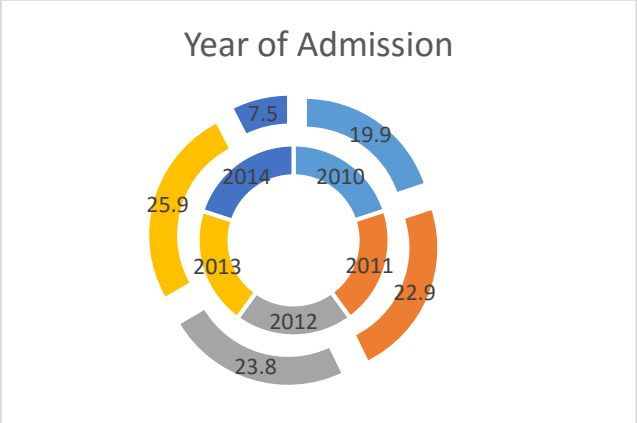


Figure 21: Year of Admission

3.4.5 Year of Completion

Further a question was asked to year of completion of beneficiaries after getting training, the figure 23 indicates that 2010 2.7% of respondents completed their training in 2010 while 22.1% respondents trained in 2011. In 2012 23.9% respondents completed their training, 22.1% respondents trained in 2013. Similarly, 28.5% and 0.7% respondents competed their training in 2014 and 2015 respectively.

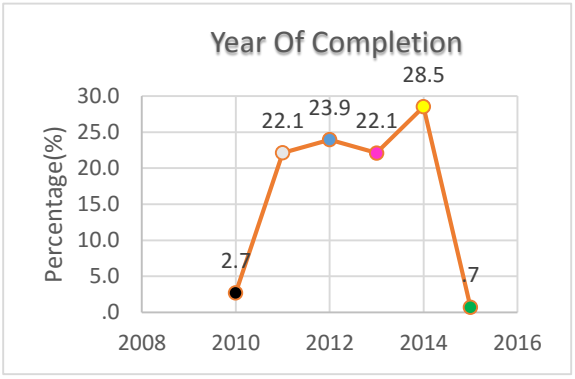


Figure 22: Year of Completion

3.4.6 Training Fee

Fee category in different types because PVTC is utilizing Zakat Funds for imparting skills in the youth. PVTC is a unique model of its kind which utilizes Zakat as a tool of skills and economic empowerment to support an effective model of vocational training for the permanent rehabilitation of the poorest youth of our society. Majority 95.5% of respondents gained training on zakat fund system, while 4.6% respondents confirmations self-payment.

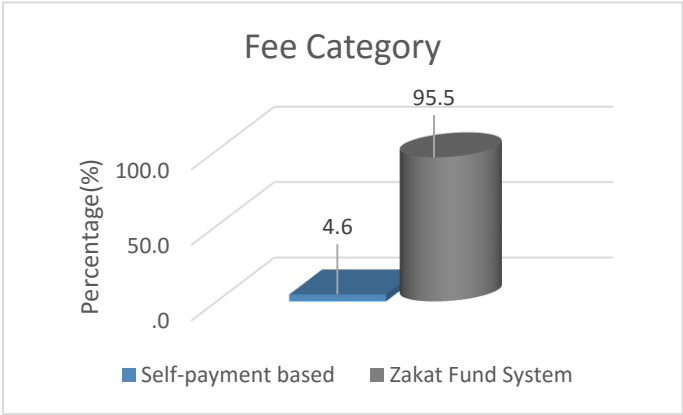


Figure 23: Training Fee

3.4.7 Admission Criteria

Figure 24 shows that, on which base beneficiaries got admission. Admission created on merit, demand-based, quota and self-finance. In above graph majority almost got admission on merit base, while 2.7% got admission on demand based, 2.0% got admission on quota base and only 0.3% on self-finance**.**

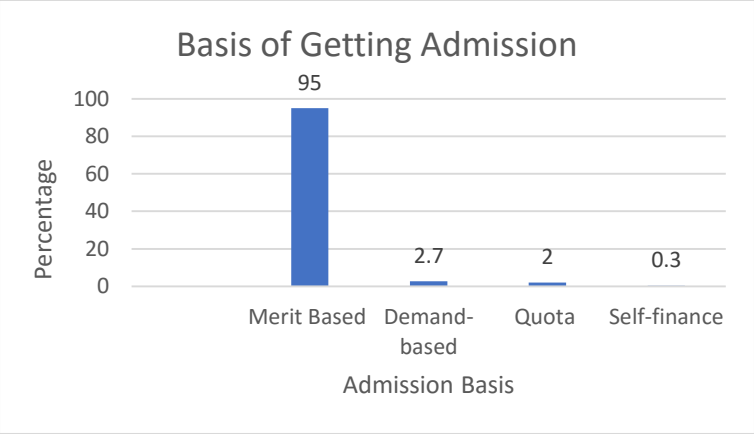


Figure 24: Admission Criteria

3.4.8 Mode of Teaching

Figure 25 revealed that majority i.e., 95.3% of the respondents are of the view that mode of teaching for any skill was theoretical as well as practical. While 4.4% respondents said that mode of teaching was only practical. Only 0.3% respondents claimed mode of teaching was theoretical only.

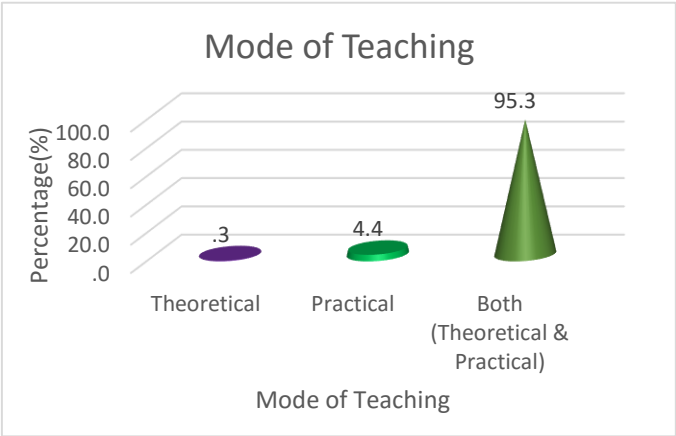


Figure 25: Mode of Teaching

3.4.9 Punctuality, Regularity and knowledge satisfaction of Instructor

To assess the attitude and professionalism of the instructor conducting training under skill generation component different questions were asked to the beneficiaries. 97.1% respondents confirmed that the instructors were punctual however 98.5% beneficiaries reported that the instructors were regular. Similarly, 96% respondent reported that they were satisfied with knowledge of instructors.

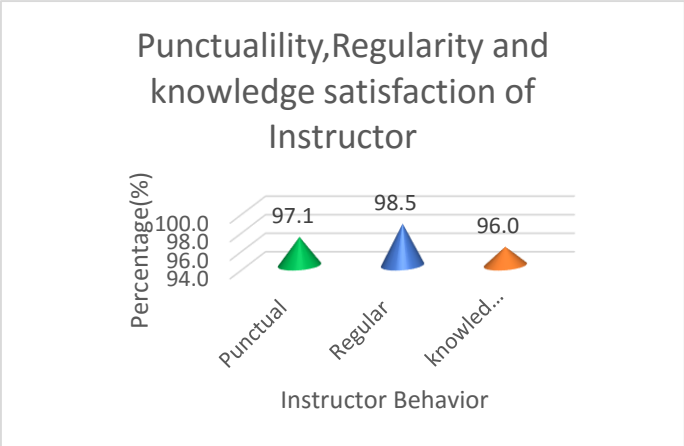


Figure 26: Punctuality, Regularity and knowledge satisfaction of Instructor

3.4.10 Monthly Stipend

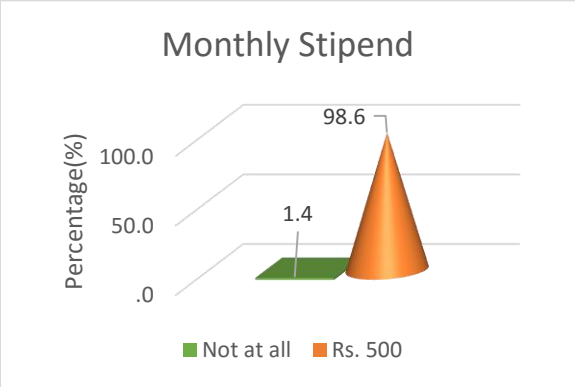


Figure 27: Monthly Stipend

It was revealed from the survey that how much they get monthly stipend, 98.6% of the respondents reported they got Rs.500 per month. Educational stipends are provided to under privileged poor young boys and girls study in Vocational Training Institutes of Punjab from Zakat and Ushr Department. These stipends aim to rehabilitate the poor youth by cooperating them market-oriented technical and professional training under wide range of demand driven courses. While 1.4% respondents answered not at all they got any stipend.

3.4.11 Feedback mechanism for Assessment of Instructor

Feedback is a vital role of any learning process, as much for instructors as for students. The graph depicted that 90.7% of respondents said that there was a feedback system developed by PVTC for assessment of instructor while 9.3% are of the view that there was no feedback system established for teachers in PVTC.

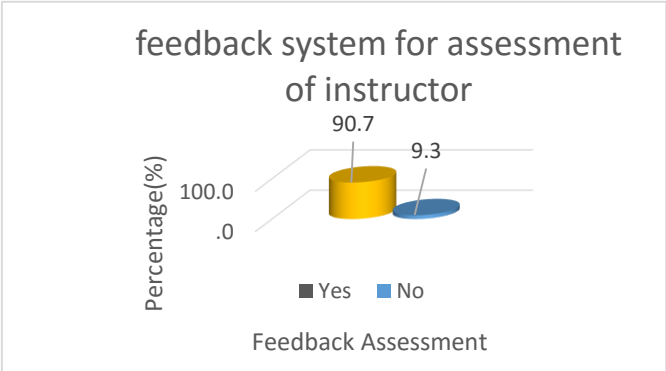


Figure 28: Feedback system for assessment of Instructor

(After Training)

3.4.12 Current Employment Status [1]

The success of PVTC depends upon the effective and on time placement of respondents to their relevant job market for earning better income and gaining professional expertise. The graph demonstrates that 42% of respondents are self-employed which is a tremendous achievement by PVTC. In fact, their pedagogical and life skill inculcates the spirit to introduce yourself as an entrepreneur. 40% of the respondents are successfully working in reputed organizations and earning a reasonable remuneration in return. Only 18% of respondents are still to be placed to their respective jobs as arranged by mutually collaborative arrangements by PVTC and their allied industries.

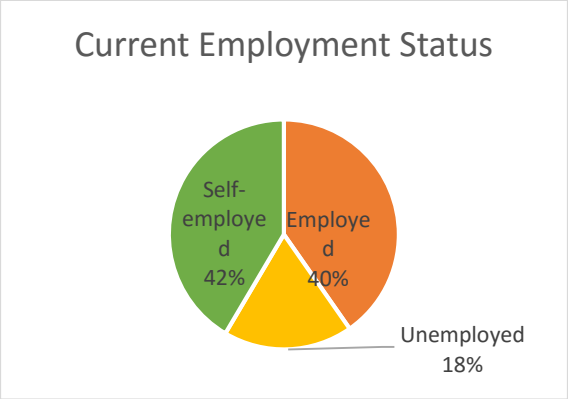


Figure 29: Current Employment Status

3.4.13 Job Opportunity

In order to check the efficacy of PVTC and its Job placement cell it is the key factor to ask the beneficiaries about their job placement. The team of DGM&E asked the beneficiaries how they availed the job opportunity either PVTC job placement cell recommended them or found job on merit basis. The data revealed that 43% of the beneficiaries got job on merit based while 36% of the respondents found job on recommendation from job placement cell of PVTC. Only 21% students were employed on the basis of their personal reference. Consequently, it is a good sign that majority of the students are well trained that's why they availed job opportunity on merit.

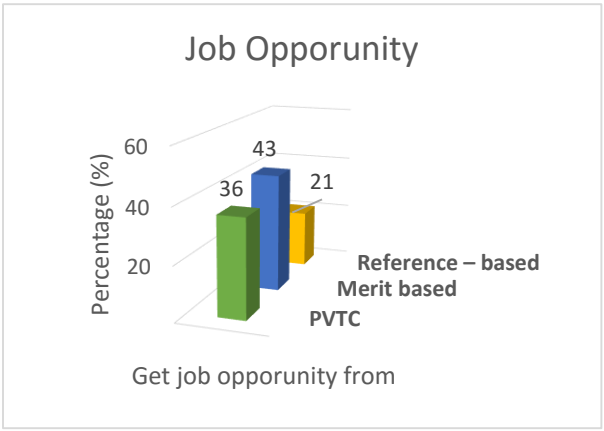


Figure 30: Job Opportunity

[1] Information source is Principals, Job Placement Officers.

3.4.14 Skill level Assessment

The figure 31 indicates that of skill level assessment after training shows the output of PVTC pedagogical framework as well as strategically made matrix. 53% of respondents assess themselves as skilled workers, 35% of respondents identify themselves as on expert level while only 12% of respondents assume themselves as at semi-skilled level. The overall tendency shows the significant result of PVTC efforts and their endeavors in the form of knowledge management and skill impartation.

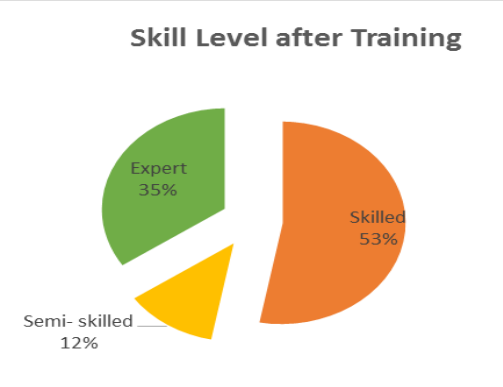


Figure 31: Skill Level after Training

3.4.15 Skill Matching with Job

The Figure 32 shows skill matching with employment needs demonstrate the success factor of PVTC working framework for the progress of respondents. The overall tendency is quite satisfactory and 76% of respondents are fully satisfied with the combination of skill and knowledge imparted by PVTC to them. 8% of respondents is at somewhat level concerning to skill match with employment need, 4% of respondents is partially satisfied, 5% is not at all satisfied and 7% are of no comments concerning to skill match. The overall inclination exhibits that majority of the respondents are fully satisfied concerning to the application of practical knowledge and operationalization of knowledge and working process.

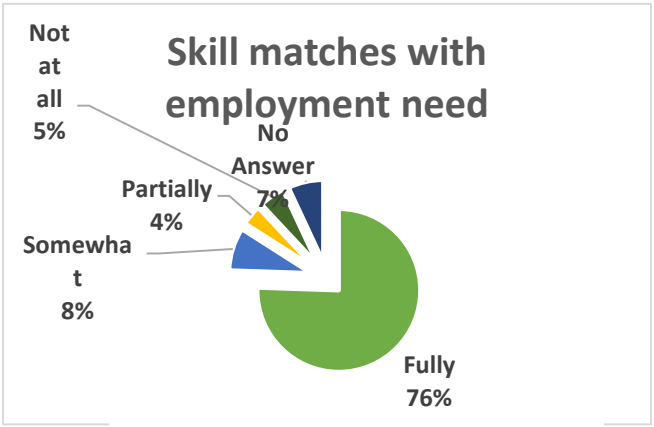


Figure 32: Skill Matching with Job

3.4.16 Monthly income after training (First Job)

The overall tendency shows the monthly income earned by the respondents after training are quite satisfactory. 39% of respondents earned Rs. 5000 as their first remuneration after training, 31% of respondents earned between Rs. 5000 to Rs. 10000 as their first income, 14% of sample population earned between Rs. 10,000 to Rs. 15,000 as first remuneration after training. 8% of respondents earned between Rs. 15,000 to Rs. 20,000 as first remuneration after training and 8% of respondents gained more than Rs. 20,000 as their first income on

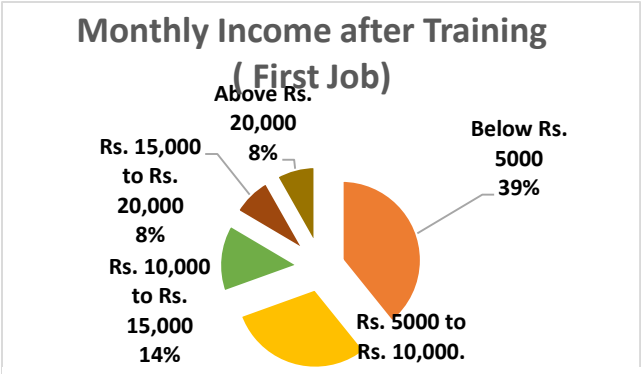


Figure 33: Monthly Income after Training (First Job)

their first job. The overall trend shows that contemporary education is minimal but after skill they are gaining reasonable income which leads to self-sufficiency.

3.4.17 Current Monthly Income

The results of the survey depict that 23% of respondents are earning below Rs. 5,000. 27% are earning between Rs. 5,000 to Rs. 10,000 as current monthly remuneration, 21% are gaining between Rs. 10,000 to Rs. 15,000 as current monthly remuneration, and 16% are earning Rs. 15,000 to Rs. 20,000 as monthly income and only 13% of respondents are earning above than Rs. 20,000 per month. The trend shows that the current monthly income of population sample is between Rs. 5,000 to Rs. 15,000 which is an admirable step in their lives.

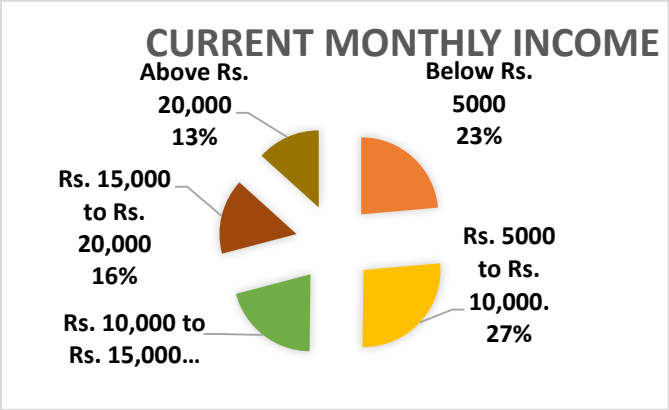


Figure 34: Current Monthly Income

3.4.18 Job Offer

The job placement cell of PVTC is needed to be highly proactive for the better placement of students. The drastic results show that only 10.5% of respondents were offered employment opportunity from national organizations while 89.5% were rejected and still waiting for opportunity. While coming to international firms' call offer, only 4.5% of respondents are benefited while 95.5% of respondents are rejected from it. The overall trend shows the intense need for restructuring and strengthening the mutually collaborative alliance and agreements with PVTC and their placement organization for more result-oriented future. Furthermore, there is an immense need for regular up-gradation of curriculum and its effective correspondence with current job market for enhancement of job offer from renowned organizations.

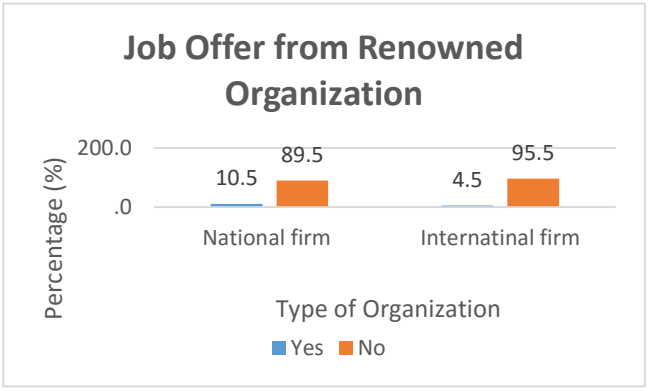


Figure 35: Job offer from renowned organization

3.5 IMPACT EVALUATION

3.5.1 House Ownership

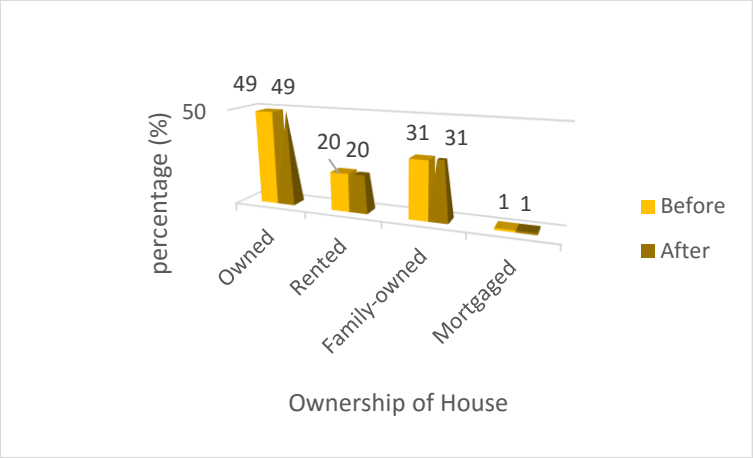


Figure 36: House Ownership

The respondents of house ownership show that 49% possess their own houses, 19.5% are in rented houses, 31% are in family owned houses i.e. living in a joint family, and only 1% have got their homes on mortgage. This trend shows that the majority of population sample fulfill the basic requirement of dwelling and there is no change found before and after getting the training.

3.5.2 Area of Houses

The figure 37 shows that of area of houses shows that there is a minor change in area of houses as it is the most expensive commodity for every family so bring a change in its area is not so easy. The majority of the beneficiaries are living with their parents, so it is not possible to shift from a small to a big house. And if shifting is possible then there are some other factors involved in it rather than enhancement of affordability. There is a declining trend in respondents who living in less than 3 Marla houses from 20% to 18%.50% of respondents was living in 3-5 Marla house which now reduced to 48%. There is no change in the following area of house, 16.1% live in 5 to 7 Marla schemes, 12% live in 7 to 10 Marla housing schemes and only 5.9% possess more than 10 Marla of area of their houses. This trend shows that majority of the dwellers are settled in 3 to 5 Marla housing area schemes.

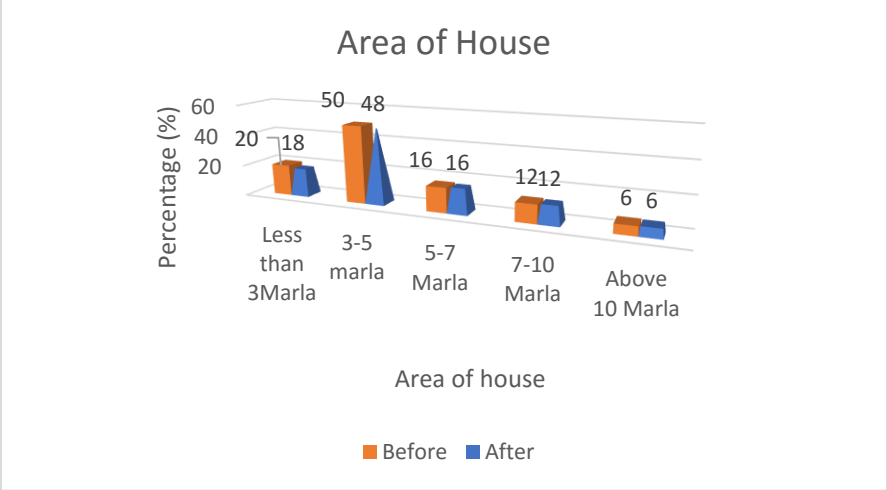


Figure 37: Area of Houses

3.5.3 Meat in Daily Meals

The Figure 38 shows purchasing power and to their monthly economic conditions. The graph gives the elaboration as only 5% of the population sample are purchasing meat on daily basis for their meals which was 2% before getting the skill training. 50% of the population sample consume meat once in a week which was only 31% previously, 5% of respondents can take meat twice a week but now 16% purchase meat twice a week. 7% of the respondents consume thrice a week. There is an increasing trend from 3% to 7%. 32% of the respondents took meat monthly but now 15% has a financial capacity to buy meat once in a month. There is a declining trend in taking meat on specific occasion as it was previously 17% which is now 5% of respondents. 10% of respondents had an inclination to consume meat at random occasions which was previously 2%. The overall tendency shows that majority of respondents has such a financial capacity and affordability now to consume meat at least once in a week.

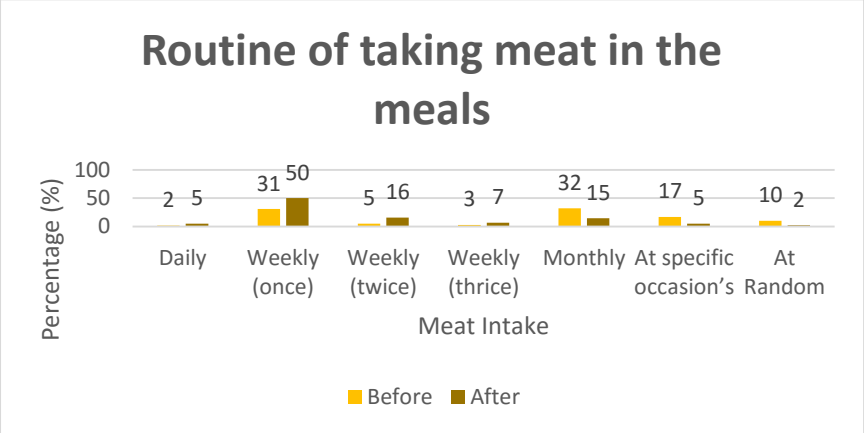


Figure 38: Routine of taking meat in the meals.

3.5.4 Medical Treatment

Exploring the medical treatment for families of respondents, the Figure 39` indicates that 85% of respondents used to visit government hospitals for self and family medical treatment at the time of sickness which now reduced to 81%. Initially only 8% has affordability to visit private hospitals whereas now 12% can afford private hospitals. The trend of respondents is remaining same for Quack, homeopathy, Hikmat and others way of medical treatment. The overall trend shows that majority of population sample has an affordability to bear the expenditures of government hospitals.

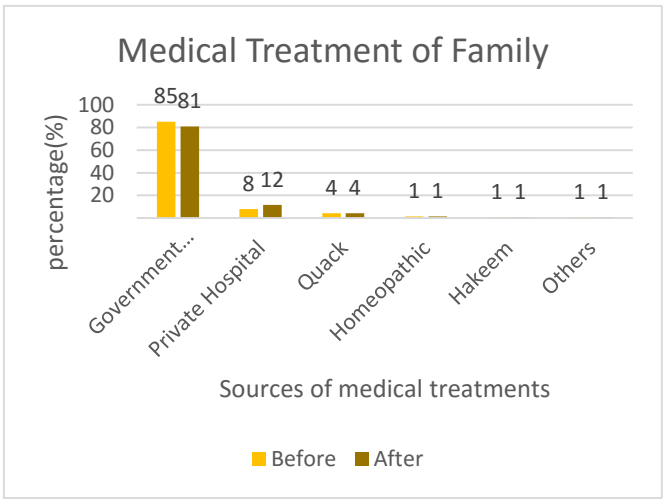


Figure 39: Medical Treatment of Family

3.5.5 House Hold Possession

The graphical representation of Figure 40 of household possession depicts the availability of necessities of life in form of home appliance and equipment under their possession.

It reveals their economic conditions w.r.t their purchasing power parity. There is an overall increasing trend in respondents that they have such measurable financial capacity which can be estimated through the usage and affordability of home appliances.

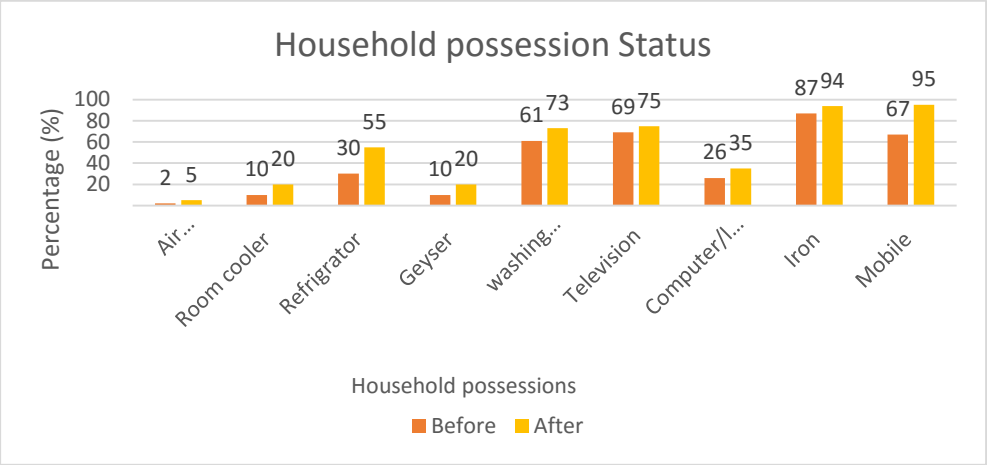


Figure 40: Household possession Status

Table 11: Demographic Summary of Household Possession

Demographic Summary of Household Possession				
Sno.	**Appliance Name**	**Before Training (Percentage)**	**After Training (Percentage)**	**Overall Trend**
1	Air Conditioner	2	5	Increasing
2	Room Cooler	10	20	Increasing
3	Refrigerator	30	55	Increasing
4	Geyser	10	20	Increasing
5	Washing Machine	61	73	Increasing
6	Television	69	75	Increasing
7	Computer & Laptop	26	35	Increasing
8	Iron	87	94	Increasing
9	Mobile	67	95	Increasing

3.5.6 Type of Vehicle

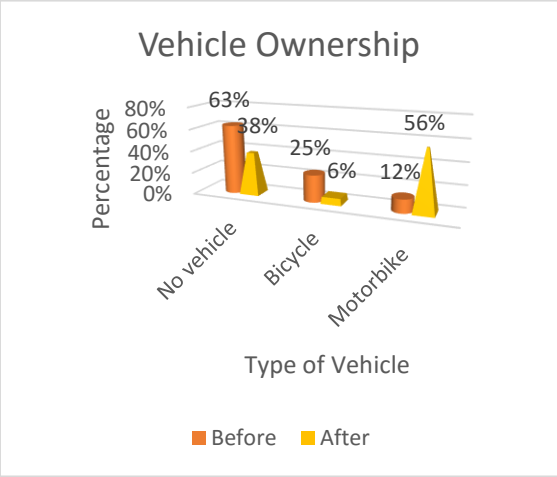


Figure 41: Vehicle Ownership

Vehicle indicates the ease and comfort of mobility for an individual. As far as the ownership of the vehicle is concerned the survey data depicted that there is an increase in the ownership of the vehicle. The most owned vehicle is motorbike and the trend showed that only 12% beneficiaries have it at the time of attaining training but now 56% of the respondents have it after found employment opportunity. There is a declining trend in no vehicle from 63% to 38% after getting job. Similarly, the reduction was observed from 25% to 6% that respondents have bicycle after gaining employment.

3.5.7 Employability

Figure 3. 5 Employability Status

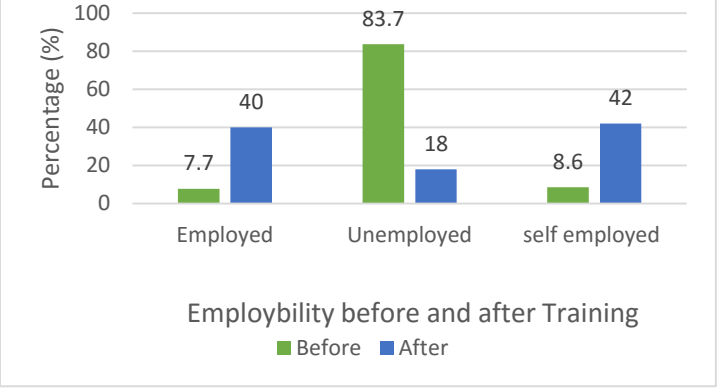


Figure 42: Employability before and after Training

The Figure 42 demonstrates that there is an increasing trend in self-employment as before training 8.6% of respondents was self-employed while after getting training 42% of respondents are self-employed. There is an increasing trend in getting jobs as it raised from 7.7% to 40% of the respondents. Decline in unemployment status as only 18% of population sample is still to be placed to their respective jobs arranged through mutual collaboration of PVTC and their allied industries which were 83.7 % before getting training. The overall trend is quite excellent as beneficiaries with minimal education but well equipped with skill are successful by entrepreneurship inculcation.

3.5.8 Professional Growth

There is an increasing trend in the increase in income of the respondents. DGM&E team analyzed the data and compare the income of the first job with the current job income. The respondents of 39.2% earned below 5000 at their first job now only 23.6% earning the same. Similarly, 30.3 % beneficiaries earned Rs.5000 to 10000 now there is a decline in this category to 26.6% of people. There is a positive trend in increase in percentage of respondents whose income are in Rs. 10000 to 15000, From Rs. 15000 to 20000 and above 20,000. It concludes that there is a potential of professional growth exists in the trained beneficiaries. There is a shift from one income bracket i.e., below 5000 and Rs 5000 to 10,000 to other ranges like Rs 10,000 to 15,000, Rs. 15000 to 20,000 and above Rs. 20,000 that shows the positive trend of professional growth of skilled personnel.

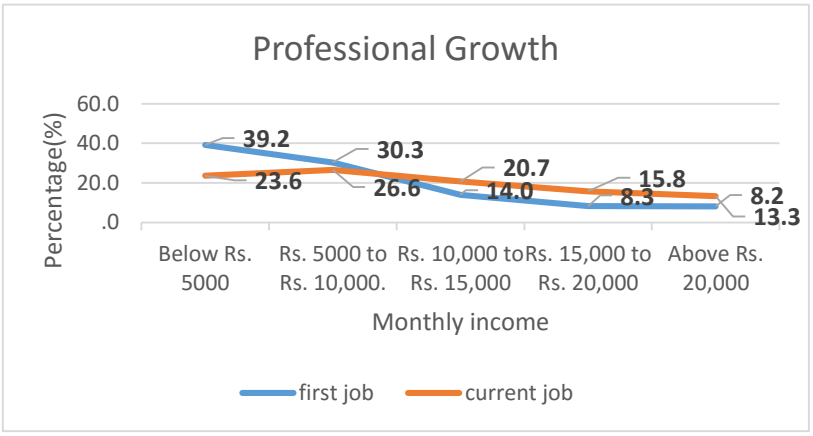


Figure 43: Professional Growth

4. Observations & Recommendations

4.1 Observations

1. PVTC has covered all the Punjab province successfully from remote area to urban areas by the means of introducing market and locality based trades
2. DGM&E team observed that PVTC offered many trades of training but these trades do not match with the local industry and market. Especially, in non-industrial areas most of the trainees have no job opportunities and trades offered by the institutes do not match with the local trades.
3. DGM&E team observed that most of the institutes have not proper tracking system of their pass out students.
4. Graduate students are not allowed to get training on more than one trade. Especially Language trade students were not allowed to take admission in more than one trade.
5. It was observed that various trades are missing in trade list which was demanded by the industry like Fire safety, Auto Electrician, Boiler Assistant, Short-hand writing.
6. Majority of beneficiaries were from grass root level with minimal education. Their aim was to enhance skill, earn income and sustain a remarkable rank in the society. PVTC seems successful for the achievement of this objective.
7. PVTC assess the performance of the instructors but VTIs have not same methods of assessment and frequency to assess the performance of instructors.
8. There is a student teacher ratio of 1:14 but it must be closer for much attention of instructors towards educational environment.
9. In most visited institutes MOU was not properly signed with local industry and most of the trainees never visited local industry.
10. It was also observed that PVTC placed their trainees in different industries but most of the institutes face the shortage of Placement Officers due to the shortage of Placement Officers contact with local industry and placement of trainees is too much effected.
11. PVTC offered the good salaries and other benefits to their teaching and non-teaching staff but all staff working on contract basis and PVTC have not proper service structure and job security for their employees.
12. Most of the institutes are situated in rented buildings and most of buildings are in critical condition and there is no proper security of expensive machinery from rough weather.
13. The concept of self-employment is successfully inculcated through instructors and a majority of beneficiaries are earning handsome income after assistance of PVTC administration. PVTC has started the trend to create entrepreneurs who are job providers not job seekers.
14. Majority of beneficiaries were jobless before the start of the trade almost 84% of students were unemployed. There are only 18% beneficiaries are unemployed after getting training from PVTC which shows that there is remarkable decrease in unemployment.

15. There is an increase in the affordability of household possessions, vehicle and meat intake.

4.2 Recommendations

1. PVTC may launch the massive awareness campaigns to focus on age group from 15 to 20 years as it is the prime age of leaning any skill. It may also reduce the involvement of teenagers towards extremism and they can utilize their positive energy in skill generation.
2. PVTC to enhance the employability rate of those who undergo the skill development .it is also envision that the employability of the skill worker is possible on two accounts first is that training should be such that the market immediately accepts and the skilled worker adapts to the work demand. And second is private sector is fully involved in all aspects of the development, so that it may be considered as an employer immediately except the worker in their enterprise.
3. The assessment mechanism of PVTC should be verified by the syndicate of renowned Monitoring firms at national and at global level for more true and fair view of framework.
4. There is an immense need of MIS student data may be developed.
5. It has been observed that some trade's importance is not recognized in the market especially Agriculture Field Assistant. The duration and importance of certificates should be recognized.
6. PVTC should define same criteria and frequency for all institutes to assess the performance of the instructors.
7. As PVTC further improves its ability to learn about private sector needs, it will need to balance a nearly continuous demand for adaptation and modification with the fundamental need to deliver standardized and quality curricula in an effective manner.
8. There should be commencement of knowledge exchange programs as well as a commencement of meeting of beneficiaries at national level for alumni celebrations. This step will bind the relationship and correspondence would be more effective and swift in between beneficiaries and PVTC.
9. There should be more MoUs between international recognized firms and periodical visits should be regularly arranged for skill up-gradation.
10. There must be such appraisal system for induction of students in national and multinational organizations and working exchange programs should be promoted.
11. There should be much candid atmosphere between industries and PVTC for the generation of new trade along with the concept of process and product innovation. This step will strengthen the mutual relationship as well as encourage the information propagation mechanism.
12. PVTC should hire the placement offices at the earliest for placement of beneficiaries in suitable job.
13. A cadre of more capable curriculum development, master trainers would be an enormous asset to Pakistan PVTC may get benefit from input from international donors to meet this need.

14. There is an immense urge for incorporation of new launched trades as deemed crucial and significant like languages, driving, mining, photography, Animal Husbandry and Paravents Training. PVTC should periodically examine and scrutinized the significance the need for new trades and should include in their curriculum.
15. The curriculum of the training should be corresponding to the market need and demand.
16. The job placement unit of PVTC should be monitored and regulated periodically.
17. PVTC should continually study market needs and changing industrial standards. Incorporating new demands and standards would help the training stay relevant. PVTC has been able to remain linked with the market.
18. There may be formulation of such appraisal framework that it become a keen desire to induct entire manpower from PVTC by the industries. For that more collaborative measures and knowledge exchange management besides mutually inclusive events should be communicated.
19. PVTC institutes should be shifted in their own buildings for proper security of expensive machinery.
20. The concept of entrepreneurship is admirable but for further progress there should be a call for symposium for new business models and techniques assisted by the renowned corporate entities and recognized entrepreneurs.

5. Conclusion

5.1 Pillars for Poverty Alleviation

5.1.1 Protecting the Poor and the Vulnerable

The basic aim of establishment of PVTC is to facilitate the poor by providing them free technical and vocational training supported by Zakat assistance fund. A reasonable amount is always paid to each enrolled beneficiary during training. The technical and vocational training is fully backed up by effective industrial alliance by which the pass out beneficiaries are timely placed to their respective jobs which determines the socio-economic uplift of the poor families. PVTC has facilitate the poor to introduce himself as self-employed by providing access towards microfinance banks for loan disbursement. There is a special program named as Sustainable Economic Empowerment Program (SEEP) for financial assistance by which Rs. 75,420,827 has been released for financial assistance to 1107 beneficiaries.

5.1.2 Making Industry Internationally Competitive

The current era is of knowledge management aligned with product and process innovation. PVTC had signed numerous MoUs to provide skilled labor to fulfill industrial demand. Subsequently, there are numerous trades which has been introduced by the inspiration of industry i.e. motor cycle mechanic, clinical assistant, leather garments stitching etc. as ascertained by training Need Assessment (TNA) tool. These newly included trades bring innovation in industrial affairs as well as more human capital is incorporated into the new paradigm. The practice of two months on job training is prevailing in all VTIs which actually make up the mind of beneficiaries to compete into the national and global market. It is highly desirable for PVTC to strengthen more effective multinational industrial and trade relationships to get competitive advantage. These strong industrial relations support the prospective future growth of the employees as well as result-oriented negotiation on market based compensation is also rendered. These steps exactly turns into the meaningful strength of skilled labor and ultimately create a new demand for PVTC.

5.1.3 Human Development for the 21th Century

The primitive aim of PVTC is to invest on human capital for durable results. It has been observed that the curriculum of PVTC fully trains the beneficiaries with ethical and moral training along with lifesaving skills and pedagogical skills for up gradation of working capacity. Some refresher courses are offered in foreign countries for mental nourishment and value addition in current working environment as duly supported by Staff Teacher Training Institute (STTI) for facility up gradation. This appreciable step brings inflow of capital of PVTC towards human development and prepare them to co-op up with current dynamic challenges. It has been observed that due to

significant human development and retention strategic framework, the annual employee's turnover is estimated as below 1% which reflects the human satisfaction.

Annexures

Annexure A: LIST OF VTIs (2014)

Sr #	Region	Area	District	VTI Name	Address	Ph #	E Mail Address	Principal Name
1	Cetnral	Lahore	Lahore	Special House	40-T, Gulberg-II, Lahore	042 - 35779114	vtispecialhouse@pvtc.gop.pk	Muhammad Iqbal Mian
2				Governer House	VTI Governor's House Punjab. The Mall Road Lahore.	042-99201175	vtigovernorhouse@pvtc.gop.pk	Anum Sattar
3				Shadman	(Malik Barket Ali Campus), Kakazai Welfare Complex, Link Shadman Road, Lahore	042 - 37530292, 37593382	vtishadman@pvtc.gop.pk	Shahzad Mehmood
4				Samanabad	3-B, Poonch Road Islamia Park, Choburji Lahore	042-37525057	vtisamanabad@pvtc.gop.pk	Muhammad Asif (Acting Principal)
5				Manga	Near Union Council Building Manga Mandi Lahore.	042-35383746	vtimanga@pvtc.gop.pk	Nauman Aslam
6				Kahna Nau	24 Kms , Feroze Pur Road, Kahna Nau, Near Noor Hospital, Lahore	0300 - 8006627	vtibilyanwala@pvtc.gop.pk	Ahmad Imran
7				Township	1/C-II, Near Qadri Chowk, Township, Lahore	042 - 99262094, 99262095	vtitownship@pvtc.gop.pk	Mehmood Ahsan Talal
8				Nain Sukh	Parchi Stop Sagian Bypass, Nain Sukh Lahore	042-36143210	vtinainsukh@pvtc.gop.pk	Aqeel Ahmad
9				Walton	LDA Quarters, A Block, Walton, Lahore	042 - 35920561	vtiwalton@pvtc.gop.pk	Muhammad Iqbal Mian
10				Green Town	134 –Industrial Area, Kot Lakhpat, Green Town, Lahore	042 - 35121024, 35120712	vtigreentown@pvtc.gop.pk	Syed Athar Masood
11			Kasur	Kasur (Noor pur Dogran)	NoorPur Dogran,depalpur road,Kasur	049-2719365-66	vtikasur@pvtc.gop.pk	Sarshar Ahmad
12				Kangan pur (Satellite of Kasur)	Community Centre Building, Opposite Canal Rest House, Kangan Pur District Kasur.	049-4821041	vtikasur@pvtc.gop.pk	
13				Kasur City	Abdul Khaliq Colony Near DPS School Kasur City	049-2770022	vtikasurcity@pvtc.gop.pk	Muhammad Azeem

14				Chunian	Near Khalid Market, Behind office Union Council City # 2, Hujra Shah Muqeem Road, Chunian City Disrtict Kasur	049-4311366-4311077	vtichunian@pvtc.gop.pk	Sarshar Ahmad
15		Faisalabad	Faisalabad	Faisalabad Main	New civil Lines Groya Chowk Faisalabad	041-9200812	vtifaisalabad@pvtc.gop.pk	Muhammad Ilyas
16				D- Ground, Faisalabad	24-A Peoples Colony, Faisa Rasheed Road, (Behind Special Education School) Peoples Colony Faisalabad.	041-9220583,	vtidground@pvtc.gop.pk	Muhammad Tayyab Nadeem
17				Sitara colony (Satellite Campus of VTI D Ground)	P-71, Sitara Colony, Risalywala Road, Faisalabad.	041-2564354	vtisitara@pvtc.gop.pk	
18				Dhobi Ghat	Opposite B.C Tower, Jinnah colony, Dhobi Ghat, Faisalabad	041-9201121, 041-2601120	vtidhobighat@pvtc.gop.pk	Muhammad Munir Tariq
19				Jaranwala	240 GB, Gulhar Mor, Lahore Road Jaranwala	041-4313375	vtijaranwala@pvtc.gop.pk	Sajid Habib
20				Satiana	68 Union Council Building Satiana Tehsil Jaranwala District Faisalabad	041-4601058	vtisatiana@pvtc.gop.pk	Syed Ghazanfar Abbas
21				Chak 76 GB (stellite of Satiana)	Chak No. 76 GB PO Same, Tehsil & District Faisalabad.	041-4010130	vtichak76@pvtc.gop.pk	
22				Khurrianwala	Building Union Council No 21, Makoana Bypass Road, Khurrianwala	041-4362220	vtikhurriawala@pvtc.gop.pk	Syed Ghazanfar Abbas (Acting Principal)
23				Salarwala (Sattelite Campus of Khurrianwala)	Building Govt. Degree College (Boys), Jhumra Road, Salarwala	041-4362220	vtikhurriawala@pvtc.gop.pk	
24				Mamukanjan	Jamia Raod Tariq Colony Mamukanjan	041-3431846	vtimkanjan&pvtc.gop.pk	Muhammad Mehmood Javed
25				Saumandri (Satellite Campus of Mamunkanjan)	Chak # 474 G.B Rajana Road, Samundri	041-3418146	vtimkanjan&pvtc.gop.pk	
26			Jhang	Jhang	Chah Shadiwala Jhang,City Road Jhang	047-628773	vtijhang@pvtc.gop.pk	Khadim Husnain Asghar

27				170 JB Satellite Campus of Jhang	Chak No.170 JB Tehsil, & District Jhang	047-628773	vtijhang@pvtc.gop.pk	
28				Shorkot	Hostel Building, Govt. Boys High School Shorkot City.	475310311	vtishorkot@pvtc.gop.pk	Muhammad Nadeem Atif
29				Satellite Campus Female Shorkot	Government Elementary High School (female) Hostel Building , Shorkot	475643206	vtishorkot@pvtc.gop.pk	
30				Ahmad Pur Sial	Opposite Police Station Ahmad pur Sial	047-5340828	vtisial@pvtc.gop.pk	Engr. Muhammad Javed Ch:
31			Chiniot	VTI Chiniot	Opposite General Bus Stand, Sargodha Road , Chiniot	047-6337007 , 047-9239041-42	vtichiniot@pvtc.gop.pk	Rabia Iqbal
32			Toba Tek Singh	Toba Tek Singh	Near DHQ, Hospital, Rajana Road, Toba Tek Singh	046-2514135	vtittsingh@pvtc.gop.pk	Shahid Iqbal
33				Kamalia	Chak No. 708 GB Chah Shamoon Wala, Near Railway Station, Inside Special Education Kamalia	046-3412201	vtikamalia@pvtc.gop.pk	Waqas
34				Gojra	Javed Colony, Jhang Road, Gojra	046-3514062 ,046-9200062	vtigojra@pvtc.gop.pk	Muhammad Wasiq
35		Sahiwal	Sahiwal	Sahiwal	VTI, W-Block, Farid Town , Near Rabbani Masjid, Sahiwal	040-4554499	vtisahiwal@pvtc.gop.pk	Naveed Javed Khan
36				Qadir abad (Satellite Campus of Sahiwal)	Near Union Council Office Qadirabad	040-4554499	vtisahiwal@pvtc.gop.pk	
37				Noor Shah (Satellite Campus of Sahiwal)	Main Road Noor Shah	040-4554499	vtisahiwal@pvtc.gop.pk	
38				Harappa	VTI, Mohalla Pathana Wala, Harappa City	040-4430724	vtiharrapa@pvtc.gop.pk	Muhammad Ali
39				Chicha Watni	VTI, Near MC High School, College Road, Chicha Watni	040-5487105	vtichichawatni@pvtc.gop.pk	Ashhad Raza
40				Ghaziabad	VTI, Near Adil Resturant, Burewala-Chicha Watni Road, Ghaziabad	040-5440854	vtighaziabad@pvtc.gop.pk	Bilal Rasheed

41				Kassowal	VTI, By Pass road, Chak# 4/14 - L, Kassowal	040-5410360	vtikassowal@pvtc.gop.pk	Adeel Ahmad Khan
42			Okara	Okara	VTI, Kot Ammer Ali Shah, Near Station Stop, Okara	044-2552570	vtiokara@pvtc.gop.pk	Liaqat Shahzad
43				Renala Khurd	VTI, Near Govt. Higher Second. School For Boys, Sher Garh Road, Renala Khurd	044-2635693	vtirenalakhurd@pvtc.gop.pk	Naeem Akhter
44				Depalpur	VTI, Basir Pur Road, Near Thana Saddar, Depalpur	044-4540983	vtidepalpur@pvtc.gop.pk	Nasir Abbas
45				VTI Wasaway Wala, Satellite of VTI Depalpur	1/SP,Wasawewala, Tehsil Depalpur Distt.Okara	044-4540983	vtidepalpur@pvtc.gop.pk	
46			Pakpattan	Pakpattan	VTI, Inside Govt Faridia Post Graduate College, Pakpattan	045-7352617	vtipakpattan@pvtc.gop.pk	Mujahid Naseem
47				Arifwala	VTI, Inside Govt Degree College for Boys, Arifwala	045-7835513	vtiarifwala@pvtc.gop.pk	Raza ul Haq
48		Gujranwala	Gujranwala	Gujranwala	204-Gill Road Gujranwala.	055-9200835 055-3730034	vtigujranwala@pvtc.gop.pk	Mr. Asif Mughal
49				Kamoke	Old Government High School No.2, GT Road Kamoke Near Tanki Stop	055-6816252	vtikamoke@pvtc.gop.pk	Saleem Shabir
50				Wazirabad	Hostel Building MZAK College, College Road, Wazirabad	055-6607820	vtiwazirabad@pvtc.gop.pk	Abdul Rehman
51			Sheikhupura	Sheikhupura	Jinnah Park Near Govt. Boys High School, Sheikhupura.	056-3811684, 056-3785051	vtisheikhupura@pvtc.gop.pk	Mr. Nabeel Masood
52				Mehmouwali, Satellite of VTI Sheikhupura	Village Mehmouwali, Faisalabad Road, Sheikhupura	056-3811684, 056-3785051	vtisheikhupura@pvtc.gop.pk	
53				Burj Attari	Noora wala Road Burj Attari, Lahore Sherkpur Shrif Road, Tahseel Ferozwala, District Sheikhupura	0423-5080643	vtiburjattari@pvtc.gop.pk	Ghulam Qadir
54				Safdarabad	Near NADRA Office Safdarabad	056-3093411 056-3861052	vtisafdarabad@pvtc.gop.pk	Nabeel Masood

55				Muridkey	Mohallah Ahmad Pura, Committee Bazar, Near NADRA Office, Muridky.	042-36122625 042-37980150	vtimuridke@pvtc.gop.pk	Mr. Zulifqar Ali Roofi
56				Jandiala Sher Khan	Boarding House Building Govt. High School (Boys) Hafizabad Road, Jandiala Sher Khan District Sheikhupura	056-3880693	vtijandiala@pvtc.gop.pk	Mr. Kashif Subhani
57			Hafizabad	Hafizabad	Opposite Railway Station Old DO Building Office. Hafizabad.	0547-525825-522825	vtihafizabad@pvtc.gop.pk	Ms. Komal Virk
58				Kolo Tarar	Mohallah Islamabad Road, Kolo Tarar District Hafizabad	0547-430420 0547-423325	vtikolotarar@pvtc.gop.pk	Mr. Nisar-ul-Hassan Aamir (Acting Principal)
59				Pindi Bhattian	Mohallah Hussain Abad, Old Scarp Colony, Band Road, Pindi Bhattian District Hafizabad	0547-531717	vtipindibhattian@pvtc.gop.pk	Mr. Muhammad Shoaib Saleem
60				Sukheki (Satellite Campus of Pindi Bhattian)	Old Community Center, Opposite Railway Station, Railway Road . Sukheki	0547-530644	vtipindibhattian@pvtc.gop.pk	
61			Nankana Sahib	Nankana Sahib	Old Primary School No.2, Near Tehsil Moar Railway Road Nankana Sahib	056-2877168	vtinankana@pvtc.gop.pk	Mr. Saeed Ahmed
62				Bucheki (Satellite Campus Nankana)	Lahore Road Near Al-Makah Hotel Bucheki	056-2721621 056-2728169	vtibucheki@pvtc.gop.pk	
63				Panwan	Chak 176 Tehsil Shahkot District Nankana Sahib	056-3721913-14	vtipanwan@pvtc.gop.pk	Mr. Waheed Imran
64				Sangla Hill	Mohallah Sharif Pura, Ward # 05, Near Fowara Chowk, Sangla Hill	056-3700944	vtisangla@pvtc.gop.pk	Ghulam Rasool
65	South	Dera Ghazi Khan	Bhakkar	Bhakkar	Near Muncipal Rest House, Gadola Road, Bhakkar	0453-511987	vtibhakkar@pvtc.gop.pk	Mr. Faiz Ullah
66				Darya Khan	Near DDOR Office, Dera Road, Darya Khan	0453-253491	vtidaryakhan@pvtc.gop.pk	Mr. Qazi Faisal Hammed
67				Kallurkot	16-C/B-7 Near Housing Park, Housing Colony, Kallur Kot	0453-200455	vtikallurkot@pvtc.gop.pk	Miss Sajida Parveen
68			Dera Ghazi Khan	Dera Ghazi Khan	Block -Z, Near special Education school, Dera Ghazi Khan	064-2012876	vtidgkhan@pvtc.gop.pk	Mr. Tanvir Ahmad Rana

69				Mana Ahmadani (Satellite)	Inside Basic Health Unit, Main Indus high Way, Mana Ahmadani	064-2012254	vtidgkhan@pvtc.gop.pk	Mr. Ghulaulam Abbas Afaq
70				Taunsa Sharif	Old Building GVI (Abad), Near Girls Degree College, College Road Taunsa Sharif	064-2602864	vtitaunsasharif@pvtc.gop.pk	Mr. Egnr. Azhar Kamran
71			Layyah	Chowk Azam	Opposite Grid Station, Fateh pur Road Chowk Azam	0606-380473	vtichowkazam@pvtc.gop.pk	Mr. Zafar Ullah Aamir
72				Fathepur	Behind Ahmad Ali Market, Ward # 01, Fateh Pur	0606-374636	vtifatehpur@pvtc.gop.pk	Zafar Ullah Aamir
73				Kot Sutlan	Near Police Station, Kot Addu Road Kot Sultan	0606-470857	vtikotsultan@pvtc.gop.pk	Miss Naseem Akhtar
74				Layyah	Near Agricultural Engineering Workshop College Road Layyah	0606-413249	vtilayyah@pvtc.gop.pk	Mr. Muhammad Azam
75				Basti Jhakar (Satellite)	Moza Basti Jhakar Paka, U/C 44, Basti Jhakar	0331-6847050	vtilayyah@pvtc.gop.pk	Miss Gulzar Begum
76			Muzaffargarh	Jatoi	Near Govt Boys High School Jatoi	066-2591818	vtijatoi@pvtc.gop.pk	Mr. Engr. Zaheer Mushtaq
77				Mehmood Kot	Near Govt Boys High School Mehmood Kot.	066-2330223	vtimehmoodkot@pvtc.gop.pk	Engr. Nadir Hayat
78				Dr Muzaffar Saeed VTI	Jhang More, Near Khurshid Abad Girls High School Muzafargarh	066-2426740	vtimuzaffargarh@pvtc.gop.pk	Mr. Muhammad Aqeel
79				Shah Garh (Satellite)	Pak pur noor Ghazi Model Village Shah Garh	0303-6865003	vtimuzaffargarh@pvtc.gop.pk	Miss Sidra Zainab
80				Basira (Satellite)	D. G. Khan Road, Basira	0303-6865003	vtimuzaffargarh@pvtc.gop.pk	
81				Kot Addu	Ward No. 14-D, House No. 289/B2, Aqab Ghala Mandi, Mini Bypass Kot Addu	066-2240900	vtikotaddu@pvtc.gop.pk	Mr. Asghar Hayyat
82				Rang Pur	Near Agricultural office, Rangpur	066-2598097	vtirangpur@pvtc.gop.pk	Mr. Naseer Ahmad
83				Shah Jamal	Near Union Council, Shah Jamal City, Shah Jamal	066-2470352	vtishahjamal@pvtc.gop.pk	Mr.Egnr. Farooq Ahmad
84				Khan Garh (Satellite)	Old Al-ilm Academy,Near Noor Hospital, Neher Bangla, Khan Garh	066-2470352	vtishahjamal@pvtc.gop.pk	
85			Rajanpur	Dajal	Near City Park, Jampur Road, Dajal	0604-319002	vtidajal@pvtc.gop.pk	Mr. Rana Saeed Ahmad

86				Fazilpur	Near Khushhali Bank Ltd. Indus high way DG Khan Road Fazilpur	0604-681827	vtifazilpur@pvtc.gop.pk	Mr. Engr. Abid Hussain
87				Jampur	Gulshan-e-Saeed Colony, Near Al-Kamal Boys High School Jampur	0604-569110	vtijampur@pvtc.gop.pk	Mr. Rana Saeed Ahmad
88				Kamal Fareed VTI	Sukh Chayan Model Village Basti Miani Kot Mithan	0604-306001	vtikotmithan@pvtc.gop.pk	Mr. Engr. Abid Hussain
89		Vehari	Vehari	Vehari	Govt. Boys Primary School No.1 Building, E-Block Opposite Hockey Ground, Vehari	067-3361099	vtivehari@pvtc.gop.pk	Mr. Shahab Zafar
90				Sardarpur Jahandir (Satellite)	Sardar Pur Jahandir	067-3361099	vtivehari@pvtc.gop.pk	
91				Ludden	Kachi Pakki Road, Old Hospital Building, Ludden	067-3691418	vtiludden@pvtc.gop.pk	Mr. Muhammad Sarwar
92			Khanewal	Khanewal	Lahore Mor, (Ali Chowk) Khanewal	065-2552223	vtikhanewal@pvtc.gop.pk	Mr. Javed Iqbal Anjum
93				Abdul Hakeem	Old Rest House Building Near Town Committee Abdul Hakeem	065-2442097	vtiabdulhakeem@pvtc.gop.pk	Mr. Naeem Ahmed
94			Bahawalnagar	Bahawalnagar	Jal Wala Road,(Comprehensive High School) Bahawalnagar	063-2273117	vtibahawalnager@pvtc.gop.pk	Mr. Waqas Bin Tariq
95				Chishtian	Government Model Middle School Sugar Mill Road, Chishtian	063-2503019	vtichistian@pvtc.gop.pk	Miss. Kausar Shahar Bano
96				Fortabbas	Old Civil Hospital Building, Maroot Road Near TMA House, Fortabbas	063-2512019	vtifortabbas@pvtc.gop.pk	Mr. Sajid Iqbal
97				Minchinabad	Old Hospital Building, Main Bazar, Minchanabad	063-2750927	vtiminchinabad@pvtc.gop.pk	Mr. Zafar Abbas
98				Mandi Sadiq Gunj (Sattelite)	Railway Station Road, Mandi Sadiq Gunj	063-2780297	vtiminchinabad@pvtc.gop.pk	
99			Lodhran	Lodhran	Havaili Arraiyan Near Motorway Police Office, Lodhran	0608-364409	vtilodhran@pvtc.gop.pk	Muhammad Bilal
100				Chak 12 MPR (Satellite)	Opposite BHU 12 MPR, Shujabad Road, Gailay Wal	0608-364409	vtilodhran@pvtc.gop.pk	
101				Dunyapur	Old Hospital Building , Kehror Pacca Road Dunyapur	0608-305071	vtidunyapur@pvtc.gop.pk	
102				Kehror Pakka	Near PSO Filling Station Lodhran Road, Kehror Pakka	0608-340662	vtikahrorpakka@pvtc.gop.pk	Farhan Ahmad
103				Makhdoom Aali	Old Building Boys Hostel, Near Rural Health Center, Makhdoom Ali	0608-531419	vtimakhdoomaali@pvtc.gop.pk	Mr. Khalid Hameed

104				Qutabpur	Opposite Railway Station, Qutabpur	0608-540442	vtiqutabpur@pvtc.gop.pk	Mr. Hafiz Zia-ur-Rehman
105		Bahawal Pur	Rahim Yar Khan	Khan Pur	Near Abbasia Canal, Opp: Khalil Colony, Sardar Garh Road, Khan Pur	068-5574243	vtikhanpur@pvtc.gop.pk	Rao Muhammad Luqman Zaheer
106				Liaquat Pur	Near Al-Hillal Cotton Ginning Factory. Allah Abad Road, Liaquat Pur	068-5792040, 068-5036294	vtiliaquatpur@pvtc.gop.pk	Asad Bashir
107				Rahim Yar Khan	Inside Agriculture Training Institute, Gulmerg Road Rahim Yar Khan	068-5878736	vtirykhan@pvtc.gop.pk	Muhammad Ali
108				Rajan Pur Kalan	Near Union Council Office, Rajan Pur Kallan (Satellite)	068-5878736	vtirykhan@pvtc.gop.pk	
109				Sadiq Abad	Zorkot Road, Near SuiGas Office, Sadiq Abad	068-5045882	vtisadiqabad@pvtc.gop.pk	Rasheed Ahmed
110				Khan Bela	Eid Gaha Road, Near Union Council Khan Bela	068-5570572	vtikhanbela@pvtc.gop.pk	Muhammad Irfan
111				Zahir Peer	Police Station Road, Zahir Peer.	068-5563134	vtizahirpeer@pvtc.gop.pk	Muhammad Abbas Sheikh
112				Jamal Din Wali	Near Union Council Office, Jamal Din Wali	068-5672331	vtijamaldinwali@pvtc.gop.pk	Muhammad Imran Shakir
113				H. H. Sheikh Khalifa	Inside H.H. Sheikh Khalifa Sports Complex, Abu Dhabi Palace Road, Near Pul Sanni, Rahim Yar Khan	068-5039657	vtisheikhkhalifa@pvtc.gop.pk	Muhammad Abu Bakar
114			Bahawal Pur	Bahawal Pur (Male)	Airport road near Baghdad police Station Bahawalpur	062-2283388	vtibahawalpur@pvtc.gop.pk	Mr. Asif Ali
115				Bahawal Pur (Female)	Fuji Basti Chowk, Near Al Baghdad Police Station, Air Port Road, Bahawal Pur.	062-2283377	vtibahawalpurf@pvtc.gop.pk	
116				Yazman	Old Dubail Hospital Building, College Road, Yazman.	062-2703215	vtiyazman@pvtc.gop.pk	Tahir Masood
117				Ahmed Pur East	Near Dr. Younis Clinic, Katchehry Road, Ahmed Pur East	062-2275401	vtiahmedpur@pvtc.gop.pk	Sajid Mehmood

118			Multan	Multan (Male)	Opp: Daewoo terminal Khanewal road Multan	061-6780096	vtimultan@pvtc.gop.pk	Syed Rizwan Maqbool
119				Multan (Female)	Opp. Govt Girls Daff & Defective Peoples High School Writer Colony Masoom Shah Road, Multan	061-6781695	vtimultanf@pvtc.gop.pk	Mrs.Rozina Shaheen
120				Shuja Abad	Outside Rasheed Shah Gate Ward No. 14 Al-Quresh Colony Shujabad	061-4397966	vtishujabad@pvtc.gop.pk	Rana Mh. Jameel Akhtar
121				MTEC Multan	Multan Technical Education Center, Opposite Fort Colony, Sher Shah Road, Multan Cantt.	061-4585602	vtimtec@pvtc.gop.pk	Engr. Muhammad Umer Chishti
122				Rawalpindi	VTI Builiding Near Mareer Bridge Murree Road Rawalpindi	051-9280314	vtirawalpindi@pvtc.gop.pk	Nadeem Akram
123				Chakri Satellite of Rawalpind	VTI Chakri Post Office Chakri Formae Morterway Camp Chakri	051-9280314	vtirawalpindi@pvtc.gop.pk	
124				VTI Sabaoon Satellite of VTI Rawalpind	Qilla Swat District Malakand	051-9280314	vtirawalpindi@pvtc.gop.pk	
125				Kallar Syden	Raja Youns Building Near Mohmmadi Mosque, Shah Bagh, Kallar syedan	051-4680035	vtikallarsyden@pvtc.gop.pk	Sheikh Muhammad Sabir
126				Kahuta Satellite of VTI Kallar Syden	Islamabad Road Kahuta	051-4680035	vtikallarsyden@pvtc.gop.pk	
127				Malkoka Satellite of VTI Kallar Syden	Vill Malkoka Post offcie Mari danish Mandan Tehsil & Dist Rawalpindi	051-4680035	vtikallarsyden@pvtc.gop.pk	
128				Doultala	Alphalla foundation School, Bhangali Gujjar Doultala Tehsil Gujar Khan	051-3599086	vtidoultala@pvtc.gop.pk	Sidra Khalid
129				Taxila	VTI Taxila Thatta khalil road, Jamil Abad , Jugian, Texila Cantt	051-4548295	vtitaxila@pvtc.gop.pk	Asim Azahar Shah
130				Murree	VTI Murree Alglain House 5A camp Mubrak card Road Sunny Bank Murree	051-3413696	vtimurree@pvtc.gop.pk	Hasnain Haider
131				Alyot Satellite of VTI Muree	Model village Alyot	051-3413696	vtimurree@pvtc.gop.pk	
132				Kotili Sattian Satellite of VTI Murree	VTI Kotli Sattian near GOVT Girls High School Kotli Sattian	051-3413696	vtimurree@pvtc.gop.pk	
133			Attock	Fateh Jang	Old Water Supply Building TMA Block Fateh Jang	057-2212266	vtifatehjang@pvtc.gop.pk	Muhammad Adnan
134				Hassanabdal	Ilsam Shaheed Road , Near Govt Boys Higher Secondary Shool , Hassanabdal	057-2521273	vtihassanabdal@pvtc.gop.pk	Samina Irfan

135				Hazroo (Malhoo) Satellite of Hassanabdal	Thesil hazroo Post office Mahllo Distt Attock	057-2521273	vtihassanabdal@pvtc.gop.pk	
136			Chakwal	Chakwal	Dhoke Feroxze, Pinwal Road, P.O. Box No. 23 G.O P Chakwal	0543-540249	Vtichakwal@pvtc.gop.pk	Obaid ur Rehman
137				Choa syden Shah Satellite of VTI Jhamra	GOVT High School for Girls Choa	0543-540249	Vtichakwal@pvtc.gop.pk	
138				Balkassar	Old Community center Near bus stomp Tallgang road Dist Chakwal	0543-570017	vtibalkassar@pvtc.gop.pk	
139				Talla gang Satellite of Balkassar	VPO Dodial Tehsil Tallagang Dist Chakwal	0543-570017	vtibalkassar@pvtc.gop.pk	
140				Jhamara	VTI Buiding Jhmara Village & Post Office Jhama Tehsil Kalar Kkahar, Disst Chakwal	0543-653265	vtijhamra@pvtc.gop.pk	Syed Muzaffar hussain Bukhari
141		Sargodha	Sargodha	VTI Sargodha Boys	Chak 38-NB Risala No 5 Near Agriculture College Sargodha	048-3700724	vtisargodha@pvtc.gop.pk	Mr.Amir Ali
142				VTI Sargodha Girls	Chak 38-NB Risala No 5 Near Agriculture College Sargodha	048-3700724	vtisargodha@pvtc.gop.pk	
143				VTI Bhalwal	Kot Momen Road, Near Govt. College of Commerce Bhalwal	048-6250153	vtibhalwal@pvtc.gop.pk	Mr.Rana Muhammad Khalid Javed
144				VTI Chak 66, Satellite of VTI Bhalwal	Chak 66, Tehsil Kot Momin	048-6250153	vtibhalwal@pvtc.gop.pk	
145				VTI Bhera	Near Govt. Boys High School, Mahar Colony Bhera, District Sargodha	048-6691900	vtibhera@pvtc.gop.pk	Mr. Yawar Mehmood
146				VTI Sahiwal	Old Town Committee office, Muhalla Wazirpur, Near Kabli Gate, Sahiwal, Distt. Sargodha.	048-6785553	vtisahiwalsgd@pvtc.gop.pk	Mr.Mehboob Ahmed Khan
147				VTI Sillanwali	Katchehry Road, Near Canal Rest House, Gulberg Colony, Sillanwali	048-6531561 & 6531786	vtisillanwali@pvtc.gop.pk	Mr.Amir Ali
148				VTI Shahpur	Near Katchery Shahpur Saddar	0486-310952	vtishahpur@pvtc.gop.pk	Ms.Zahida Yameen
149			Khushab	VTI Khushab	Near Mobilink Tower/ Masjid Jaranwali Mohallah Tajpura Khushab	0454-713577	vtikhushab@pvtc.gop.pk	Miss.Sadia Rehman
150				VTI Noshehra	Near Tehsil Office Noshera (Soon Valley) District Khushab	0454-610757	vtinoshehra@pvtc.gop.pk	Mr.Muhammad Arshad Iqbal
151				VTI Pail, Satellite of VTI Noshehra	Near Chairman Office Pail District Khushab	0454-610757	vtinoshehra@pvtc.gop.pk	

152				VTI Quaidabad	Near Agricutural Workshop Mianwali Road Quidabad	0454-770853	vtiquaidabad@pvtc.gop.pk	Mr.Muhammad Altaf Hussain
153				VTI Bandial Shumali Satellite VTI of Quidabad	Dera Bharowala Bandial Shumali Tehsil Quidabad Dist Khushab	0454-770853	vtiquaidabad@pvtc.gop.pk	
154				VTI Noorpur Thal	Near Darbar Baba Saiden Shah Noorpur Thal Distt Khushab	0454-850656	vtinoorpurthal@pvtc.gop.pk	
155			Mianwali	VTI Mianwali Boys	Near Petroling Post Yaru Khel Mianwali	0459-231609	vtimianwali@pvtc.gop.pk	Mr.Ali Akber Khan
156				Wah Bachra satellite VTI of Mianwali Boys	Main Road Wah Bachran District Mianwali	0459-231609	vtimianwali@pvtc.gop.pk	
157				VTI Mianwali Girls	Near Tari Khel Plaza Muslim Baza Mianwali	0459-235937	vtimianwalif@pvtc.gop.pk	Miss.Hifza Anwer
158				VTI Piplan	H#L-2, Officer colony Piplan	0459-201387	vtipiplan@pvtc.gop.pk	Mr.Mohammad Bilal Ahmed
159				VTI Essa Khel	Al-Habib Market Kaghlan Wala Road Esakhel District Mianwali	0459-285343	vtiessakhel@pvtc.gop.pk	Mr.Ali Akber Khan
160		Sialkot	Narowal	Narowal	Rasool Nagar, St. Salma Khalil Clinic, Near Railway Crossing, Circular Raod, Narowal.	054-2413322	vtinarowal@pvtc.gop.pk	Mr. Kashif Shabir Rana
161				Zafarwal	Derman Chungi, Shakargarh Road, Zafarwal.	054-2539461	vtizafarwal@pvtc.gop.pk	Mr. Tariq Mahmood
162			Sialkot	Sialkot (M)	Near Goll Chaker, Small Industrial Estate, Sialkot.	052-3562708	vtisialkot@pvtc.gop.pk	Mr. Naeem Sohail
163				Pasrur	Govt. High School #-1, Opposite Railway Station, Pasrur.	052-6443390	vtipasrur@pvtc.gop.pk	Mr. Muhammad Ali
164				Sialkot (F)	Haider Park, Muhalla Tiba Kakay Zaiyan, Sialkot.	052-4570749	vtisialkotf@pvtc.gop.pk	Miss. Nazia Turab
165				Ranjhai (F) Satellite VTI of VTI (F) Sialkot	Govt. Primary School Ranjhai, Tehsil Daska, Distt Sialkot.	052-4570749	vtisialkotf@pvtc.gop.pk	
166			Gujrat	Gujrat	Decent St., Opp. Bashir Hospital, Railway Road, Gujrat.	053-3522538	vtigujrat@pvtc.gop.pk	Mr. Faiz Ahmad
167				Jalalpur Jattan Campus Satellite of VTI Gujrat	Hussain sizing street near GOVT. Abdul haq collage jalalpur jattan	053-3522538	vtigujrat@pvtc.gop.pk	
168				Lalamusa	Sada Goal, Khawas Pur Road, Near Masoom Shah Darbar, Lalamusa.	053-7517418	vtilalamosa@pvtc.gop.pk	Mr. Khurram Shahzad
169				Sara -i-alamgir Satellite of Lalamusa	Khanda Chowk Ali Plaza Sara-I-Almagir	053-7517418	vtilalamosa@pvtc.gop.pk	

170				Kharian Satellite of Lala Musa	Jama e Musjad Shfeeq Opposite Tehsil Headquater Hospital GT road Kharian	053-7517418	vtilalamosa@pvtc.gop.pk	
171			Mandi Bahauddin	M.B. Din	Near Rural Health Centre Mong, Mandi Baha-ud-Din.	054-6626257 054-6626325	vtimbahaudin@pvtc.gop.pk	Mr. Waqar Abbas
172				Fe-male City Campus Mandi Bahauddin	Opp. Govt. Girls College, Thana Road, Mandi Bahauddin	054-6626257 054-6626325	vtimbahaudin@pvtc.gop.pk	
173				Marala Satellite of Mandi Bahauddin	Shumali Darah Chowk, Marala, Mandi Bahauddin.		vtimbahaudin@pvtc.gop.pk	
174				Phalia	Near Tehsil Nazim Office (Old Civil Hospital), Phalia, District M.B. Din.	054-6587811	vtiphalia@pvtc.gop.pk	
175				Kuthiala Sheikhan (Sattelite of Phalia)	Old Markaz Complex, Kuthiala Sheikhan, District M.B.Din.	054-6570279	vtikothialan@pvtc.gop.pk	
176				Badshah Pur (Sattelite of MB Din)	Old Union Council Office Badshah Pur, Tehsil Malikwal, District M.B.Din.	054-6583042	vtibadshahpur@pvtc.gop.pk	
177			Jhelum	Jhelum	Kala More, Near Grid Station, Jhelum	054-4270301	vtijhelum@pvtc.gop.pk	Mr. Tahir Akram
178				Chak Jani	P.O.Box Chak Jani, Tehsil P.D.Khan, Distt. Jhelum.	054-4430219	vtichakjani@pvtc.gop.pk	
179				Chak Shadi (SVTI of VTI Chak Jani	Village Chak Shadi, P.O. Pinanwal, Tehsil P.D. Khan, District Jhelum.	054-4430219	vtichakjani@pvtc.gop.pk	

Annexure B:Questionnare For Beneficiary

Date:_____

Name _____

Gender _____ Male / Female _____ D.O.B/Age_____/_____/_____

Address_____
City _____

Tehsil_____District_____Contact _____

Institution_____Trade _____

Duration of Trade Course_____Year of Admission_____

Year of Completion_____Grade_____

Basic Education before enrollment:

A) Primary B) Middle C) Matric D) Intermediate

E) Graduation F) Masters G) Above

Basic Education after enrollment:

A) Primary B) Middle C) Matric D) Intermediate

E) Graduation F) Masters G) Above

Interviewer Name _____

Team _____ (South, North, Central)

Supervised by _____

1. Employment status before training?

    a) Employed
    b) Unemployed
    c) Self-employed

2. What was the level of monthly income before training?
    a) Below Rs. 5000
    b) Rs. 5000 to Rs. 10,000
    c) Rs. 10,000 to Rs. 15,000
    d) Above Rs. 15,000

3. What motivated you to join this training?
    a. Increase in family income
    b. Skill development
    c. To avail free opportunity
    d. Another friend benefited earlier.
    e. Own Choice
    f. Others _____
4. How did you come to know about this training?
    a. Through some friends/family
    b. The PVTC staff members
    c. Influential from the community referred me
    d. Through advertisement
    e. Others, please specify_____
5. Why did you join training in this particular trade?
    a. Your own choice
    b. training center staff advise
    c. on advice of friends/family
    d. others
6. What was your Fee category?
    a. Self-payment based
    b. Zakat Fund System
    c. Scholarship
7. What was the time Schedule for training?
    a) Morning
    b) Afternoon
    c) Evening
8. What was the distance between Training center and your house?

    a. Less than 5 Km
    b. 5-10Km
    c. 10-15Km

d. 15-20Km
e. Above 20Km

9. What was your mode of travelling for training?
    a. By Walk
    b. Cycle
    c. Motor-bike
    d. Auto Rickshaw
    e. Car
    f. Local Transport
10. On which base you got admission?
    a. Merit
    b. demand-based
    c. Quota
    d. Self-Finance
11. Have you paid any fee at the time of admission?
    a) Yes
    b) If Yes, please specify amount _____
    c) No

12. Your perception about admission policy?
    a. Merit based
    b. Talent based
    c. Demand based
    d. Self-finance
    e. Others

13. What was the average duration of lecture delivered to you?
    a. Less than 30 min
    b. 30 to 45 min
    c. 45 to 60 min
    d. Above 60 min
14. Your perception about mode of teaching as?
    a. Theoretical
    b. Practical
    c. Both (a & b)
15. What was the medium of instruction in the lecture?
    a. English
    b. Urdu
    c. Punjabi
    d. Bilingual
16. How satisfied were you with the medium of instruction?
    a. Fully satisfied
    b. Partially satisfied
    c. Not satisfied
    d. No Answer
17. What was the punctuality level of your instructor?
    a. Regular punctual

   b. Frequent punctual
   c. Never punctual
18. What was the regularity level observed by you concerning to your instructor?
   a. Always regular
   b. Frequent regular
   c. Never regular
19. How satisfied are you with your instructor?
   a. Fully satisfied
   b. Partially satisfied
   c. Not satisfied
   d. No answer
20. Did you get any monthly stipend?
   a. Not at all
   b. Rs. 500
   c. Rs. 1000
   d. Rs. 1500
   e. Above Rs. 1500
21. Do you have received any certificate of training after completion?
   a. Yes
   b. Pending
   c. No
22. Is there any feedback system for assessment of instructor present in VTIs?
   a. Yes
   b. No
   c. No answer
23. If there is any feedback system then what is the frequency of implementation?
   a. Need based
   b. Daily
   c. weekly
   d. Monthly
   e. Quarterly
   f. Biannually
   g. Annually
24. What is the mode used for feedback?
   a. Formal
   b. Informal
25. Your marital status?
   a. Single
   b. Married
   c. Widow
   d. Divorced

If single, then skip the following Questions (Next 5 Question)

26. Do you have children?
    a. Yes
    b. No
27. How many children do you have?
    a. 1
    b. 2
    c. 3
    d. 4
    e. Above 4
28. School going children
    a. 1
    b. 2
    c. 3
    d. 4
    e. Above 4
29. In which type of school your children are studying?
    a. Government
    b. semi government
    c. Trust
    d. Private
    e. Madrassa
    f. Non-Formal School

What is the total fee?

a. Less than 1000
b. Between 1000-2500
c. Between 2500 to 3500
d. Above 3500

30. How many siblings you have?
    a) 1
    b) 2
    c) 3
    d) 4
    e) Above 4

31. School going siblings
    a) 1
    b) 2
    c) 3
    d) 4
    e) Above 4

32. Total fee of siblings
    a) Less than 1000
    b) Between 1000-2500
    c) Between 2500 to 3500
    d) Above 3500

33. What is the status of your home ownership?
    a. Owned
    b. rented
    c. family-owned
    d. mortgaged
34. What is the area of your house?
    a. Less than 3Marla
    b. 3-5 Marla
    c. 5-7 Marla
    d. 7-10 Marla
    e. Above 10 Marla
35. What is the source of drinking Water?
    a. Mineral,
    b. Filtered
    c. Boiled
    d. Hand Pump/ underground water
    e. Tap water
    f. Other ( )
36. Routine of taking meat in the meals
    a. Daily
    b. Weekly (once, twice, thrice)
    c. Monthly
    d. at specific occasion's
    e. At Random
37. From where do you get medical treatment for your family?
    a. Government hospitals
    b. Private Hospital
    c. Quack
    d. Homeopathic
    e. Hakeem
    f. Others

Household Possession

Sr. no.	Articles	Yes	No
1	Air Conditioner		
2	Room Coolers		
3	Refrigerator		
4	Geyser (Gas/ Electric)		
5	Washing Machine/ Dryer		
6	Television		
7	Computer/Laptop		
8	Iron		
9	Mobile		

38. Employment status before training?
    a. Employed
    b. Unemployed
    c. Self-employed
39. What was the level of monthly income before training?
    a. Below Rs. 5000
    b. Rs. 5000 to Rs. 10,000
    c. Rs. 10,000 to Rs. 15,000
    d. Above Rs. 15,000
40. Your current employment status?
    a. Employed
    b. Unemployed
    c. Self-employed

If unemployed, reason _____

41. In which organization you are doing job?

Specify _____

42. How do you get this opportunity/job?
    a. PVTC
    b. Merit based
    c. Reference – based
    d. Others _____
43. What was your monthly income after training (first job)?
    a. Below Rs. 5000
    b. Rs. 5000 to Rs. 10,000
    c. Rs. 10,000 to Rs. 15,000
    d. Rs. 15,000 to Rs. 20,000
    e. Above Rs. 20,000
44. What is your current monthly income?
    a) Below Rs. 5000
    b) Rs. 5000 to Rs. 10,000
    c) Rs. 10,000 to Rs. 15,000
    d) Rs. 15,000 to Rs. 20,000
    e) Above Rs. 20,000

45. How would you rate your skill level after getting training?
    a. Skilled
    b. Semi- skilled
    c. Expert
46. Does your skill exactly match the employer's need?
    a. Fully
    b. Somewhat
    c. Partially

d. Not at all

47. Did you have any job offer from any renowned national firm?
    a. Yes
    b. No

If yes then name of the firm_____

48. Did you have any job offer from international (multinational) firm?
    a. Yes
    b. No

If yes then name of firm_____

Annexure C: Questionnaire for PVTC Administration

Name_____

Gender_____Male/Female __ _____Designation_____Contact _____

Address_____
_____City _____Tehsil_____District_____
_____ VTI name _____

What are the members of staff _____

No. of Teaching Staff _____

No. of non-teaching Staff _____

How do you recruit teaching staff?

a. On reference
b. Through advertisement

What is the mode of hiring the teaching staff?

a. Test
b. Interview
c. Outsourced
d. Referral based
e. Others

What is the mode of hiring the non-teaching staff?

a. Test
b. Interview
c. Outsourced
d. Referral based
e. Others

What is the average student teacher ratio in your VTI?

a. Below 1:14
b. Up to 1:14
c. 1:30
d. 1:45
e. 1:60
f. Above 1:60

Do you feel satisfied with the syllabus of the lecture delivered by instructors?

a. Fully satisfied
b. Partially satisfied
c. Not satisfied

What is the mode of motivation for VTI faculty?

a. Salary
b. Incentives
c. Benefits
d. Promotions
e. All above

How do you assess the performance of the instructor?

a. On completion of course
b. Through results
c. Through internal evaluation
d. Through student's feedback
e. No assessment

What is the frequency of assessment of instructor?

a. Monthly
b. Quarterly
c. Annually
d. After course completion

What is the annual staff turnover rate?

a. Less than 1%
b. 01 – 05%
c. 05 - 07%
d. 07 – 10%
e. Above 10%

What is the main reason for resignation?

a. Salary
b. Working environment
c. Travelling distance
d. Better opportunity
e. Others

Is your organization fully furnished with required equipment?

A. Yes
B. No
C. Partially furnished

Is your curriculum up to the standard?

A. Yes
B. No

Is your curriculum being up to dated?

a. Yes
b. No

Does your organization assist in creation of on job training?

a. Yes
b. No

Does your organization assist in making arrangement for industrial visits?

A. Yes
B. No

Does your organization take information from the students after training about job ?

a. Yes
b. No

If yes then, how do you get the information?

a. Through E Mails
b. Through telephonic conversation
c. Industrial feedback
d. Employer feedback
e. Social media
f. Others

What is the percentage of VTI students (2010-14) in the job market?

a. Less than 20%
b. 20- 40%
c. 40-60%
d. 60- 80%
e. More than 80%

What is the percentage of students getting job offer related to their respective trade after training?

a. Less than 20%
b. 20-40%
c. 40-60%
d. 60-80%
e. More than 80%

Does PVTC offer any module of training through foreign organization?

a. Yes
b. No

If yes then state the name of foreign organization?

Does PVTC contribute training services in Madrassas/jail?

a. Yes
b. No

Does PVTC offer any self-business development opportunity to their students?

A. Yes
B. No

Annexure D: Questionnaire for Instructor

Name _____Gender _____(M/F) _____ Designation _____Contact _

Address _____

VTI Name _____ City _____Tehsil_____
District_____

When did you join this VTI?

What is your education?

a. Bachelors
b. Masters
c. PhD
d. Others

What is your technical education?

a. DAE
b. B-Tech
c. BS-Tech
d. M-Tech
e. Other

Your total professional experience

a. Less than 5 years
b. 5-10 years
c. 10-15 years
d. More than 15 years

Teaching experience _____

Industrial/Market experience_____

What was the mode of induction?

a. Test
b. Interview
c. Outsourced
d. Referral based
e. Practical test
f. Others

What is your salary along with benefits?

a. Less than 25,000
b. 25,000 to 50,000
c. 50,000 to 75,000

d. Above 75,000

What is your mode of student's assessment?

A) Quiz
B) Assignment
C) Exams
D) Practical
E) Projects
F) All Above

Have you conveyed any additional lecture for motivation?

A) Yes
B) No

Have you conveyed additional lecture for inspiration towards self-employment/entrepreneurship?

A) Yes
B) No

Does your Institute offer refresher courses for instructors?

A) Yes
B) No

What is the duration for refresher courses for instructors?

A) Quarterly
B) 6 months
C) Annually
D) Other

How does administrator assess your work?

A) Internally
B) Externally

How often is this assessment carried out?

A) Quarterly
B) 6 months
C) Annually
D) Others

What is the percentage of employment of your students?

a. Below 20%
b. 20% - 40%
c. 40%- 60%
d. 60%-80%
e. Above 80%

Annexure E: Questionnaire for Industry

Name of Organization_____

Name of Respondent _____

Designation_____Contact #_____

City_____Tehsil _____District_____

Type of industry_____

How many formally trained workers does your organization have?

How many of them are from PVTC?

What was the level of skill at the time of induction through PVTC?

A) Semi-skilled
B) Skilled
C) Unskilled

Had you ever faced any difficulty in finding skilled workers from PVTC?

A) Yes
B) No

Had you added any training trade as new addition in PVTC trade list?

A) Yes
B) No

If yes then mention the name of newly recommended trade?

Had you signed any MoU with PVTC?

A) Yes
B) No

Do you offer internship opportunities to the students from PVTC?

A) Yes
B) No

What is the skill attainment level while working in your organization?

A) Semi-skilled
B) Skilled
C) Expert

Do you have ever contributed in conveying the demand for any skill labors to PVTC?

A) Yes
B) No

Annexure F: Pictorial Evidence

Vocational Tranning Insititute Khushab









Vocational Tranning Insititute Jhamra Chakwal









Vocational Tranning Insititute Muree, Rawalpindi















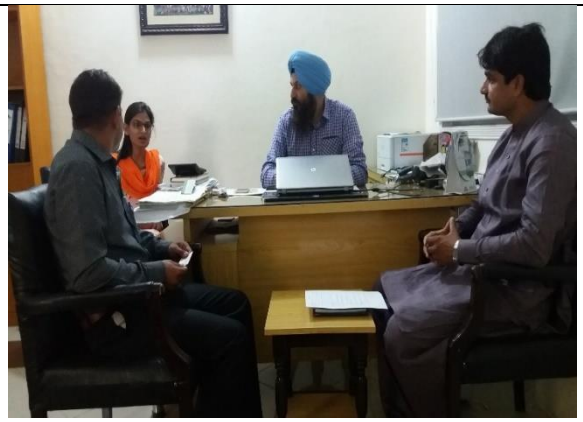


Vocational Tranning Insititute Narowal









Vocational Tranning Insititute Jehlum









Vocational Tranning Insititute Chiniot









Vocational Tranning Insititute Khana Nau, Lahore









Vocational Tranning Insititute Nankana Sahib









Vocational Tranning Insititute Kamoki









Vocational Tranning Insititute Khanewal



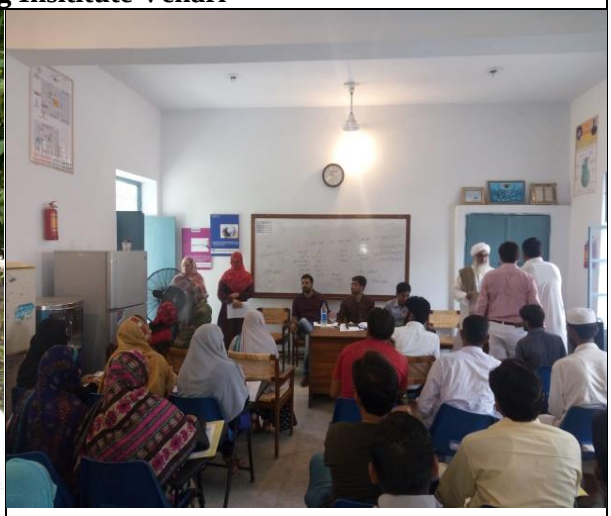






Vocational Tranning Insititute Vehari








Vocational Tranning Insititute Faisalabad






Vocational Tranning Insititute Okara









Vocational Tranning Insititute Bahawalpur









Vocational Tranning Insititute Multan







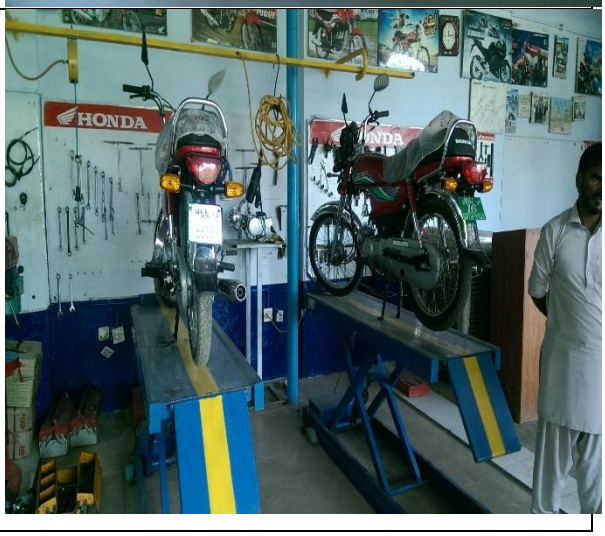


Vocational Tranning Insititute Muzafargarh









Vocational Tranning Insititute Layyah



