



1st

ANNUAL PERFORMANCE REPORT

2008-2025

Detailed insights into our operational highlights, and statistic analysis.



GOVERNMENT OF SINDH

BENAZIR BHUTTO SHAHEED
HUMAN RESOURCE, RESEARCH & DEVELOPMENT BOARD

PUBLISHED IN JANUARY 2026

• TRANSFORMING •

YOUTH THROUGH SKILLS DEVELOPMENT

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Vision & Mission



VISION

To empower youth with market-relevant skills, fostering entrepreneurship, productivity, and sustainable socio-economic development.

MISSION

To deliver high-quality, market-driven training that equips youth with practical skills, enhances employability, and connects them with sustainable income opportunities.



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CHAIRMAN MESSAGE



MR. TAMEEZUDIN KHERO

CHAIRMAN - BBSHRRDB

The Benazir Bhutto Shaheed Human Resource, Research & Development Board was established with a clear and resolute vision: to empower the youth of Sindh with the skills, opportunities, and confidence needed to lead Pakistan into a more prosperous and progressive future. Our mission goes beyond training, it is about transforming human potential into practical capability, economic resilience, and long term national value.

In a world where technology, industry, and labor markets are evolving rapidly, the Board recognizes that the greatest asset of Sindh is its people. Our vision is to cultivate a skilled workforce that is not only job-ready but future-ready, equipped with modern competencies, adaptable mindsets, and the ability to contribute meaningfully both in local industries and the global economy.

We are committed to expanding high-quality vocational and technical training across all districts of Sindh, ensuring accessibility for every youth, especially those from underserved and remote areas. Our goal is to remove the barriers of unemployment and socio-economic insecurity by providing pathways toward sustainable livelihoods, entrepreneurship, and professional growth. To achieve this, the Board continues to strengthen partnerships with industry, academia, and international organizations, aligning our training programs with the demands of emerging markets. We aim to create a dynamic environment where innovation is encouraged, standards are elevated, and every trainee is supported from training to employment.

At the heart of our vision lies inclusivity, transparency, and excellence. We strive to uphold the legacy of Shaheed Mohtarma Benazir Bhutto by enabling youth to rise with dignity, purpose, and opportunity. Through our ongoing reforms, monitoring mechanisms, and commitment to quality, BBSHRRDB is shaping a skilled Sindh that is economically vibrant, socially empowered, and globally competitive.

The Board is actively working toward establishing a culture of accountability, transparency, and continuous improvement. Through monitoring systems, data-driven decisions, and performance-based evaluations, we are ensuring that every investment made in youth development translates into tangible results. This approach not only strengthens our institution but also builds trust among trainees, communities, and our development partners.

Our vision is not limited to skill development alone; it extends to the holistic empowerment of youth. We believe that the young people of Sindh must be empowered to dream, to explore, and to build their own success stories. By fostering confidence, discipline, leadership qualities, and ethical values, we aim to prepare a generation that contributes positively to society and drives economic stability within Sindh and beyond.

The journey ahead is ambitious, but it is one we embrace with conviction. With the collective support of our stakeholders, partners, and communities, the Board is determined to build a skilled Sindh, one where every young person is empowered with the tools to succeed, contribute, and transform their future.

SECRETARY MESSAGE

ENGR. MUNAWAR ALI MITHANI

SECRETARY - BBSHRDB



The vision of the Board is built on a firm commitment to strengthening the future of Sindh through skill development, economic opportunity, and inclusive human progress. As Secretary, I believe that empowering youth with modern competencies is one of the most effective ways to reduce unemployment, promote stability, and accelerate growth across the province.

Our focus is to create a system where every young person, regardless of background, district, or circumstance, has access to quality training that can lead to secure employment or self-reliance. This vision guides all our policies, reforms, and program development. We aim to ensure that skill development is not just an intervention but a sustainable transformation that elevates individuals, families, and entire communities.

To bring this vision to life, the Board is prioritizing wider outreach and enhanced quality. We are working to strengthen our training network, upgrade facilities, and equip centers with modern tools and technologies. Our objective is to bridge the gap between trainees and the rapidly evolving demands of the job market, both within Pakistan and abroad.

A major component of our vision is system improvement and transparency. We are introducing stronger monitoring mechanisms, data-driven planning, and performance evaluations to ensure that every program delivers real value. Quality assurance is at the heart of our work; every trainee deserves training that meets credible standards and leads to practical workplace readiness.

Collaboration with the private sector remains essential to our strategy. Industry-driven training ensures relevance, employability, and long-term impact. Therefore, we continue to build partnerships with employers, industry associations, and development organizations to design training that responds directly to market needs. Our goal is to create a workforce that is competitive, confident, and prepared for emerging opportunities.

This holistic approach prepares trainees not only for jobs but also for leadership, innovation, and business creation. We want our young people to think beyond employment and explore avenues where they can become job creators themselves.

Our mission is inspired by values of service, dignity, and progress. With continuous support from the Government of Sindh and the dedication of our teams and partners, we are committed to building a future-ready workforce that contributes actively to the province's socio-economic advancement.

The Board will continue to strengthen systems, expand opportunities, and uphold the highest standards of training. Our vision is clear: to build a skilled Sindh where every young person has the tools, confidence, and opportunity to shape their own future.

As we move forward, we remain committed to honoring the legacy of Shaheed Mohtarma Benazir Bhutto, whose dedication to people's welfare continues to inspire our mission. Her vision of a progressive, educated, and economically empowered Pakistan fuels our determination to keep expanding opportunities for youth, especially those who have long been overlooked or underserved.

REGIONAL CONSULTANT MESSAGE



MR. MUHAMMAD SULEMAN DASHTI

REGIONAL CONSULTANT

A major emphasis of BBSHRRDB's mission is quality assurance and effective monitoring. At the regional level, this includes consistent oversight of training centers, adherence to established performance benchmarks, and accurate reporting to maintain transparency. These measures ensure that training programs deliver genuine value and uphold the standards expected from a provincial skill development authority.

The work undertaken by BBSHRRDB is more than a set of training programs, it is a long-term investment in the prosperity, capability, and dignity of our youth. Every batch trained, every center strengthened, and every individual empowered contributes to a broader vision of social and economic progress.

A central pillar of the Benazir Bhutto Shaheed Human Resource, Research & Development Board's mission is the assurance of quality and the establishment of robust monitoring mechanisms across all training interventions. At the regional level, this responsibility translates into continuous oversight of training centers, strict adherence to approved standards and performance benchmarks, and the maintenance of accurate, timely, and transparent reporting systems. These practices are essential to ensuring that each program delivers tangible outcomes and meets the expectations of a provincial authority entrusted with human capital development.

Through systematic monitoring visits, coordination with district teams, and close engagement with partner institutes, BBSHRRDB strives to uphold consistency, accountability, and excellence in service delivery. Quality assurance is not viewed merely as a compliance requirement, but as a means to safeguard the interests of trainees and to ensure that public resources are utilized effectively for maximum social impact.

The work undertaken by BBSHRRDB extends far beyond the implementation of training programs; it represents a long-term investment in the prosperity, capability, and dignity of Sindh's youth. Each batch successfully trained, every training center strengthened, and every individual empowered contributes to a wider vision of inclusive social and economic development. These collective efforts play a vital role in equipping young people with the skills, confidence, and opportunities needed to participate meaningfully in the workforce.

As we move forward, the Board remains committed to strengthening monitoring frameworks, enhancing quality standards, and fostering continuous improvement across all regions. Guided by principles of transparency, responsibility, and impact-driven governance, the Benazir Bhutto Shaheed Human Resource, Research & Development Board continues to work towards building a skilled, resilient, and future-ready generation for the sustainable development of the province.

REGIONAL CONSULTANT MESSAGE

ENGR. TAIMUR ALI

REGIONAL CONSULTANT



As Regional Consultant, it is an honor to reflect on the progress, challenges, and achievements of BBSHRRDB across our districts during the past year. Our work brings us closest to the communities we serve, and it is in this capacity that we witness firsthand the tremendous impact skill development has on the lives of Sindh's youth. I extend my gratitude to the Chairman, Secretary, Board Members, district teams, and partner institutes for their consistent support. Above all, I applaud the trainees who challenge themselves to learn, grow, and build a better future. Their success is the true measure of our efforts.

Through continued coordination, rigorous implementation, and a strong commitment to service delivery, the Board strives to strengthen Sindh's human capital. Guided by the values of empowerment, transparency, and excellence, the Benazir Bhutto Shaheed Human Resource, Research & Development Board remains dedicated to shaping a skilled, capable, and future-ready generation.

Throughout the year, BBSHRRDB has remained steadfast in its mission to bridge the gap between education and employability by delivering demand-driven training programs aligned with market needs. From urban centers to underserved rural areas, our collective efforts have enabled thousands of young men and women to acquire practical skills, enhance their confidence, and pursue sustainable livelihood opportunities. Witnessing these success stories firsthand reaffirms our belief that human capital development is the cornerstone of socio-economic progress.

I extend my sincere gratitude to the Chairman, Secretary, and honorable Board Members for their strategic vision and continued guidance. I am equally thankful to the dedicated district teams and partner training institutes whose commitment, coordination, and professionalism ensure effective implementation of programs on the ground. Their tireless efforts play a vital role in maintaining quality, transparency, and impact across all interventions.

Above all, I commend the trainees who have demonstrated determination, resilience, and a willingness to challenge themselves in pursuit of growth and self-reliance. Their achievements stand as the true measure of our success and serve as an inspiration for future generations.

Moving forward, through strengthened coordination, rigorous monitoring, and an unwavering commitment to service delivery, the Board continues to enhance Sindh's human capital. Guided by the core values of empowerment, transparency, and excellence, the Benazir Bhutto Shaheed Human Resource, Research & Development Board remains firmly dedicated to shaping a skilled, capable, and future-ready workforce that contributes meaningfully to the province's sustainable development.

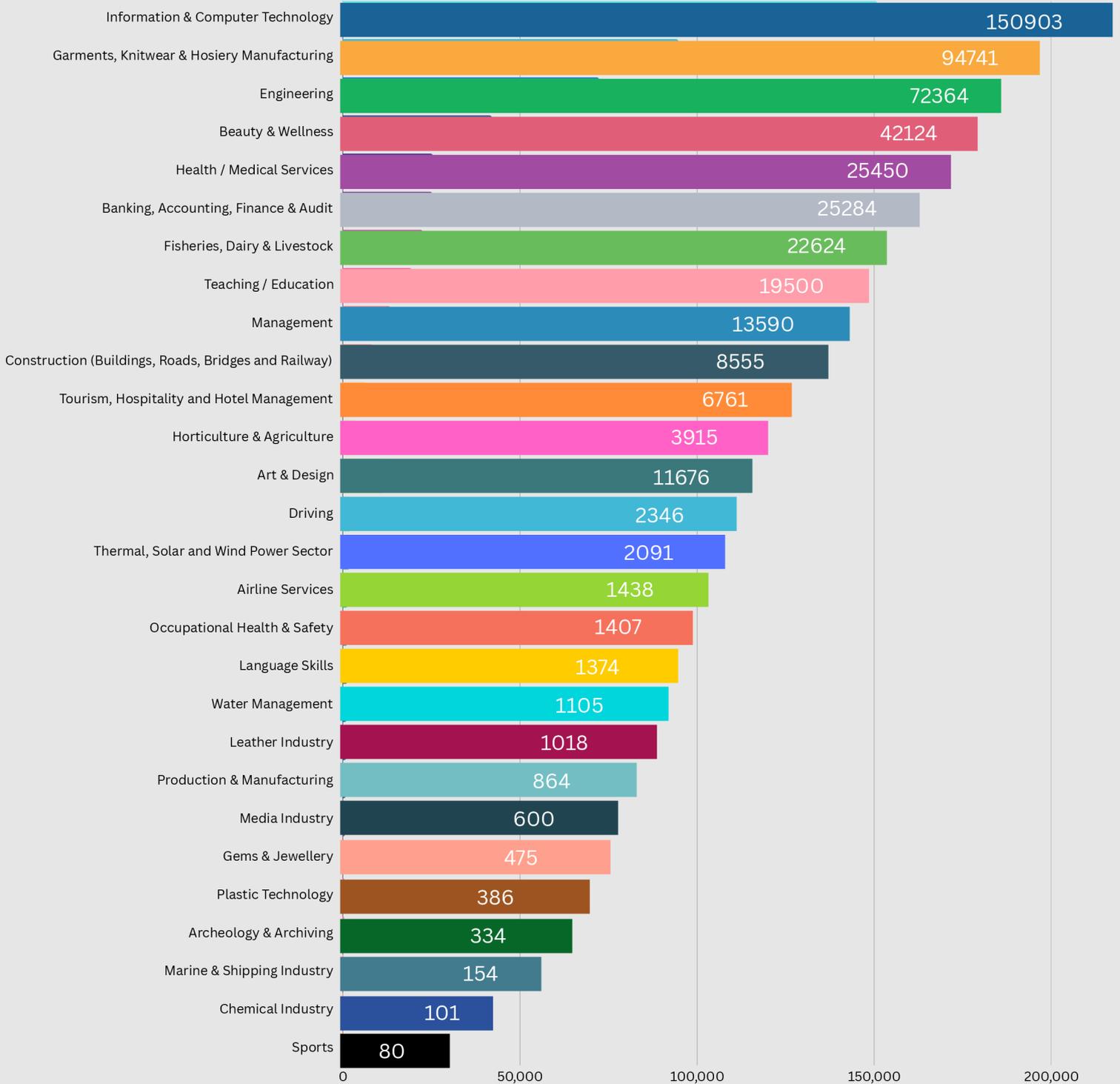


INTRODUCTION

The Government of Sindh initiated a major skill development program in 2008 under the title Benazir Bhutto Shaheed Youth Development Program (BBSYDP). The objective was to tackle the dual challenges of unemployment and poverty by offering structured skill development trainings tailored to both local and international industry needs. In 2013, the Sindh Provincial Assembly passed the Benazir Bhutto Shaheed Human Resource Research and Development Board (BBSHRRDB) Act, transforming BBSYDP into an autonomous Board. This development marked a significant milestone for the province, establishing a permanent institutional framework within the Government of Sindh to pursue long-term human resource development and support economic stability through sustained efforts against unemployment and poverty.

Over the years, the Board has successfully provided market-driven, employable skills to thousands of young unemployed individuals across Sindh, ensuring equal access without discrimination. Its impact has earned recognition from global organizations such as the World Bank and UNICEF, which have partnered through grants, loans, and support programs. Acknowledging its effectiveness in reducing unemployment, the Government of Sindh formalized BBSYDP as a permanent structure, enabling it to continue contributing to the province's socio-economic development.

This bar chart shows the youth participants who have completed their training courses from 2008 to 2025 in the public and private sector trainings conducted by the Board.



TRAINING CYCLE



Introduction

The Benazir Bhutto Shaheed Human Resource, Research and Development Board (BBSHRRDB) has consistently demonstrated its commitment to strengthening human capital across Sindh through structured governance, strategic oversight, and regular Board Meetings. From the 1st to the 19th Board Meeting, these sessions have served as the principal forum for policy direction, review of institutional performance, approval of programs, and formulation of strategies aimed at youth empowerment through technical and vocational education and training (TVET).

This report presents a comprehensive overview of nineteen (19) Board Meetings conducted by BBSHRRDB. The first eighteen meetings, as documented in official records and proceedings, laid the foundation for institutional growth, while the 19th Board Meeting further reinforced the Board's vision of economic self-reliance and sustainable development for the youth of Sindh.

Overview of the 1st to 18th Board Meetings

The 1st to 18th Board Meetings of BBSHRRDB were conducted periodically in accordance with approved rules and regulations to ensure transparency, accountability, and effective decision-making. These meetings were chaired by the Worthy Chairman of the Board and attended by Board Members, the Board Secretary, senior management, technical experts, and relevant officials.

Across these meetings, the Board deliberated on a wide range of strategic and operational matters, including:

- Approval of policies and frameworks related to technical, vocational, and skill-based training programs.
- Review of progress and performance of ongoing training initiatives implemented through public and private sector training providers.
- Consideration and approval of Expressions of Interest (EOIs) and partnerships with training institutions to ensure market-driven and demand-based skills development.
- Monitoring of trainee enrollment, completion, certification, and post-training employment outcomes.
- Financial oversight, including approval of budgets, expenditures, and resource allocation to ensure optimal utilization of public funds.
- Strengthening of monitoring and evaluation mechanisms to enhance quality assurance and impact assessment of training programs.
- Discussion on outreach strategies to extend training opportunities to underserved and rural & urban areas of Sindh.

The Board consistently emphasized alignment of training programs with labor market needs, industrial demand, and emerging sectors. Special focus was placed on equipping youth with employable skills, promoting entrepreneurship, and enhancing access to decent livelihood opportunities.

Throughout the 1st to 18th meetings, the Board also reviewed administrative reforms, human resource matters, and institutional capacity-building measures. Decisions were taken to improve internal processes, enhance coordination among departments, and ensure timely implementation of approved initiatives.

Proceedings of the 19th Board Meeting

The 19th Board Meeting of the Benazir Bhutto Shaheed Human Resource, Research and Development Board (BBSHRRDB) was held at the Head Office, Karachi. The meeting was chaired by the Worthy Chairman of the Board, Mr. Tameez-ud-Din Khero. The session was attended by Board Secretary Mr. Munawar Ali Mithani, Regional Consultants Eng. Taimur Ali, Mr. M. Suleman Dashti, and other senior officials of the Board.

During the meeting, a comprehensive review was conducted of the Board's ongoing activities and overall performance. Detailed discussions were held on the progress of various training programs being implemented across Sindh, with particular emphasis on quality, outreach, and outcomes. The Board examined existing strategies and future plans aimed at expanding skill development and creating sustainable employment opportunities for the youth.

The participants reaffirmed their commitment to empowering the youth of Sindh by providing them with relevant technical and vocational skills. The importance of aligning training programs with market demand and ensuring that trainees are equipped to contribute effectively to the economy was strongly emphasized.

At the conclusion of the meeting, the Worthy Chairman thanked all participants for their valuable input and continued support. He reiterated that the core objective of BBSHRRDB is not only to provide training but also to enable youth to become economically self-reliant and play an active role in the overall socio-economic development of Sindh.



Conclusion

The nineteen (19) Board Meetings of BBSHRRDB collectively reflect the Board's proactive governance, strategic vision, unwavering commitment to human resource development. From policy formulation and program oversight to impact assessment and future planning, these meetings have played a pivotal role in guiding the organization toward its mission.

The Benazir Bhutto Shaheed Human Resource, Research and Development Board (BBSHRDB) has played a pivotal role in strengthening human capital through public sector training initiatives. During the period from 2008 to 2025, the Board has successfully graduated a total of **137,126 trainees** from various skill development and vocational training programs implemented across the public sector.

The public sector plays a central role in the implementation of training initiatives by being responsible for the preparation and submission of the Proposal for Training (PFT) in accordance with the prescribed PC-I format. The formulation of these proposals is strictly guided by prevailing market demand for specific skills, the availability of post-training employment opportunities, and the institutional capacity to deliver high-quality, effective training programs. These key factors serve as the primary benchmarks for both the preparation and subsequent evaluation of all training proposals to ensure relevance, sustainability, and measurable impact.

Training programs proposed by Government Departments are generally conducted within their existing infrastructure, including training institutions, workshops, and specialized facilities. In certain cases, where technical requirements or capacity constraints exist, training may also be carried out through other public sector institutions or selected private sector organizations, provided they possess the requisite expertise and facilities relevant to the specific trade or skill area.

Initially, the concerned Public Sector department submits a draft Proposal for Training (PFT) to the Project Coordination Unit (PCU) for preliminary review. This submission undergoes an initial screening process, followed by technical evaluation and clearance by the Technical Committee, which assesses the proposal's feasibility, technical soundness, and alignment with program objectives. Based on the recommendations of the Technical Committee, the department then revises and finalizes the proposal accordingly.

The finalized PFT is subsequently presented to the Board, which serves as the highest decision-making body for approval of training proposals. The Board reviews the proposal in detail and grants approval in a manner similar to the Provincial Development Working Party (PDWP) process followed by the Planning and Development Department for PC-I approvals. The Board is, therefore, considered the competent authority for granting final approval of all PFTs under the program.

Upon approval of the PFT by the Board, the concerned department/institution enters into a Memorandum of Understanding (MoU) with the Board. This agreement formally outlines the roles, responsibilities, and implementation guidelines for executing the training program. A critical clause of the MoU stipulates that at least 40 percent of trained candidates must secure employment after completion of training. Compliance with this condition is mandatory for the institution to remain eligible as a partner for future training programs under the initiative.

Following the signing of the MoU and receipt of final approval from the Board, the Administrative Approval (AA) for the program is issued. Subsequently, the implementing department submits head-wise fund requisitions in accordance with the New Accounting Model (NAM). The Board then releases funds as per scheduled, subject to the receipt of duly approved requisitions signed by the Project Director (PD) and the Administrative Secretary of the concerned department, in line with the prescribed Drawing and Requisition Order (DRO) format.

This structured approval and fund disbursement mechanism ensures transparency, accountability, and efficient utilization of public resources while supporting the successful execution of demand-driven skill development programs.

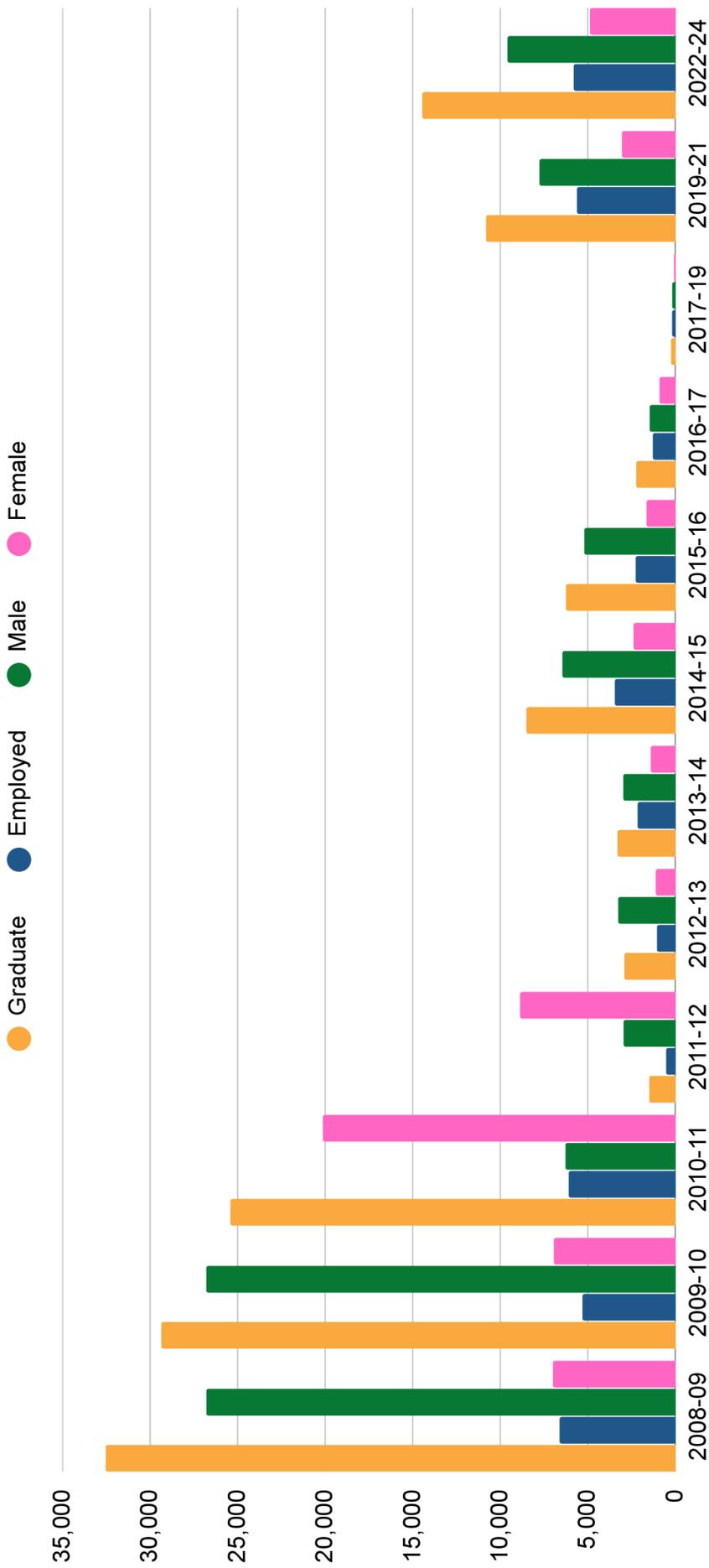
Public Sector

TABLE

2008-2025

Year	Registered	Graduate	Employed	Male	Female	Urban	Rural
2008-09	33,770	32,533	6,609	26,782	6,988	6,741	27,029
2009-10	33,716	29,359	5,298	26,786	6,930	12,558	21,158
2010-11	26,402	25,409	6,087	6,273	20,129	----- --	26,402
2011-12	11,818	1,485	520	2,954	8,864	1,763	10,055
2012-13	4,369	2,905	1,046	3,260	1,109	966	3,403
2013-14	4,365	3,300	2,150	2,968	1,397	1,790	2,575
2014-15	8,830	8,500	3,452	6,446	2,384	3,355	5,475
2015-16	6,836	6,250	2,260	5,195	1,641	3,760	3,076
2016-17	2,360	2,232	1,280	1,463	897	1,392	968
2017-19	240	236	180	170	70	77	163
2019-21	10,805	5,446	5,446	7,758	3,047	2,301	8,504
2022-24	14,452	14,452	5,801	9,579	4,873	1,935	12,517
2023-25	5,979	5,019	2,439	4,357	1,622	891	5,088
Total	163,942	137,126	42,568	103,992	59,950	37,529	126,413
%	100%	83.60%	25.90%	63.43%	36.50%	22.89%	77.10%

OVERALL STATUS OF Public Sector 2008-2025



Since 2008, the Benazir Bhutto Shaheed Human Resource, Research and Development Board (BBSHRDB) has been instrumental in advancing workforce capabilities through its comprehensive private sector training programs. From 2008 through 2025, the Board has proudly graduated **194,732** trainees, showcasing its unwavering dedication to meeting the evolving demands of the job market and fostering sustainable employment opportunities.

The Private Sector Training Wing (PSTW) holds the critical responsibility of managing all interactions and processes related to training providers within the private sector. One of its primary functions is to receive and evaluate requests submitted against the Expression of Interest (EOI) by various training providers. These EOIs are carefully assessed to ensure alignment with current market demand for specific skills, the availability of post-training employment opportunities, and the providers' capacity to deliver high-quality training programs. This ensures that all selected training initiatives remain relevant and effective in addressing workforce needs.

The core responsibilities of the Assistant Directors (HQ) within the PSTW encompass several administrative and operational tasks critical to the smooth execution of training programs. These include processing financial transactions related to payments made to training institutes, ensuring that service providers comply with all legal and codal obligations, and managing the submission and thorough evaluation of monitoring reports from District Monitoring Coordinators (DMC). ADs (HQ) maintain a structured communication channel by primarily liaising with service providers through the District Management Units (DMUs) and District Monitoring Committees (DMCs), minimizing direct contact unless explicitly directed by the head office or necessitated by exceptional circumstances.

As custodians of all records pertaining to trainings and service providers, Program Officers are tasked with maintaining accurate and up-to-date documentation at every stage of the training process. This involves diligent tracking and management of files to ensure transparency and accountability throughout program implementation.

In collaboration with the procurement section, Assistant Directors (HQ) are responsible for ensuring that all service providers submit the necessary registration certificates and documentation in a timely manner. Furthermore, they coordinate the verification of these credentials with the relevant certification awarding bodies to uphold the quality and legitimacy of the training programs.

Assistant Directors (HQ) also oversee the generation and management of financial documentation, particularly the sheets detailing training costs and trainee stipends, in close coordination with the Financial Management Information System (FMIS). Their role includes meticulous calculation and verification to prevent errors related to payments.

Ultimately, Assistant Directors (HQ) bear full responsibility for any discrepancies or mistakes in the calculation of amounts payable to service providers or trainees, as well as any shortcomings in the maintenance of records. Their role is pivotal in ensuring the accuracy, integrity, and accountability of the Private Sector Training Wing's operations.

Recently, Competency Based Training and Assessment (CBT&A) has been introduced in Phase XVI under execution this financial year. This CBT&A was introduced by international labor organization (ILO) in Pakistan which is being implemented by NAVTTC, the Federal Skill Development Organization also. This CBT&A is upgraded training methodology which will make trainees more competent than previous conventional training methodology.

Year	Registered	Graduate	Employed	Male	Female	Urban	Rural
2008-09	5,059	3,044	1,150	4,390	669	1,445	3,614
2009-10	9,879	9,341	3,913	8,421	1,458	4,637	5,242
2010-11	10,160	8,565	2,227	8,464	1,696	3,260	6,900
2011-12	9,913	9,230	2,953	7,148	2,765	1,507	8,406
2012-13	2,945	2,905	1,046	2,007	938	991	1,954
2012-13	273	269	97	202	71	-----	273
2013-14	3,514	1,000	200	2,705	809	2,435	1,079
2013-14	1,760	1,630	928	398	1,362	1,553	207
2013-14	4,219	3,918	1,961	2,589	1,630	2,040	2,179
2014-15	1,356	1,277	591	1,226	130	773	583
2014-15	730	690	358	547	183	302	428
2014-15	287	280	102	205	82	271	16
2015-16	21,502	20,009	8,403	9,576	11,926	5,722	15,780
2016-17	1,600	631	332	951	649	864	736
2016-17	25,536	20,572	3,873	13,669	11,867	8,694	16,842
2017-18	31,134	22,794	7,920	16,700	14,434	10,936	20,198
2018-19	12,900	6,345	3,220	6,404	6,496	4,902	7,998
2019-20	13,771	3,007	2,538	6,534	7,237	2,070	11,701
2020-21	19,424	18,435	11,946	9,314	10,110	5,259	14,165
2021-22	36,385	34,294	21,073	15,763	20,622	12,431	23,954
2021-22	504	487	229	-----	504	234	270
2023-24	24,760	23,807	16,826	9,004	15,756	7,145	17,615
2023-24	1,432	1,291	864	279	1,153	384	1,048
2023-24	933	911	289	660	273	200	733
Total	239,976	194,732	93,039	127,156	112,820	78,055	161,921
%	100%	81.14%	38.77%	52.98%	47.01%	32.52%	67.47%

Private Sector 2008-2025



During the period from 2011 to 2016, the Benazir Bhutto Shaheed Human Resource, Research and Development Board (BBSHRRDB) played a pivotal role in advancing human resource development in Sindh through the successful implementation of multiple large-scale training initiatives funded by the World Bank and supported by leading national and international development partners. These initiatives included projects under the Japan Social Development Fund (JSDF), Sindh Skills Development Project (SSDP), UNICEF, and the National Commission for Human Development (NCHD).

Under these programs, BBSHRRDB designed and delivered demand-driven, market-oriented technical and vocational education and training (TVET) interventions aimed at enhancing employability and workforce readiness. The training programs were carefully aligned with labor market needs and focused on equipping youth, women, and other disadvantaged segments of society with practical, industry-relevant skills across a wide range of trades and occupational areas. As a result, a total of **90,843** trainees successfully completed certified training programs during this period.

A strong emphasis was placed on industry linkages, employer engagement, and post-training support mechanisms to ensure effective transition from training to employment. Through structured job placement facilitation, employer partnerships, and overseas employment pathways, 36,619 trained beneficiaries were successfully placed in gainful employment in local markets. These outcomes made a significant contribution to workforce development, poverty alleviation, and the enhancement of sustainable livelihood opportunities.

The successful execution of these projects underscores BBSHRRDB's robust institutional capacity in managing large-scale, multi-donor funded programs, ensuring quality training delivery, coordinating with diverse stakeholders, and implementing employment-oriented skill development initiatives. These achievements reflect the Board's strategic alignment with provincial, national, and international development objectives, reinforcing its role as a leading public-sector institution in skills development and human capital formation.

To ensure sustainable employment outcomes, BBSHRRDB integrated strong industry engagement and post-training support mechanisms into program design. These included employer partnerships, on-the-job training opportunities, job placement facilitation, career counseling, and linkages with overseas employment channels. Through these comprehensive employment support strategies, **36,619** trained beneficiaries secured wage employment or self-employment in both domestic and international labor markets. This placement success not only enhanced household incomes but also contributed to poverty reduction, economic inclusion, and social uplift.

Furthermore, these initiatives strengthened institutional systems within BBSHRRDB, including program management, financial oversight, monitoring and evaluation, and multi-stakeholder coordination. The successful delivery of multi-donor funded projects demonstrated BBSHRRDB's capacity to operate at scale while adhering to international development standards, fiduciary requirements, and results-based management frameworks.

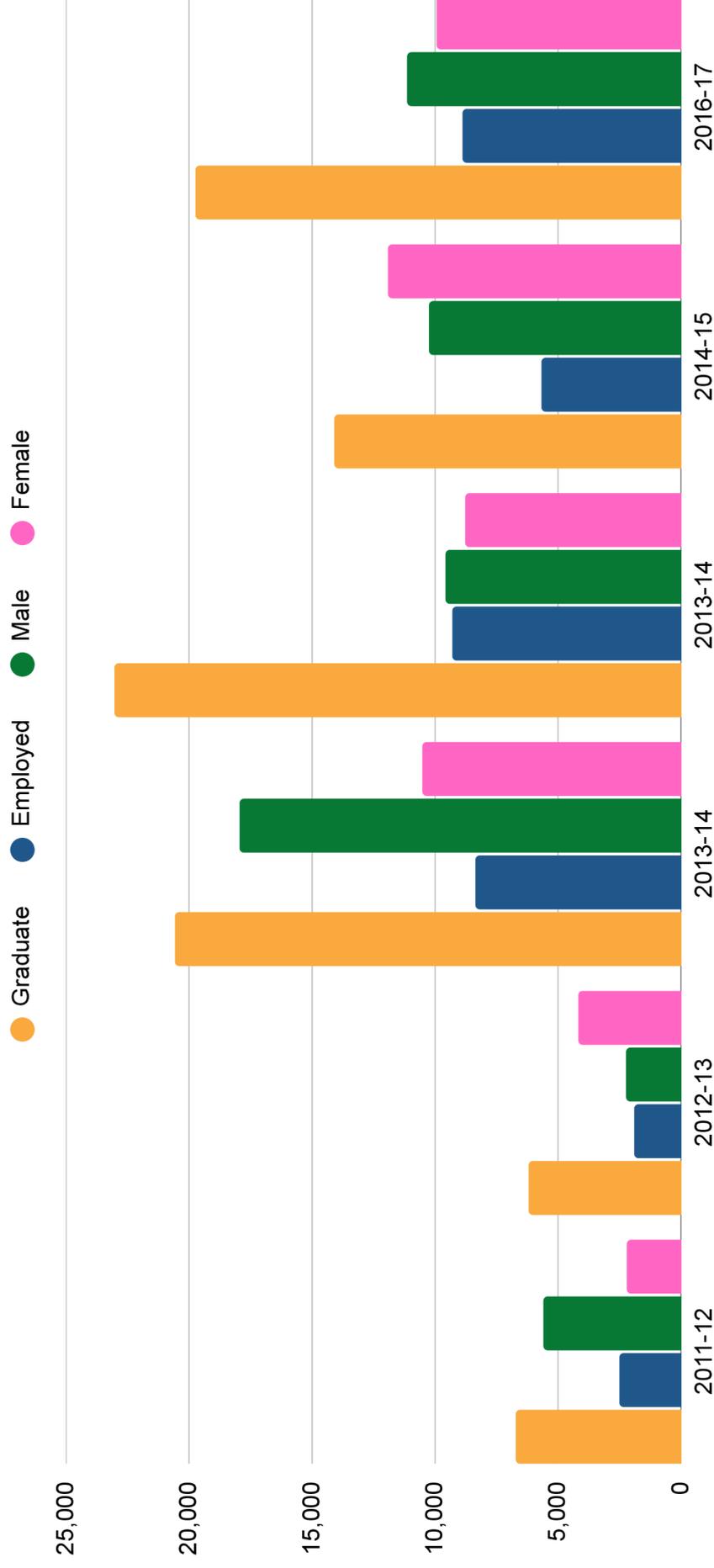
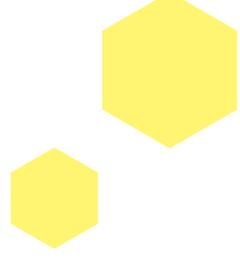
Overall, the achievements realized during 2011–2016 reflect BBSHRRDB's strategic contribution to workforce development and human capital formation in Sindh. By aligning skills development initiatives with provincial, national, and global development priorities—including employment generation, inclusive growth, and sustainable development BBSHRRDB reinforced its position as a credible and effective institution for delivering employment-oriented skill development programs.

- WORLD BANK (**WB**)
- JAPAN SOCIAL DEVELOPMENT FUND (**JSDF**)
- SINDH SKILLS DEVELOPMENT PROGRAM (**SSDP**)
- UNITED NATION CHILDREN FUND (**UNICEF**)
- NATIONAL COMMISSION FOR HUMAN DEVELOPMENT (**NCHD**)

Phase	Year	Registered	Graduate	Employed	Male	Female	Urban	Rural
JSDF	2011-12	7,795	6,715	2,506	5,593	2,202	3,455	4,340
SSDP R-I	2012-13	6,337	6,195	1,901	2,233	4,174	2,869	3,468
SSDP R-II	2013-14	28,461	20,577	8,357	17,946	10,515	9,102	19,325
SSDP R-III	2013-14	18,348	23,033	9,298	9,574	8,774	7,201	11,147
NCHD	2,014	9,998			-----	9,998	1,049	8,949
Unicef Project	2,014	489	489	-----	250	239	-----	489
SSDP R-IV B-I	2014-15	8,614	14,094	5,674	4,209	4,405	2,848	5,766
SSDP R-IV B-II	2014-15	13,547			6,039	7,508	2,835	10,694
SSDP R-V	2016-17	21,143	19,740	8,883	11,137	9,936	6,099	15,044
Total		114,732	90,843	36,619	56,981	57,751	35,458	79,274
%		100%	79.17%	31.91%	49.66%	50.33%	30.90%	69.09%

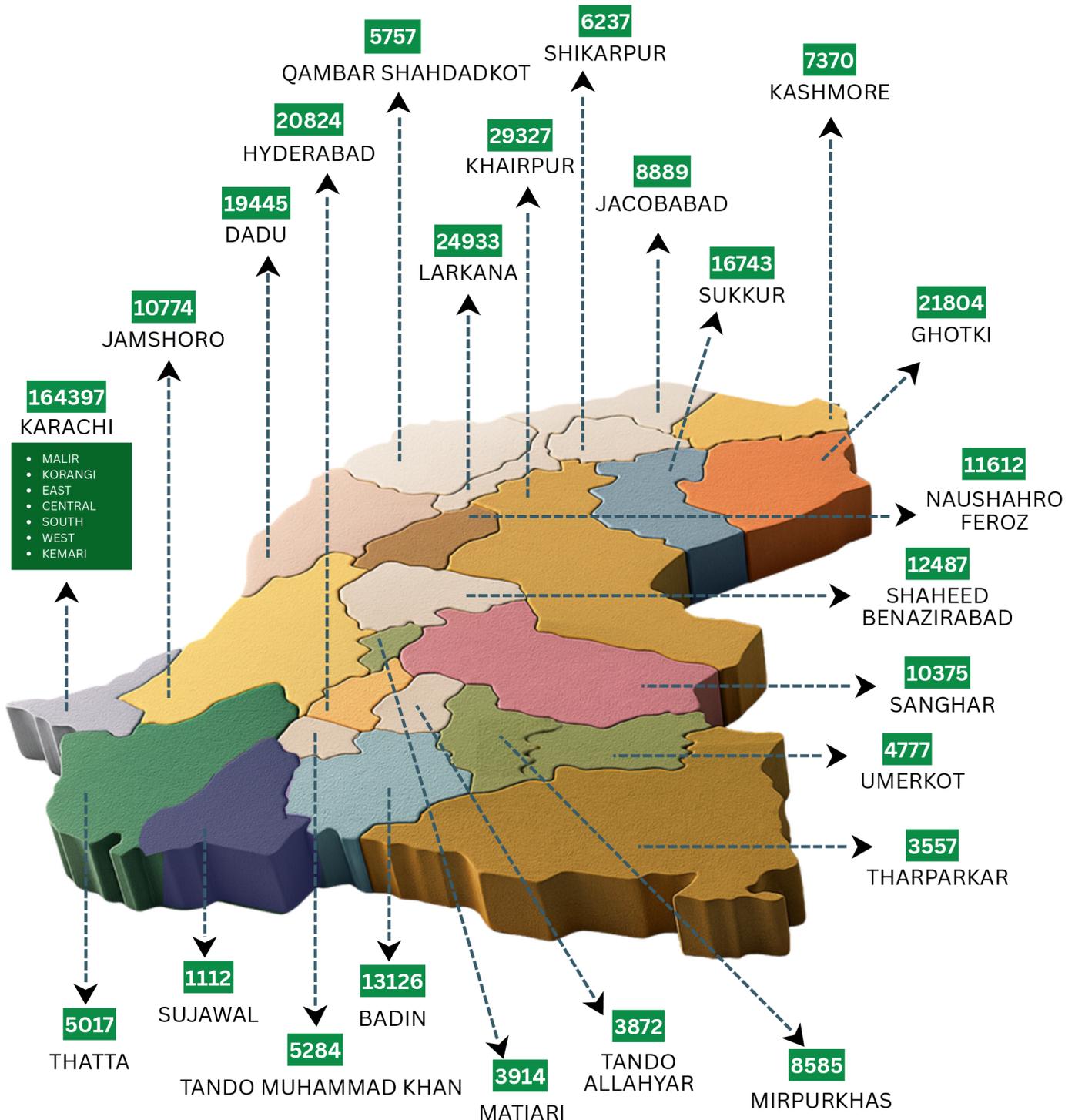
Private Sector 2011-2017

Foreign Funding Project



District wise Graduates in Sindh Province

BBSHRRDB has successfully showcased skilled graduates across Sindh Province, empowering youth with market-relevant skills and connecting them with employment and livelihood opportunities to support inclusive socio-economic development.



The Pictorial Gallery captures key moments and milestones of BBSHRRDB's initiatives, showcasing training activities, field engagements, stakeholder interactions, and program achievements across Sindh. These visuals reflect the Board's commitment to quality skill development, institutional collaboration, and the positive impact of its interventions on trainees, communities, and the workforce.



CHIEF MINISTER SINDH WITH INDUSTRIALIST AT BBSHRRDB STALL IN EXPO CENTER KARACHI (2025)



19TH BOARD MEETING CHAIRED BY CHAIRMAN BBSHRRDB HELD AT HEAD OFFICE



MOU SIGNING CEREMONY BETWEEN BBSHRRDB, BVCLSS AND CPTICE AT HEAD OFFICE



JOB FAIR EXPO ATTENDED BY SECRETARY BBSHRRDB ORGANIZED BY ICMA PAKISTAN



CONTRACT SIGNING CEREMONY BETWEEN BBSHRRDB AND SZABTECH



MOU SIGNING CEREMONY BETWEEN BBSHRRDB AND STEVTA HELD AT HEAD OFFICE (STEVTA)



MEETING OF BBSHRRDB WITH KORANGI ASSOCIATION OF TRADE & INDUSTRY



VISIT OF SECRETARY UNIVERSITIES AND BOARDS AT BBSHRRDB HEAD OFFICE

This section presents documented success stories of BBSHRRDB trainees, captured through professional video shoots conducted in the candidates' respective districts. Detailed profiles highlight their training journey, skills acquired, and current professional engagement.



KARACHI

Waiza Hussain's journey is a strong example of how market-relevant skills can open doors to professional growth and financial independence. She enrolled in the Computerized Accounting Training Program under the Benazir Bhutto Shaheed Human Resource, Research and Development Board (BBSHRRDB) in collaboration with its esteemed training partner, ICMA.

Throughout the training, Waiza gained in-depth knowledge of computerized accounting systems, including financial record management, bookkeeping, payroll processing, taxation basics, and the use of modern accounting software. The industry-oriented curriculum designed by ICMA, combined with practical assignments and professional mentoring, enabled her to develop strong analytical skills and hands-on expertise aligned with current market requirements.

Summaiya is a proud example of how skill-based training can transform lives and create sustainable livelihoods. She enrolled in the Livestock Training Program offered by the Benazir Bhutto Shaheed Human Resource, Research and Development Board (BBSHRRDB) with a strong desire to gain practical knowledge and build a respectable career in the livestock sector.

During her training, Summaiya acquired comprehensive theoretical and hands-on skills related to animal health care, livestock management, feeding practices, disease prevention, breeding techniques, and farm hygiene. The structured curriculum, combined with practical exposure and guidance from experienced instructors, enabled her to develop confidence and professional competence in her field.



MIRPURKHAS

Maryam Anwer's success story reflects the transformative power of education-focused skill development. She enrolled in the Early Childhood Education (ECE) Training Program offered by the Benazir Bhutto Shaheed Human Resource, Research and Development Board (BBSHRRDB) in Sanghar, with a strong passion for nurturing young minds and contributing positively to the education sector.

After successfully completing the program, Maryam Anwer began working in the field of Early Childhood Education, where she now plays an active role in shaping the foundational learning experiences of young children. Her ability to apply child-centered teaching methods has helped create a positive and stimulating classroom environment, supporting cognitive, social, and emotional development at an early age.



SANGHAR

Comprehensive social media communication support was provided for BBSHRRDB, ensuring consistent dissemination of program information, achievements, and public awareness messages across digital platforms.



MY KARACHI EXPO



MEETING WITH FORMER PM



BOARD MEETING



STALL COVERAGE (EXPO)



STEVTA TRAINING (AD)



BBSHRRDB VIDEO



BISIP (MOU)



19TH BOARD MEETING



BRITISH COUNCIL



NAVTTTC (MEETING)



ICMA JOB FAIR



MY KARACHI EXPO



SZABTECH (MOU)



TANG INTERNATIONAL (MoU)

Major news channels highlighted BBSHRRDB's programs and milestones, reflecting the Board's role in promoting employability and workforce development across Sindh.

MY KARACHI EXPO 2025
تاجروں، محام اور غیر ملکی مندر و بین کی بڑی تعداد میں شرکت
اس وقت ہمارا سب سے بڑا منصوبہ شاہراہ بھٹو پورویجیکٹ ہے، سعید غنی

OVERSEAS PAKISTAN (MOU)
تعمیرات، تعلیم، صحت اور دیگر سروسز کے ساتھ ملازمت کے مواقع فراہم ہونگے
وزیراعظم دوست ممالک کی حمایت پر اظہار تشکر کریں گے، دفتر خارجہ

ANNUAL BOARD MEETING

MEETING WITH CHANDKA INSTITUTE
بہتر منہ نو جوانوں کیلئے دنیا بھر میں روزگار کے مواقع موجود ہیں، منظور علی مصطفیٰ
غزہ میں زمینی حملوں کے ساتھ فضائی بمباری میں شدت، غیر ملکی خرابیجی

WORLD YOUTH DAY (ICMAP)
آپریشن میں 3 بھارتی اسپاڈ بھت گردہ لے گئے، آئی ایس پی آر

STALL COVERAGE (MY EXPO)
ماہی کرپٹی نمائش کے آخری دن بھی شریوں کی بڑی تعداد شریک

کراچی، چیئر آف کانسٹریبلز ایسوسی ایشن کے وفد کی آمد
سیکرٹری بورڈ اور دیگر افسران اجلاس میں شریک ہوئے
کراچی، چیئر آف کانسٹریبلز ایسوسی ایشن کے وفد کی آمد
کراچی، چیئر آف کانسٹریبلز ایسوسی ایشن کے وفد کی آمد
کراچی، چیئر آف کانسٹریبلز ایسوسی ایشن کے وفد کی آمد
کراچی، چیئر آف کانسٹریبلز ایسوسی ایشن کے وفد کی آمد
کراچی، چیئر آف کانسٹریبلز ایسوسی ایشن کے وفد کی آمد
کراچی، چیئر آف کانسٹریبلز ایسوسی ایشن کے وفد کی آمد
کراچی، چیئر آف کانسٹریبلز ایسوسی ایشن کے وفد کی آمد
کراچی، چیئر آف کانسٹریبلز ایسوسی ایشن کے وفد کی آمد

BREAKING NEWS



The Benazir Bhutto Shaheed Human Resource, Research and Development Board (BBSHRADB) published three comprehensive departmental newsletters in May, September, and December 2025, serving as an important communication tool to document progress, share achievements, and highlight institutional transparency. These newsletters provided a consolidated overview of the Board's ongoing initiatives, training programs, partnerships, and strategic interventions aimed at human resource development across Sindh Province.

The newsletters comprehensively covered updates from all key departments of BBSHRADB, including public and private sector training initiatives, technical and vocational education programs, research activities, and administrative developments. Each edition highlighted the planning, implementation, and outcomes of training programs aligned with market demand, showcasing enrollment figures, completion rates, and geographic outreach across urban and rural districts of Sindh. Special emphasis was placed on youth empowerment, women's participation, and inclusion of underprivileged segments of society.

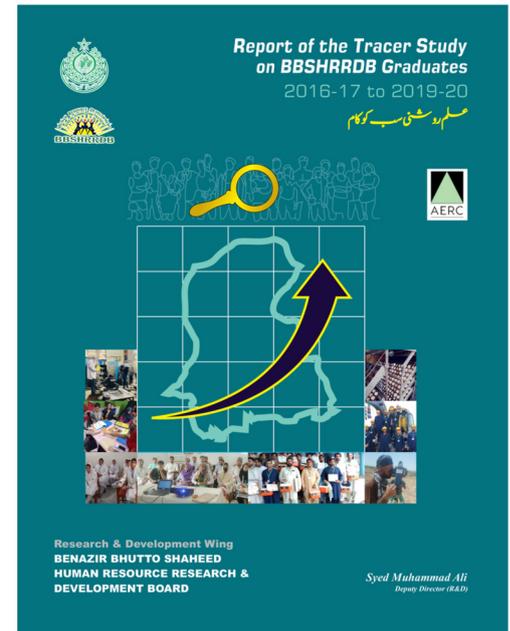
Each edition captured key milestones, including updates on public and private sector skill development programs, trainee enrollment and graduation data, success stories of beneficiaries, and collaborations with training partners. The newsletters also featured departmental performance highlights, policy directions, and the Board's contribution towards enhancing employability, entrepreneurship, and workforce readiness among youth, women, and marginalized communities.

In addition, the newsletters documented media coverage, stakeholder engagements, workshops, and outreach activities, reflecting BBSHRADB's commitment to accountability and effective dissemination of information. By publishing these editions throughout the year, BBSHRADB ensured consistent engagement with stakeholders, policymakers, training institutions, and the public, reinforcing its mission to promote sustainable human resource development and socio-economic uplift in Sindh.

Summary Tracer Study

Benazir Bhutto Shaheed Human Resource Research and Development Board (BBSHRRDB) was established to promote human resource development through research and to provide a spectrum of short- and long-term skill training courses under the Youth Development Program (BBSYDP). Launched by the Government of Sindh in 2008, BBSYDP is a flagship initiative aimed at addressing unemployment and poverty by equipping youth with marketable skills. Currently in its twelfth phase, the program has reportedly trained thousands of unemployed youth across various employable trades. Nevertheless, a detailed evaluation of its impact remains essential.

This report undertakes a comprehensive assessment of the program's effectiveness in meeting its objectives by focusing on (i) skills acquired during training, (ii) employment and income status post-training, and (iii) enhancement of trainees' career advancement and labor market mobility.



A primary survey was conducted involving 3,677 trainees, selected from a total of 106,000 participants spanning Phases VIII to XII, to perform an in-depth evaluation of the program's outcomes.

Key Strengths of the Study:

The study's robust methodology encompasses a thorough analysis of demographic profiles, gender distribution, educational backgrounds, employment trends, training relevance, improvement areas, and overall trainee satisfaction. Its inclusive approach is reflected in the diverse sectors examined, wide geographic coverage across Sindh's districts, gender considerations, and engagement with both public and private training institutes.

A notable finding is the high alignment (91.42%) between training courses and current occupations, with particular strength observed in sectors such as Repairing and Service Industries. Furthermore, 87% of employed respondents expressed satisfaction with the training's contribution to their employment, underscoring the program's effectiveness.

Major Contributions:

One of the report's significant contributions is its longitudinal analysis, documenting shifts in employment status and income over time. Key indicators such as current employment nature, time elapsed until securing employment, pre-training income, immediate post-training income, and current income are systematically reported. This temporal analysis equips stakeholders with essential data to monitor and assess program efficacy comprehensively.

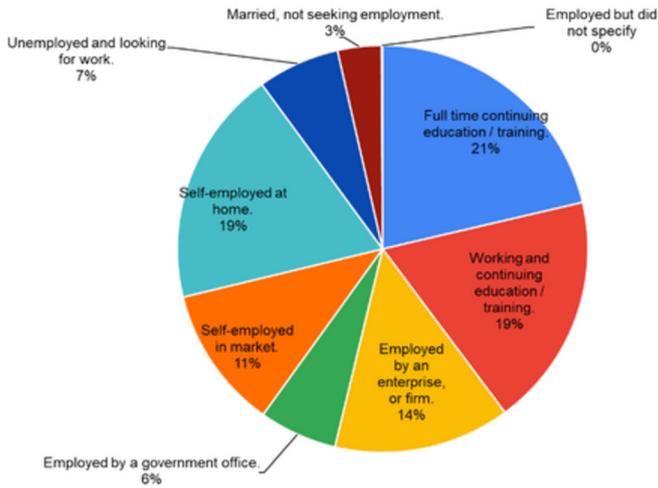
Limitations:

While the report is data-driven and supports the success of training thousands of youth in various trades, certain areas could benefit from enhanced clarity and further elaboration to improve overall report quality.

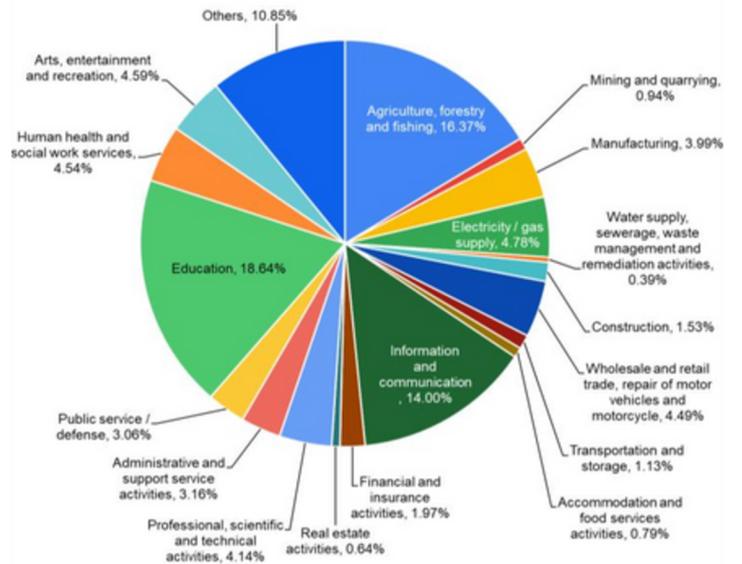
Conclusion:

The Tracer Study 2023 affirms the BBSHRRDB Training Program as a vital contributor to Sindh's skilled workforce, demonstrating marked improvements over previous phases and excelling in key economic sectors. The study's recommendations seek to address existing gaps and further elevate the program's impact on employment outcomes and sustainable livelihoods for trainees.

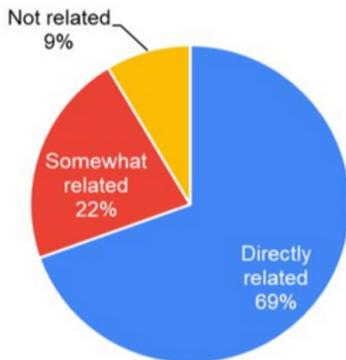
CURRENT STATUS OF GRADUATES



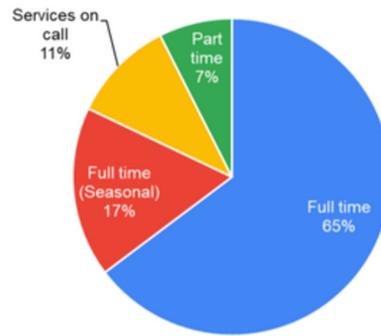
Distribution of Respondents within Sectors of Economy



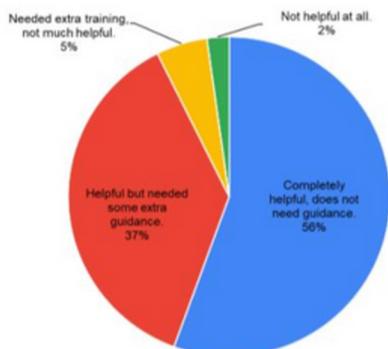
Relevance of Training Course with Occupation



Nature of Current Employment



Helpfulness of Training During Job



Level of Satisfaction with Current Employment



The Training Gallery showcases BBSHRRDB's diverse skill development programs across Sindh, highlighting hands-on learning, trainee engagement, and the practical training environment that empowers youth with market-relevant skills for employment and self-reliance.



Electrician



Computer IT Assistant



Culinary Arts



Web & Graphics



Beautician



Mobile Phone Application



Stitching



Professional Chef



Welding



Textile Design



CNC Machine



Livestock community health workers



Poultry Farming



Paramedics



Early Childhood Education (ECE)



Mechanist



Hatchery Technician



Computerized Accounting



Web Designing



Veterinary

Esteemed Training Partners

BBSHRRDB acknowledges and values the vital role of its esteemed training partners whose collaboration and expertise have been instrumental in delivering quality, market-driven skill development programs. Their continued support strengthens training outcomes, enhances employability, and contributes significantly to workforce development across Sindh.



IBA-SUKKUR



MEHRAN UNIVERSITY



Memon Industrial & Technical Institute



STEVTA



NLC KHAIRPUR



**GC University
Hyderabad**



JPMC Karachi



IBA-KARACHI



**PAKISTAN MACHINE
TOOL FACTORY**



**Irrigation
Department**



**SZBIST ZABTECH
Karachi**



ICMA PAKISTAN



**Lashes Beauty
Salon Karachi**



GCT LARKANA



ECIC KARACHI



**AG INSTITUTE OF
NURSING**



PHMA KARACHI



BBSUTSD



**LAAJ BEAUTY
SALON**



**Sindh Madressa
board**

KEY ACHIEVEMENTS

- **SUCCESSFULLY ACCOMPLISHED 15 PHASES IN PRIVATE SECTOR & 12 PHASES IN PUBLIC SECTOR** OF BBSHRRDB.
- **INTRODUCED 414 TRADES IN 28 SECTOR** ACCROSS SINDH PROVINCE.
- **GRADUATED 422,701 TRAINEES** IN MULTIPLE TRADES/SECTORS SINCE 2008.
- **MOU SIGNED BETWEEN BEIJING VOCATIONAL COLLEGE OF LABOR & SECURITY & CHINA PAKISTAN TVET INDUSTRIAL CENTRE OF EXCELLENCE & BBSHRRDB.**
- **BBSHRRDB & BISP SIGNED MOU: JOINED HANDS FOR SKILL DEVELOPMENT UNDER BENAZIR HUNARMAND PROGRAM.**
- **ACTIVATION OF DISTRICT COORDINATION COMMITTEE (DCCs).**
- **CLOSE COORDINATION WITH INDUSTRIES.**
- **DIGITALIZATION AND SURVEILLANCE.**
- **MOU SIGNED BETWEEN BBSHRRDB & THAR DEEP RURAL DEVELOPMENT PROGRAM.**
- **MOU SIGNED BETWEEN BBSHRRDB & TANG INTERNATIONAL GROUP.**
- **MOU SIGNED BETWEEN BBSHRRDB & SINDH TECHNICAL EDUCATION & VOCATIONAL TRAINING AUTHORITY (STEVTA)**
- **MOU SIGNED BETWEEN BBSHRRDB & OVERSEAS EMPLOYMENT CORPORATION (OEC).**
- **MOU SIGNED BETWEEN BBSHRRDB & HABIB BANK LIMITED (HBL) TO IMPLEMENT DIGITALIZED PAYROLL SOLUTIONS.**
- **MOU SIGNED IN PUBLIC SECTOR INCLUDING PAKISTAN MACHINE TOOL FACTORY, LIVESTOCK, FISHERIES, IRRIGATION, MEHRAN UNIVERSITY, JPMC, NLC & BBSUTSD.**
- **SEMINARS AND CONFERENCES.**
- **FLEET CARDS WILL BE ISSUED TO ALL FIELD OFFICERS TO FACILITATE OFFICIAL IDENTIFICATION AND ENSURE SMOOTH EXECUTION OF DUTIES IN THE FIELD.**

FUTURE PLANS

DATABANK OF GRADUATES ON WEBSITE ACCESSIBLE TO ALL EMPLOYERS

The website hosts a comprehensive databank of graduates, designed to bridge the gap between skilled talent and industry needs. After the introduction of employment portal industrialists and other employers will easily access detailed profiles of trained and qualified graduates, enabling efficient recruitment, informed hiring decisions, and stronger industry-workforce linkages.

PROVISION OF TOOL KITS TO GRADUATES

In the next phases of trainees tool kits will be provided to graduates to support their transition from training to employment or self-employment. These tool kits will enable graduates to apply their skills practically, enhance productivity, and establish sustainable livelihoods by meeting industry and market requirements.

SOFT LOANS/GRANTS TO THE GRADUATES TO ESTABLISH THEIR OWN BUSINESS

Soft loans and grants are being planned for graduates to support the establishment of their own businesses. This initiative, currently under discussion with SEDF, aims to promote entrepreneurship, encourage self-employment, and provide financial assistance to graduates for launching sustainable and income-generating ventures.

OVERSEAS EMPLOYMENT

Overseas employment opportunities will be facilitated for graduates of BBSHRRDB to enable their placement in international job markets. This initiative aims to enhance global exposure, improve earning potential, and contribute to workforce mobility by aligning graduates' skills with overseas industry demands.

DIGITAL UPGRADATION OF OFFICIAL WEBSITE

The official website is undergoing comprehensive digital upgradation to modernize its design, strengthen security, and improve overall performance. This enhancement will ensure a user-friendly interface, faster navigation, and seamless access to information and services, enabling stakeholders to engage more effectively through a reliable and efficient digital platform.

HEALTH INSURANCE CARDS

Health Insurance Cards are being introduced for all staff members to provide easy access to medical facilities and insurance benefits.

BENAZIR BHUTTO SHAHEED HUMAN RESOURCE, RESEARCH & DEVELOPMENT BOARD

GOVERNMENT OF SINDH



MOHTARMA
BENAZIR BHUTTO
SHAHEED

Benazir Bhutto emphasized, "Empowering our people with skills is the key to unlocking Pakistan's true potential."

Prepared & Compiled by

Mr. JAHANZAIB KAMAL

ASSISTANT DIRECTOR (MEDIA)

+92(21)99201005-7

info@bbshrrdb.pk



5th Floor Statelife Building #3
Dr. Ziauddin Ahmed Road,
Opposite Chief Minister House, Karachi.

WWW.BBSHRRDB.PK

