

THIRD-PARTY
VALIDATION (TPV)
REPORT

Benazir Bhutto Shaheed Human Resource Research
and Development Board (BBSHRRDB)

Universities and Boards Department, Government of Sindh

BBSHRRDB Training Project
Phase-XII (Batch 1 -3)

Training Implementation Partner

Applied Technologies Institute of National Logistics Corporation

(ATIN)

ATIN NLC KHAIRPUR

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Acronyms

| | |
|----------|---|
| ATIN | Applied Technologies Institute of National Logistics Cell |
| HMO | Heavy Construction Machinery Operator |
| HTV/ LTV | Heavy Transport Vehicle/ Light Transport Vehicle |
| NAVTTTC | National Vocational and Technical Training Commission |
| NLC | National Logistics Corporation (formerly National Logistics Cell) |
| OEP | Overseas Employment Promoter |
| SBTE | Sindh Board of Technical Education |

EXECUTIVE SUMMARY

More than 120 million or 60% of Pakistan's rapidly growing population is below the age of 35 years. The dismal state of formal education in our country is evident from the fact that approximately 22 million students drop out from a total of 24.35 million students enrolled at primary level till reaching university education. This problem is further compounded due to peculiar socio-economic challenges faced by Pakistan. Ironically, only 0.433 million students were enrolled in vocational institutes that provide education at low cost in less time. If this demographic dividend is harnessed and skilled, to meet domestic and international market requirements, the youth bulge would yield increased industrial Productivity and higher foreign remittances. If left unskilled and not economically engaged, many of them may succumb to anti-social overtures with disastrous eventualities, in addition to being engulfed by poverty and deprivation.

Technical Education and Vocational Training (TEVT) offers the shortest, swiftest, and cheapest pathway to youth engagement through gainful livelihood opportunities. Therefore, for countries with huge youth bulges like ours, TEVT offers the most beneficial instrument for harnessing the potential of their youth population and channelizing it into national socio-economic development. Unfortunately, Pakistan's TVET sector is marked by both fragmentation and overlaps, emanating from the two primary factors: lack of clearly defined functional domains for various stakeholders and the absence of a TEVT coordination mechanism to channel scarce resources in the right direction.

To address this special issue Benazir Bhutto Shaheed Human Resource Research and Development Board (BBSHRRDB), Universities and Boards Department, Government of Sindh launched the project called “**BBSHRRDB Training Project Phase-XII**” in 2022. The project was aimed at providing free-of-cost skills training to unemployed and underemployed youth to make them more productive for themselves and the country.

Subsequently, an MoU was signed between Headquarters Applied Technologies Institutes of National Logistics Corporation (NLC) (formerly National Logistics Cell) on

1st January 2022 for the training of youth at Applied Technologies Institutes of National Logistics Corporation Khairpur (ATIN NLC Khairpur). A total of 900 youth from district Khairpur was planned to be trained in 3 batches (6 months duration each) in 9 different trades.

NLC has established four Technical Institutes (ATINs) at Mandra (Punjab), Dina (Punjab), Amangarh (KPK), and Khairpur (Sindh) for training youth from impoverished/ underprivileged areas in various vocational and technical trades. ATINs are one of the leading Technical and Vocational Training Service providers since 2003 and have **trained over 70,000** youth of Pakistan in more than 40 different vocational trades. ATINs are **Accredited/ Affiliated with NAVTTC Pakistan, Provincial TEVTAs** and are also **ISO 9001:2015 Certified**. ATIN Khairpur was established in 2017 in Khairpur. The institute is spread over 12 acres of land with training capacity of over 500 students and hostel capacity of over 300 students.

The training under 1st Batch of BBSHRDB Training Project Phase- XII was commenced wef 24 February 2022 and overall project (all three batch) was completed on 04 Jan 2024.

Post training/ Third Party Validation (TPV) of the project was conducted by R&M Consultancy (Pvt) Ltd Islamabad. The six (06) core objectives of this TPV encompass validation of tutors, curriculum, training delivery, training completion, certification and attainment of a minimum of 40% employment.

All six (06) core objectives were thoroughly validated by utilizing data science tools and techniques. The data was collected from the principal, tutors and trainees through structured, well-designed, and duly approved questionnaires/ feedback. The thorough validation revealed that the project had successfully achieved all of its prime objectives. All the findings were triangulated by validating the responses of the principal and the tutors through the responses of the trainees. Therefore, it can be concluded that the institute duly followed almost all of the important aspects of the program.

1. INTRODUCTION

Technical and Vocational Education and Training (TVET) has long been recognized as a tool for attaining sustainable development goals (SDGs), especially in terms of greater employability. The developed countries had devised recognizable systems in TEVT, enabling their people to learn skills, earn a livelihood, and play a pivotal role in socio-economic development. However, developing countries like Pakistan, despite their bulging youth, have been unable to establish a fairly distinguished Technical and Vocational Education and Training system causing many socioeconomic problems, most awful of which are unemployment and poverty.

Taking cognizance of this reality, a youth skills development training project was launched by BBSHRRDB (Govt of Sindh) in collaboration with NLC for imparting employable skills to youth at ATIN NLC Khairpur from 24 February 2022. The training for all three batches were completed on 04 Dec 2023.

1.1 Scope of The Project

The project's scope relevant to the scope of the study is mentioned in Table 1.

Table 1. Scope of the Project

| <i>Particulars</i> | <i>Batch-1</i> | <i>Batch-2</i> | <i>Batch-3</i> |
|---|--------------------------|-----------------------|-----------------------|
| <i>Enrolled Trainees</i> | 300 | 300 | 300 |
| <i>Passed Out Trainees</i> | 300 | 299 | 300 |
| <i>Targeted Gender</i> | Male | Male | Male |
| <i>Number of Trades</i> | 09 | 09 | 09 |
| <i>Age Limit of Trainees</i> | 18-36 years | 18-36 years | 18-36 years |
| <i>Entry Qualification of Trainees</i> | Minimum Middle Qualified | | |
| <i>Training Duration</i> | 06 Months | 06 Months | 06 Months |
| <i>Training Start Date</i> | 24 Feb 2022 | 03 Oct 2022 | 05 Jun 2023 |
| <i>Training Completion Date</i> | 23 Aug 2022 | 03 Apr 2023 | 04 Dec 2023 |
| <i>Selection & Mobilization of Student</i> | NLC | NLC | NLC |

1.2 Scope of The Study

The prime scope of this post-training study is to validate different aspects of the above-mentioned skills development project. The aspects include information about tutors/ trainers, curriculum, training delivery, training completion, certification, and employment status. The details are mentioned in Table 2.

Table 2. Scope of the Study

| <i>Sr</i> | <i>Particulars</i> | <i>Details</i> |
|-----------|---|--|
| 1 | <i>Validation of Curriculum</i> | Checking and verifying that the followed curriculum was recognized/ reprovod by NAVTTC/ TEVTA |
| 2 | <i>Validation of Tutor</i> | Checking and verifying the tutors’ qualifications/ experience against the desired criteria as per the curriculum |
| 3 | <i>Validation of Training Delivery</i> | Checking and verifying that the training was imparted to achieve the set objectives |
| 4 | <i>Validation of Training Completion</i> | Checking and verifying the training completion for example duration of the training, attendance, the number of passed-out students, etc. |
| 5 | <i>Validation of Certification</i> | Checking and verifying the Institute’s affiliation with the Sindh Board of Technical Education (SBTE) and issuance of certificates to trainees by SBTE |
| 6 | <i>Validation of at Least 40 Percent Employment</i> | Checking and verifying if at least 40 percent of the graduates under this program are employed or not. |

1.3 Trades, Duration & Number of Trainees

The list of trades with the corresponding details i.e. duration, number of batches, and number of trainees as per the MoU are given in Table 3 and Figure 1. All the trades were 6-month duration. A maximum of 25 students were enrolled in each class, for example in the case of HTV driving 3 classes/ sessions were made. One dedicated instructor and required training material were provided to each class.

Table 3. Trades and Trainees

| S. # | Trade | Duration (in Months) | No. of Batches | Total Trainee | Trainees Per Batch |
|--------------|---|----------------------|----------------|---------------|--------------------|
| 1 | Building Electrician & Solar UPS Assembly | 6 | 3 | 150 | 50 |
| 2 | Plumbing | 6 | 3 | 75 | 25 |
| 3 | Auto Mechanic | 6 | 3 | 60 | 20 |
| 4 | Auto Electrician | 6 | 3 | 60 | 20 |
| 5 | Welding (Arc & Gas) | 6 | 3 | 60 | 20 |
| 6 | HTV Driving | 6 | 3 | 225 | 75 |
| 7 | Heavy Construction Machinery Operator | 6 | 3 | 150 | 50 |
| 8 | Motorcycle Mechanic | 6 | 3 | 60 | 20 |
| 9 | Certificate of Information Technology (CIT) | 6 | 3 | 60 | 20 |
| Total | | | | 900 | 300 |

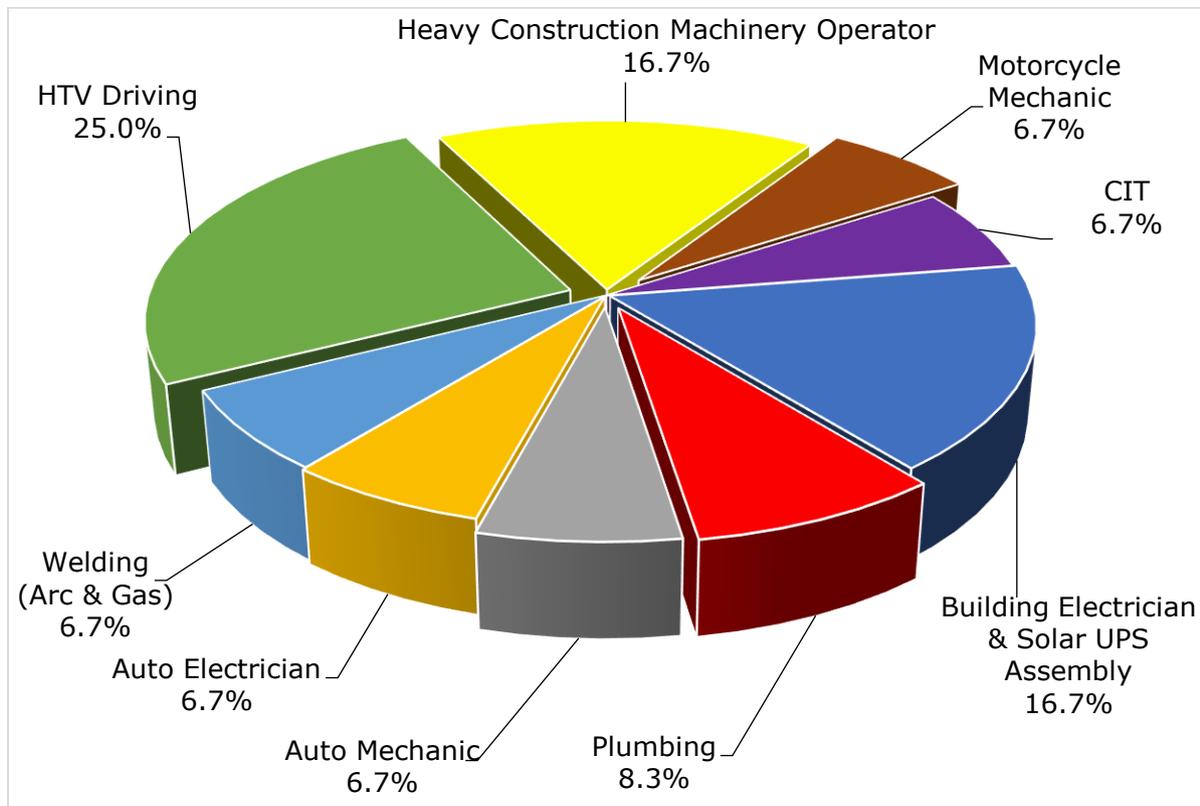


Figure 1. Trade Wise Distribution

2. METHODOLOGY

Validation is the process that assures trainees have achieved the skills and knowledge training was intended to provide. Validation not only certifies the final results of training but also validates that the entire training program is designed correctly. After the training program, the stakeholders have a fair idea about moving toward the next steps. Training evaluation can be beneficial for all the stakeholders, including the trainer and the trainee. For the trainer, it gives valuable feedback about the effectiveness of the training session, from the perspective of the trainee. For the trainee, a good training evaluation will focus the trainee on how much a trainee learned from the training and whether his or her training objectives were attained.

Every study uses a specific research methodology to achieve a set of objectives for testifying the hypothesis and answering the research questions. The quality of data collected from the respondents solely depends upon the enumerators and the quality of results depends upon the methodology used by the study. The methodology covers different aspects of data such as data collection method, important measures used, population, sample size and selecting proper statistical tests, other tools for data analysis and the interpretation of results. The elements of the methodology used for the current study are shown in Figure 2. Similarly, as the data (principal, tutors/instructors, and trainees) was not big enough, therefore, the whole population (100% sample) was targeted for data collection.

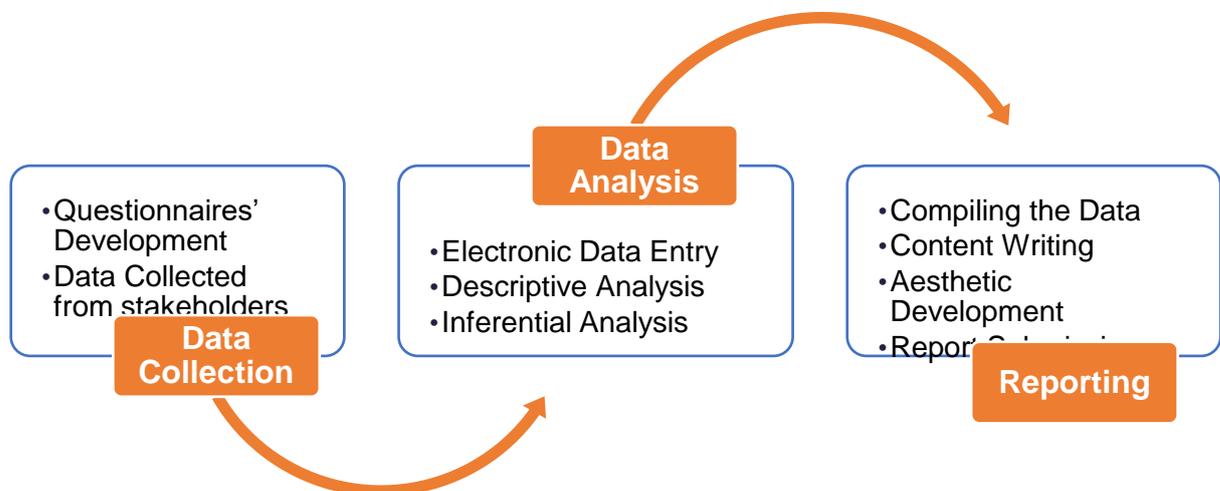


Figure 2. Procedure Adopted for Validation

3. OBJECTIVE WISE VALIDATION

In order to conduct the validation in a systematic manner it was mandatory to validate the trainees first along with the other validation parameters mentioned in Table 2.

3.1 Validation of Trainees

The research studies reveal that certain trainee characteristics, relating either to personality or to motivation, influence training outcomes to a greater extent than others. Trainee characteristics (personal attributes, self-efficacy, motivation to learn, learning goal orientation, performance goal orientation, instrumentality) predict the training effectiveness. Therefore, it was mandatory to validate the personal attributes of the trainees.

3.1.1 Gender of Trainees

All the trainees were male.

3.1.2 Age Group of Trainees

The desired age group of the student for this project was 18-36 years. Around 73% (654) of the trainees were lying in the age bracket of 18–25, whereas 19% (173) belonged to the age group 26–30. Only 4 trainees were found to have the age less than 18 at the time of admission, however, no trainees were crossing the upper age limit of 36 years. The details are given in Table 4 and Figure 3-6.

Table 4: Age Group of Trainees

| Age Bracket at the time of admission (Years)¹ | Batch 1 | Batch 2 | Batch 3 | Total |
|---|----------------|----------------|----------------|--------------|
| <18 (17) | 1 | 3 | 0 | 4 |
| 18-25 | 219 | 213 | 222 | 654 |
| 26-30 | 56 | 57 | 60 | 173 |
| 31-36 | 24 | 27 | 18 | 69 |
| ≥36 | 0 | 0 | 0 | 0 |
| Total | 300 | 300 | 300 | 900 |

¹ 18-25 means ≥18 and < 25, 26-30 means ≥25 and < 30, 31-36 means ≥30 and < 36

2

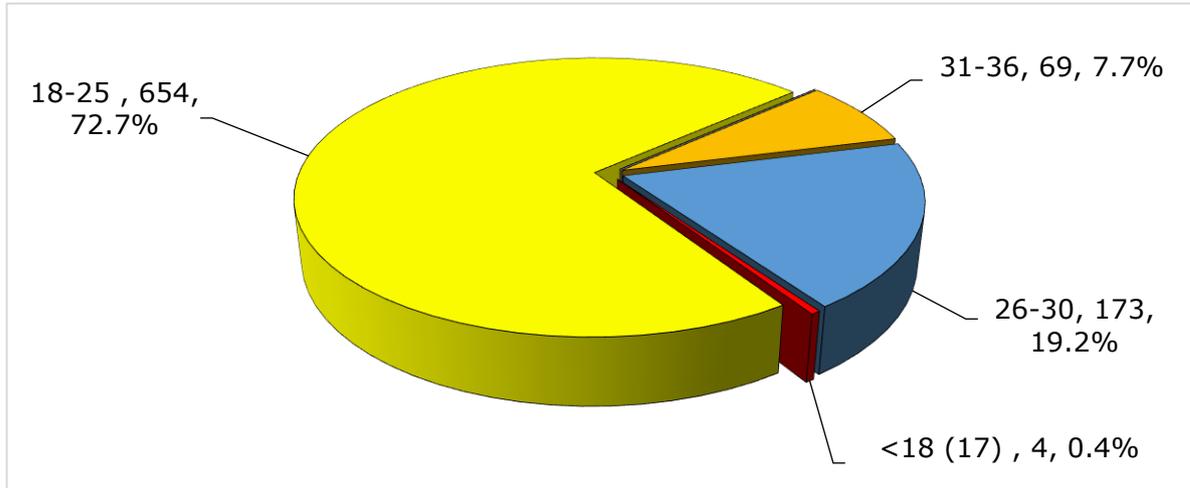


Figure 3. Trainees Age Group (all batches)

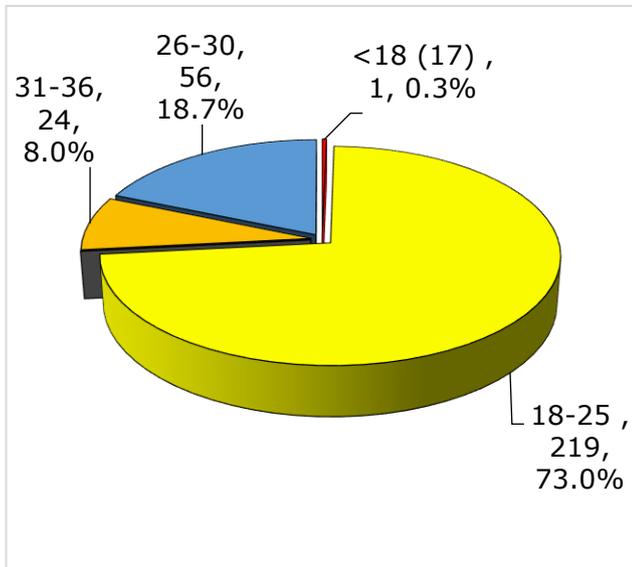


Figure 4 Age Group (Batch 1)

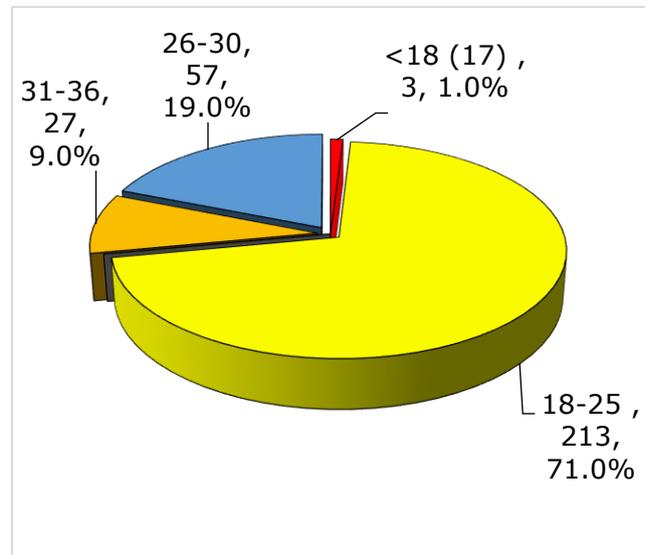


Figure 5 Age Group (Batch 2)

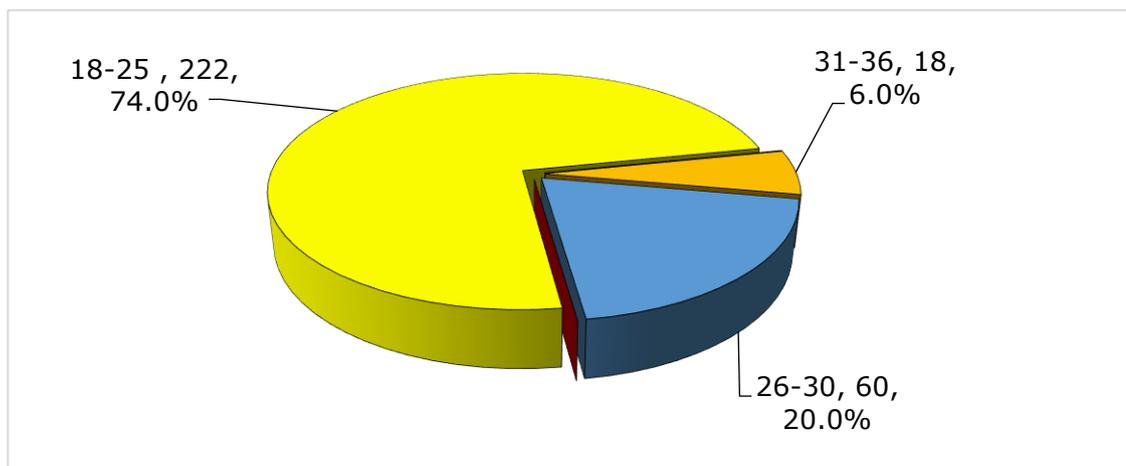


Figure 6 Age Group (Batch 3)

² 26-30,173,% 1st figure indicate the respective category, 2nd figure indicate the value and 3rd figure gives %age (, separator is used)- This procedure is adopted throughout this report.

3.1.3 Educational Background of Trainees

The minimum eligibility criteria for the enrollment was a middle pass. Out of 900 trainees, only 74 had a middle qualification, while 595 were Matric (SSC) qualified and 231 had a higher secondary school certificate (intermediate). The details are given in the table 5 and figures 7-10.

Table 5. Trainees Education Level (all Batches)

| Education Level | Batch 1 | Batch 2 | Batch 3 | Total |
|----------------------------|----------------|----------------|----------------|--------------|
| <i>Middle</i> | 21 | 22 | 31 | 74 |
| <i>Matric (SSC)</i> | 196 | 203 | 196 | 595 |
| <i>Intermediate (HSSC)</i> | 83 | 75 | 73 | 231 |
| Total | 300 | 300 | 300 | 900 |

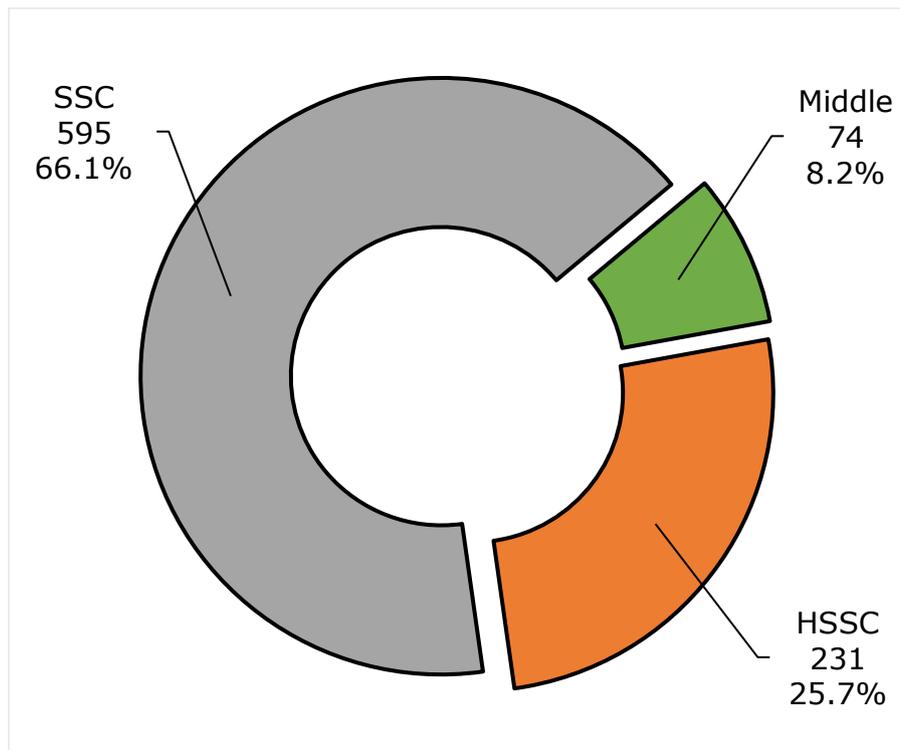


Figure 7. Trainees Education Level (all Batches)

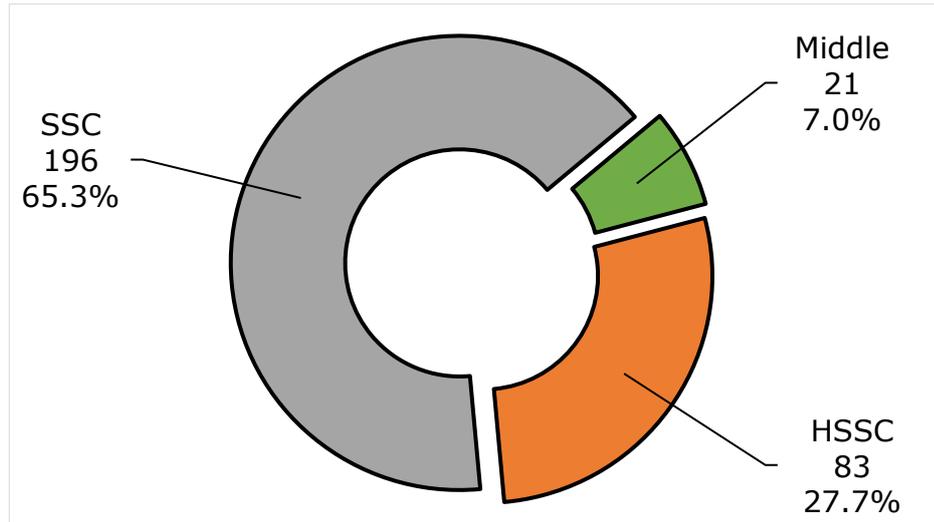


Figure 8. Trainees Education Level (Batch 1)

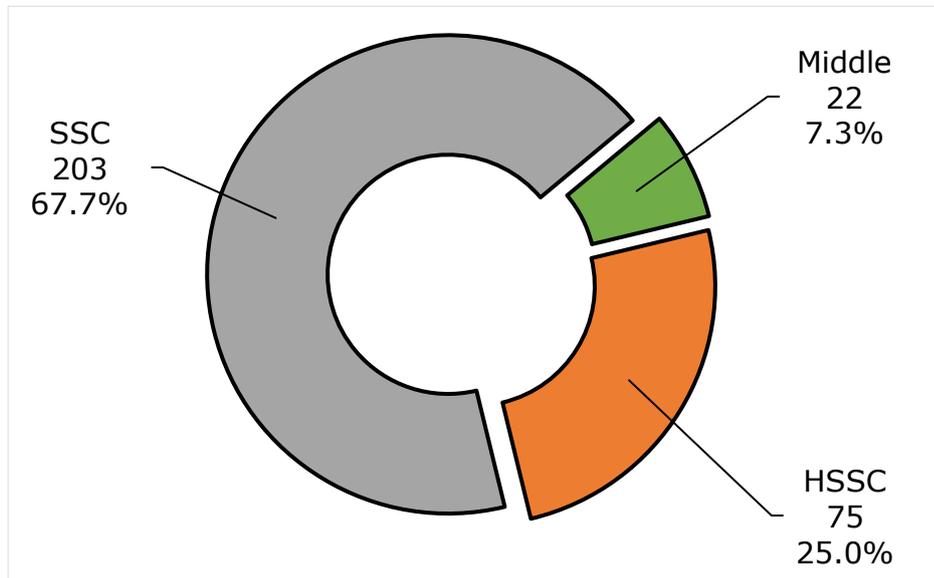


Figure 9. Trainees Education Level (Batch 2)

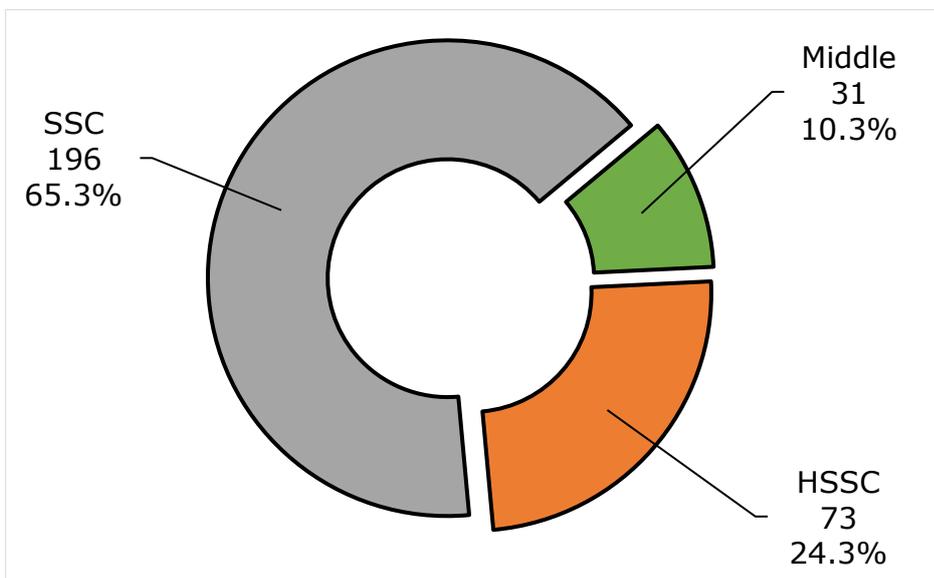


Figure 10. Trainees Education Level (Batch 3)

3.1.4 Trainee District/ Sub Division

Out of 900 trainees, approx. 80% (716) of trainees belong to the district Khairpur. 9% (84) of the total trainees belonged to the district Sukkur followed by the district Shikarpur from where 3.6% of trainees were enrolled. Only 3.6% (32) trainees belong to the district Dadu, Karachi, Kashmore, Larkana, and Sanghar. The details can be seen in table 6 and Figures 11-14.

Table 6. Trainee District (all Batches)

| District/sub-division | Batch 1 | Batch 2 | Batch 3 | Total |
|-----------------------|------------|------------|------------|------------|
| Khairpur | 244 | 226 | 246 | 716 |
| Ghotki | 5 | 5 | 5 | 15 |
| Naushahro Feroze | 4 | 8 | 4 | 16 |
| Qambar Shahadkot | 3 | 1 | 1 | 5 |
| Shikarpur | 8 | 17 | 7 | 32 |
| Sukkur | 27 | 33 | 24 | 84 |
| Other | 9 | 10 | 13 | 32 |
| Total | 300 | 300 | 300 | 900 |

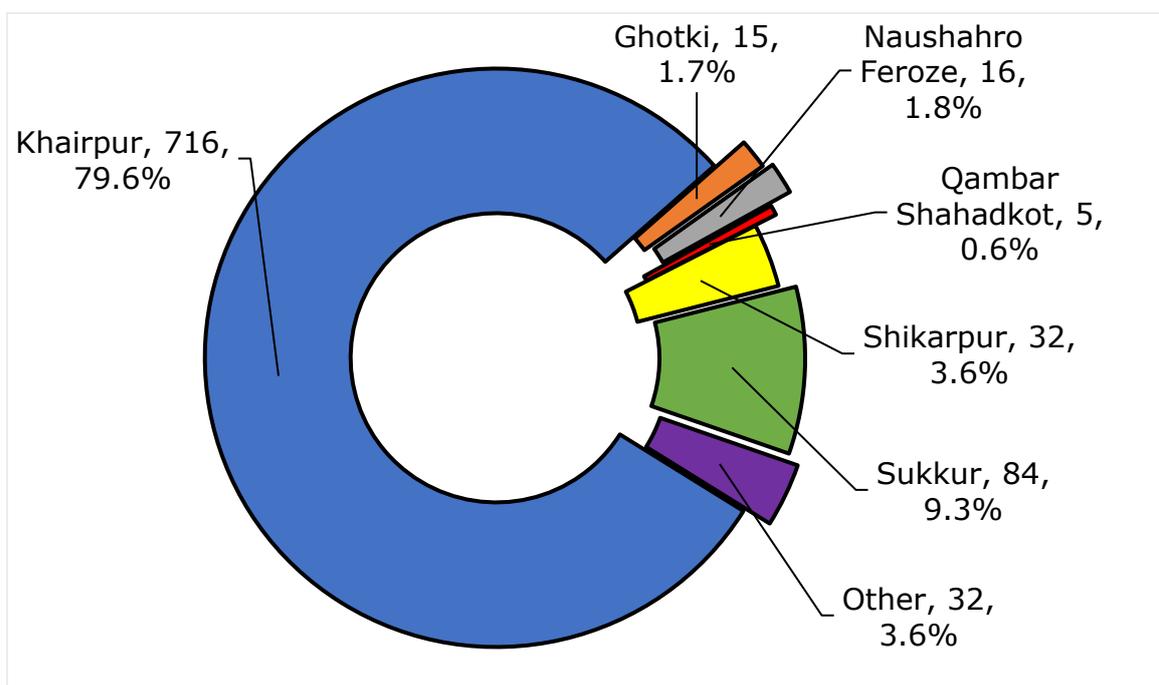


Figure 11. Trainee District (all Batches)

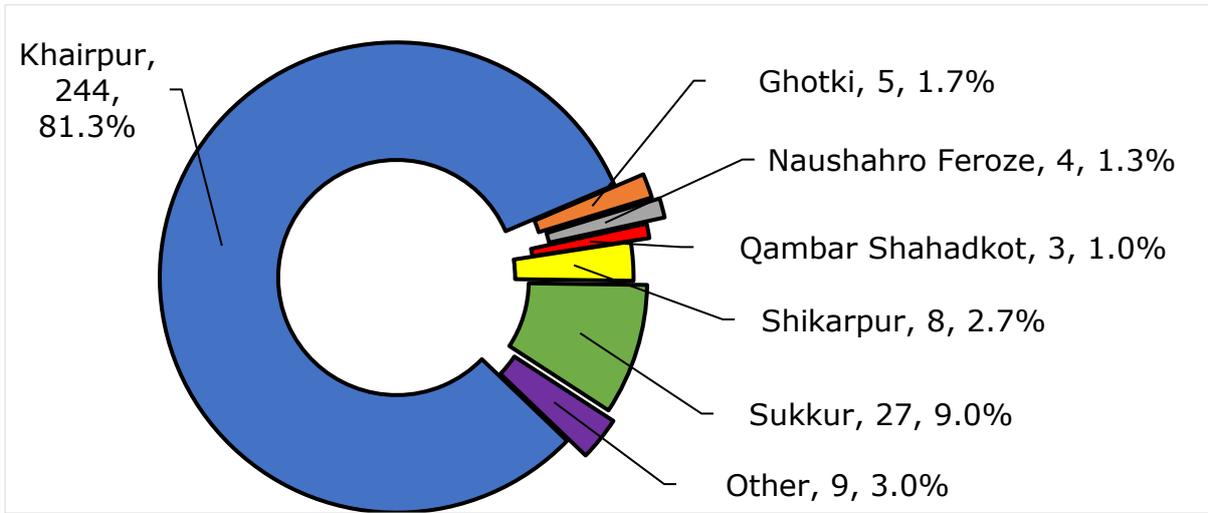


Figure 12. Trainee District (Batch 1)

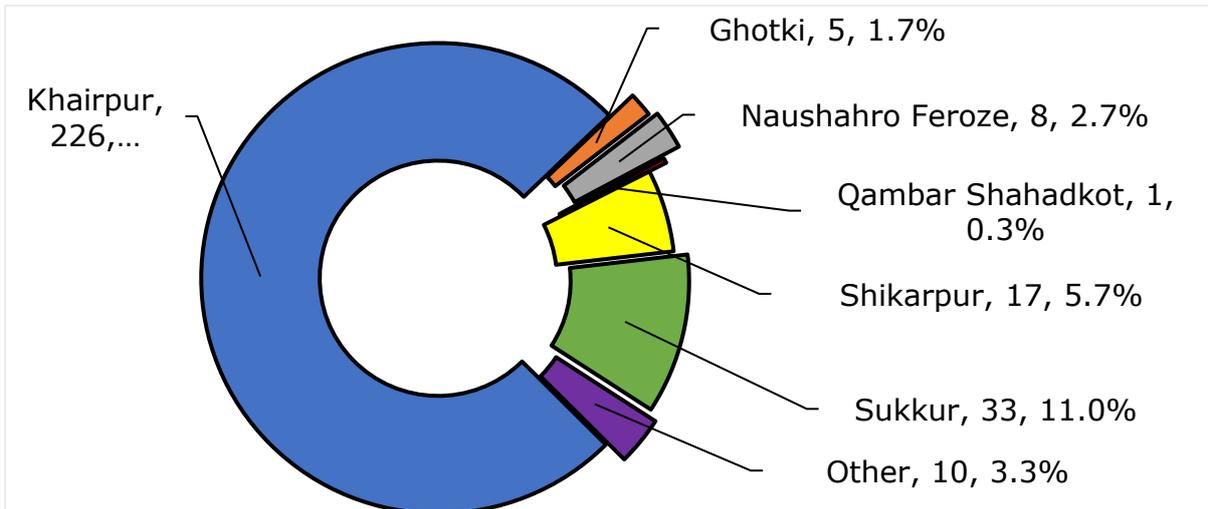


Figure 13. Trainee District (Batch 2)

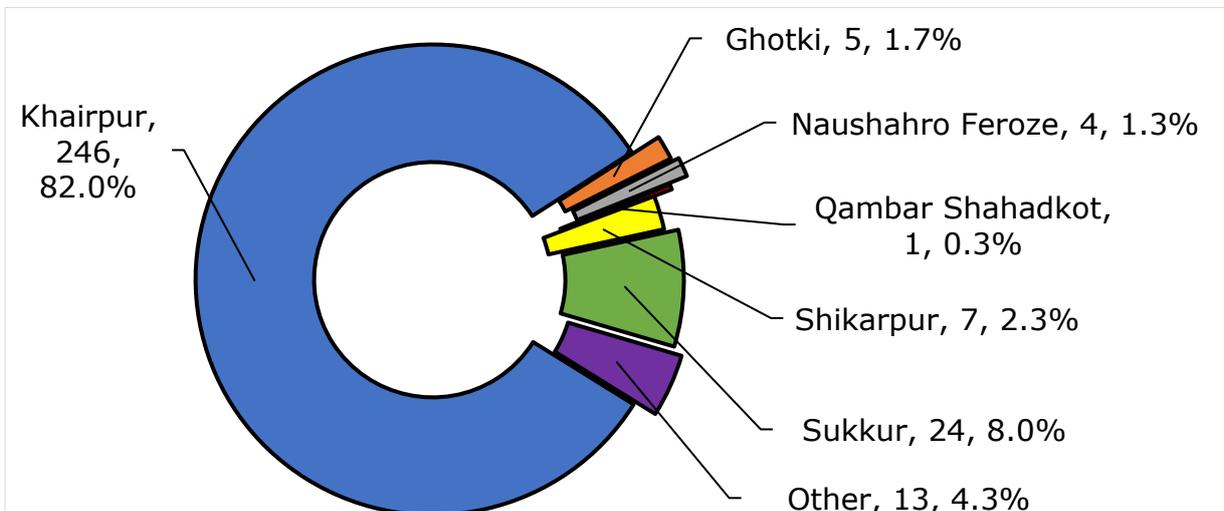


Figure 14. Trainee District (Batch 3)

3.2 Validation of Instructors/ Tutors

The success of any education system depends on the quality of teachers, which, in turn, depends on the effective teaching/learning process. Similarly, in vocational training, an instructor's role is of vital significance in imparting quality training to the trainees and bringing positive changes in the trainees. Thus, the quality of the training depends upon the quality of those who impart it.

As per the record, the tutors engaged by the NLC for this project were qualified, and experienced and assumed that they were appointed on merit. The trainees positively opined about the motivational skills and training techniques of instructors to create ease in learning. In the light of the factsheet attached as Anx-A, all the tutors were highly experienced (being retired from the Pakistan Army) in their respectable domains and possessed the required qualifications as per the curriculum.

A total of 13 tutors/ instructors were engaged for this project by ATIN NLC Khairpur whereas, 7 instructors were nominated as substitute instructors. A standard class of a maximum 25 trainees was assigned to each instructor. By the start of 1st batch in Feb 2022, till the completion of 3rd batch in Dec 2023, the instructors remained the same. Details of instructors are given in table 7 below:-

Table 7. Tutor/ Instructor Detail

| Sr # | Name of Instructor | Trade Assigned | Qualification | Certification | Experience |
|------|-----------------------|---|-----------------------|---|------------|
| 1 | Abdul Sami | Plumbing | M.A | Plumbing Cert (6 Months) | 17 Years |
| 2 | Mohsin Ali | Building Electrician & Solar UPS Assembly | DAE (Electrical) | Building Electrician (6 Months) | 7 Years |
| 3 | Adnan Shah | | DAE (Electrical) | Electrical G3 Level (1 Year) | 10 Years |
| 4 | Asad Ullah | CIT | BSC (Science) | DIT BBSHRRDB CIT (6 Month Cert) | 11 Years |
| 5 | Abdul Raheem | Auto Mechanic | DAE (Auto and Diesel) | Office Automation (6 Months) | 4 Years |
| 6 | Naimat Ullah | Motorcycle Mechanic | B.Tech (Mechanical) | (Auto Mechanic 6 months) | 5 Years |
| 7 | Hav Darya Khan (Retd) | Auto Electrician | Matric | Auto Electrician Certificate (Pak Army) | 29 years |
| 8 | Nk Ali Hassan (Retd) | Welding (Arc & Gas) | Matric | Welding (Pakistan Army) | 19 Years |
| 9 | Abdul | Heavy | B Tech (Mechanical) | Heavy Machinery | 5 |

| | | | | | |
|----|--------------------------|---------------------------------|--------|-----------------------------|----------|
| | Samad | Construction Machinery Operator | | Certificate | Years |
| 10 | Lnk Bakhat Ullah (Retd) | | Matric | OEPM (Pakistan Army) | 21 Years |
| 11 | Sep Asad Ullah (Retd) | HTV Driving | Matric | HTV License (Pakistan Army) | 23 Years |
| 12 | Sep Bashir Ali (Retd) | | Matric | HTV License (Pakistan Army) | 21 Years |
| 13 | Sep Hidayat Ullah (Retd) | | Matric | HTV License (Pakistan Army) | 19 Years |

3.2.1 Tutors' Education

The educational data was collected from both the questionnaires and the data sheet and it was found by the curriculum needs. The following table (Table 8) generated in the light of available data represents the true picture of the educational status of the tutors.

Table 8. Tutors/ Instructors Education Level

| Sr. # | Education | Tutors | Tutors % |
|--------------|---|-----------|------------|
| 1 | SSC with Trade Certification | 3 | 23 |
| 2 | SSC with HTV Driving License | 3 | 23 |
| 3 | M.A Economics with Plumbing Cert (3 Months) | 1 | 8 |
| 4 | Diploma of Associate Engineer (DAE) Electrical | 2 | 15 |
| 5 | B-Tech (Mechanical) | 2 | 15 |
| 6 | DAE (Auto and Diesel) and BSC (Science) | 1 | 8 |
| 7 | BSC, DIT (1 year Diploma) BBSHRDB CIT (6 Month Cert) | 1 | 8 |
| Total | | 13 | 100 |

3.2.2 Trainees Specific Reviews About Tutors

Feedback regarding the Qualifications, Experience, Subject Knowledge, Training Delivery, Knowledge Transfer, and Communication Skills of Trainers was obtained from the trainees. A vast majority of the trainees mentioned that the tutors had adequate subject knowledge and good communication skills through which they developed a fruitful learning environment and encouraged the trainees to participate and interact. Trainees also confirmed that the tutors successfully motivated the trainees to learn the course content and that tutors used effective techniques through which trainees were able to memorize facts, ideas, and methods with great ease.

3.3 Validation of Curriculum

The basic objective of verifying the curriculum was to check if it was approved by the concerned authority, is market-oriented, and has met the desired outcome of the project. The findings are given below:-

3.3.1 Recognition and Type

While validating the curriculum both the principal and tutors and a vast majority of trainees verified that the traditional time-bound curriculum approved by the Technical Educational & Vocational Training Authority (TEVTA) was followed/ adopted.

3.3.2 Providing the Approved Curriculum to Trainees and Trainers

The principal mentioned that the TEVTA-approved curricula were provided to all the tutors during the program. All the tutors substantiated the principal's statement to be true. The trainees also confirmed that the stationery and books were provided.

3.3.3 Level of Satisfaction and Market-Oriented Skills

All the stakeholders i.e. principals, tutors, and trainees showed their satisfaction with the curriculum. Principal and tutors believed that the existing curriculum equipped the trainees with market-oriented skills. The trainees also opined that they have been equipped with marketable skills.

3.3.4 Balancing the Theory and Practical

In response to a query, the instructors were of a strong opinion that they maintained a good balance between theory and practical. Most of the trainees agreed with this statement. However, the majority of trainees seemed to be more interested in practical training than the theoretical portion. However, the theoretical portion is an important part of the teaching-learning process as it covers the trade introduction, health & safety, soft/ communication skills, and trade-related documentation.

3.4 Validation of Training Delivery

The basic aspects have been covered to check and verify the training delivery met the set objectives i.e. imparting practical subject knowledge that can be used by the trainees after completion. It was confirmed by the trainees that the Training delivery plan (timetable, lesson plan, student handbooks, program handbook, theory, and

practical scheduling) was prepared and relevant material was also provided.

Before validating the training delivery, it was important to validate the available training facilities as the quality of training is highly linked with the standard of available facilities/ tools/ equipment/ labs. ATIN NLC Khairpur is one of the Campuses of NLC's Technical Institutes and it is a routine practice to transfer the instructors, machinery, and lab equipment on a required basis from one campus to another. All the required tools/ equipment, consumables, and other training material was adequately provided by the institute management and the same was confirmed by the trainees as well as instructors.

3.4.1 Training Delivery

A variety of teaching methods were also used to impart quality training. Trainees also confirmed that they were given additional time. Also, the trainees confirmed that tutors were available to help trainees even after the class timing.

Tutors believed that they duly prepared the lesson plans as per the TEVTA-approved curriculum and always followed the lesson plans for training delivery. The principal and most of the trainees marked these statements as being true through their opinions. Training activities performed by the trainees are shown in Figures 12, 13.

3.4.2 Trainee Assessment

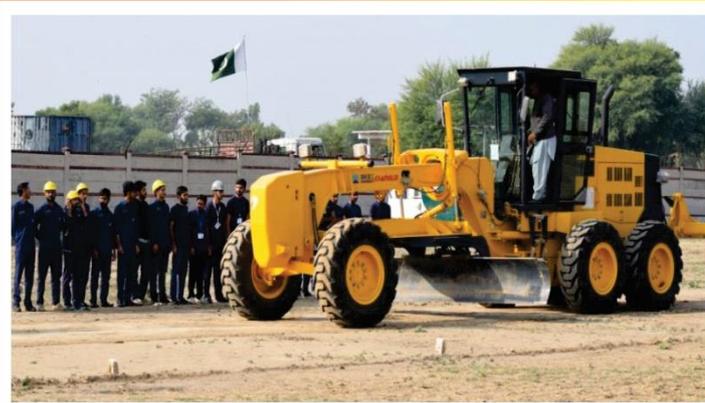
In the combined view of principals, tutors, and trainees, the trainees had been assessed by the tutors under the predefined assessment criteria. The tutors prepared question papers/ assessment material by following the assessment plan provided to them by the institute. Monthly assessments and midterm exams were also carried out to assess learning outcomes. Also, the District Monitoring Unit BBSHRDB Khairpur and Sindh Board of Technical Education (SBTE) inspection team conducted regular visits to check the quality of Training being provided (information on monitoring visits is provided in Section 3.4.3). The pictorial view of the same is given in figures 14-16.

Heavy Machinery Operator

Training Facilities



Excavator Operator



Motor Grader Operator



Wheel Loader Operator





BBSHRRDB Phase XII



Training in Progress

Trade: Heavy Machinery Operator
Institute: ATIN NLC Khairpur





Training in Progress -
BBSHRRDB Phase-XII (Batch-I)

Trade: LTV Driving Training
Institute: ATIN NLC Khairpur









3.4.3 Monitoring Visits by District Monitoring Unit BBSHRRDB Khairpur

A total of 13 monitoring visits were carried out by the team of the district monitoring unit BBSHRRDB Khairpur during Batch 1 from 24 Feb 23 Aug 2022. Similarly, during Batch 2 total of 18 monitoring visits were conducted and the same frequency was recorded during Batch 3. Detail of monitoring visits is given in Table 10 and Figure 17.

Table 9. Monitoring Visits Frequency

| Batch # | Batch Duration | Total Monitoring Visits | Accumulative Attendance |
|---------|-----------------------|-------------------------|-------------------------|
| 1 | 24 Feb 22 – 23 Aug 22 | 13 | 93 |
| 2 | 03 Oct 22 – 03 Apr 23 | 18 | 89 |
| 3 | 05 Jun 23- 04 Dec 23 | 18 | 90 |

3

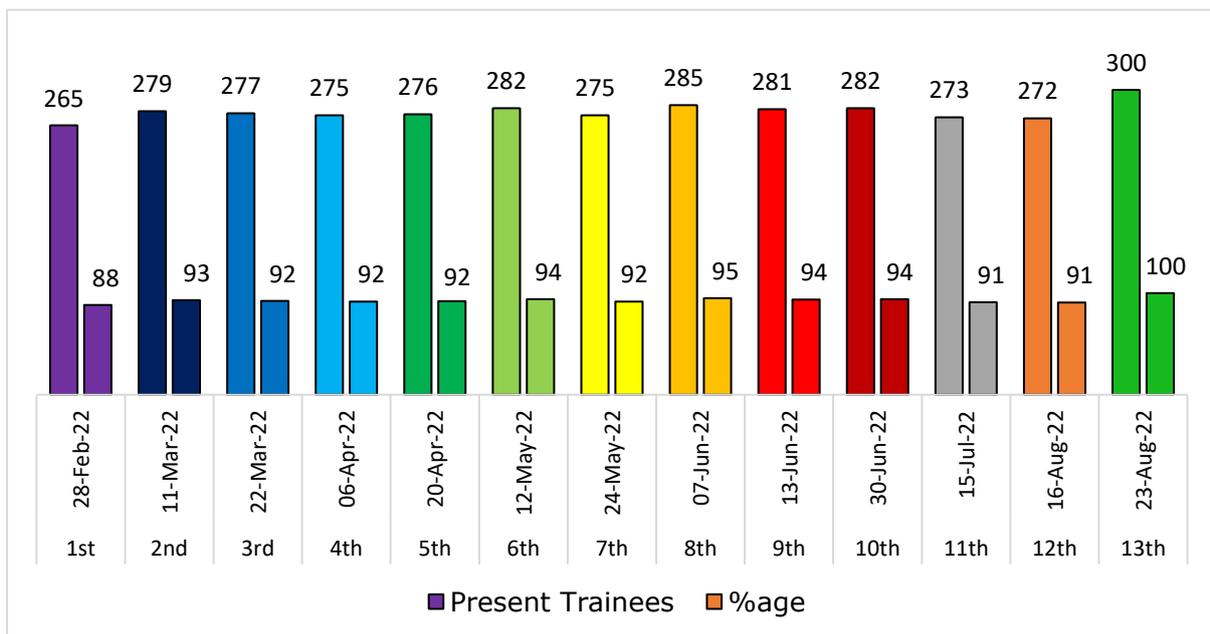


Figure 15. Monitoring Visits - Batch 1

³ 1st bar represents the total present trainees out of 300. The date indicates the monitoring visit date

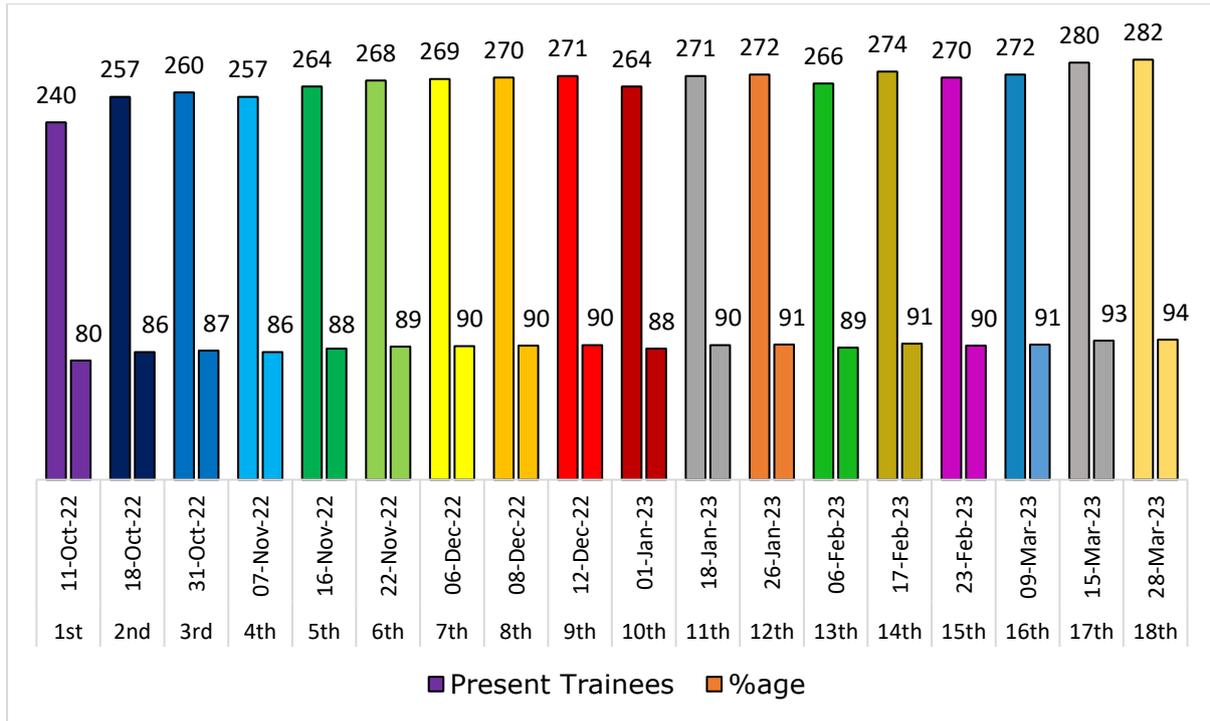


Figure 16. Monitoring Visits - Batch 2

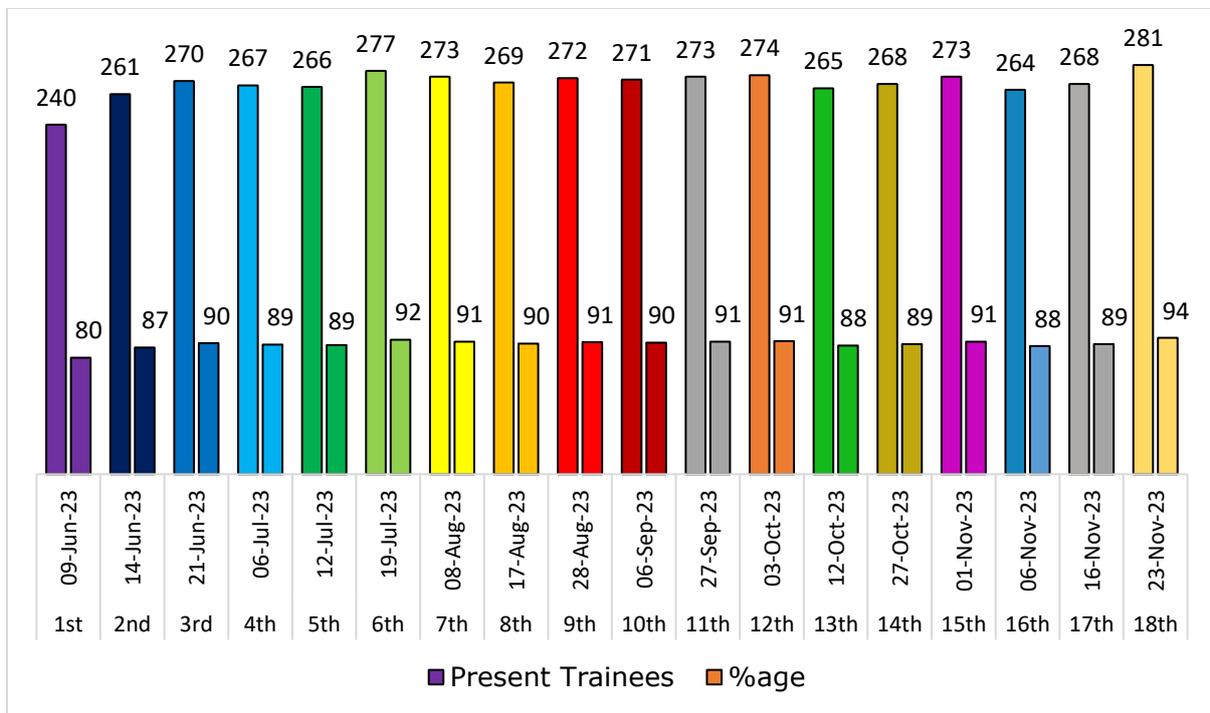


Figure 17. Monitoring Visits - Batch 3

3.4.4 Guest Speakers from Industry and Academia

Trainee witnessed the arrangement of lectures of renowned guest speakers both from industries and academia. Similarly, sessions were also organized regarding health & safety, soft skills/ communication development, personality development, job hunting, and Dars-e-Quran. Trainees were also engaged in extracurricular activities.

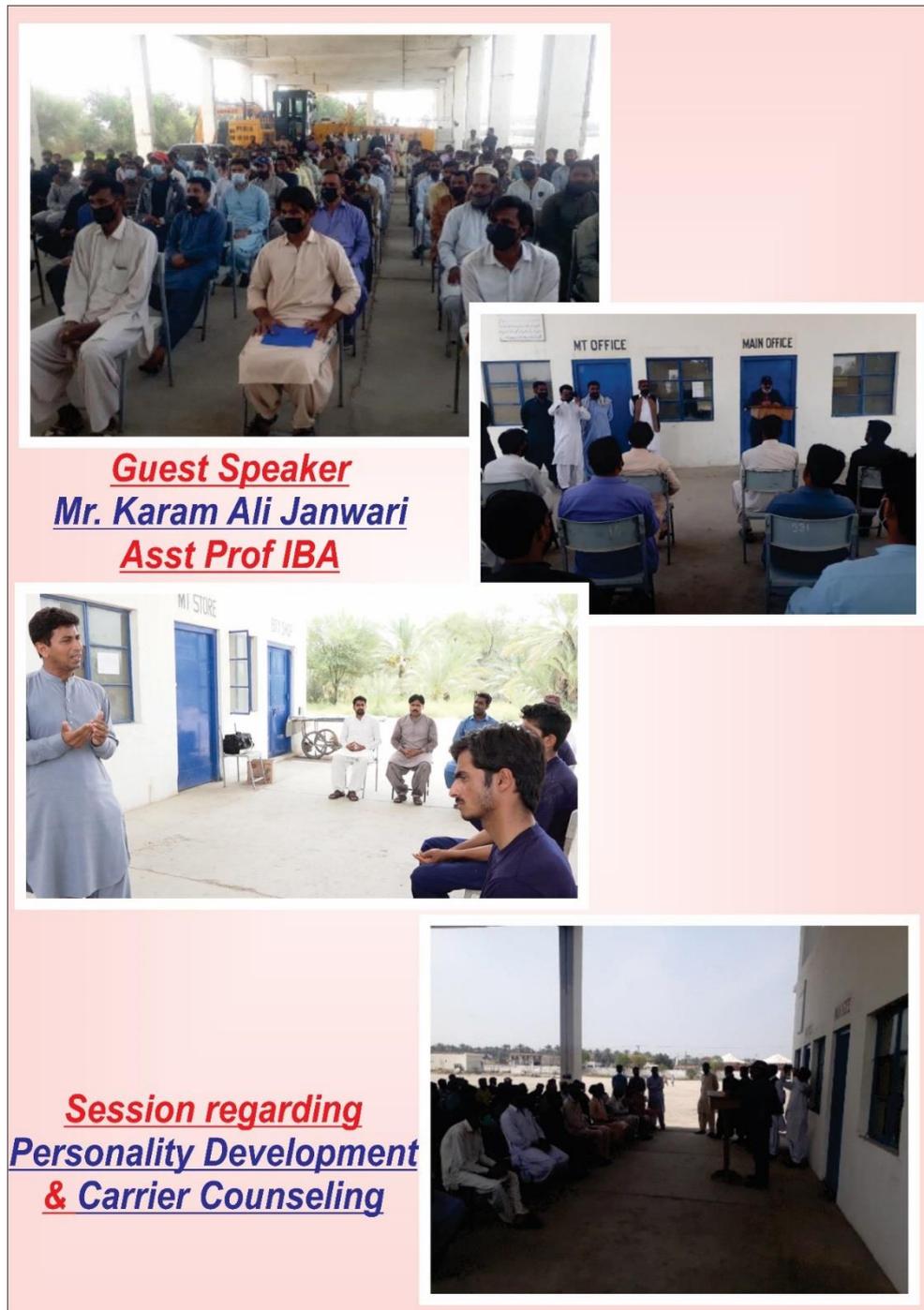


Figure 18. Lecture by Guest Speakers



**Activity regarding
Health & Safety
Fire Fighting**

Figure 19. HSE Lecture and Activities

3.5 Validation of Training Completion

The consulting firm was mandated to validate the training duration, attendance, number of pass-outs, and in-time distribution of the training certificates. **A total of 900 trainees were enrolled in this program and 899 passed out with a passing percentage of almost 100%. The planned duration of the training for each batch was 6 months and the institute completed the training hours.** Trainee attendance was marked daily by the institute and the attendance records were maintained. The principal, tutors, and SBTE management made the examinations possible as per the schedule. This was marked as true by a clear majority of trainees. The detail of trainees enrolled and passed out under this project (BBSHRRDB Phase XII, Batch 1-3) is given in table 10 and Figure 20. Whereas, the complete trade-wise and batch-wise result is given in figures 21 and 23. The total marks in the final exam (theory & practical) equals to 100.

Table 10. Training Completion Report

| Batch # | Enrolled | Certified/ Completed | Dropped out |
|--------------|------------|----------------------|-------------|
| Batch 1 | 300 | 300 | - |
| Batch 2 | 300 | 299 | 1 |
| Batch 3 | 300 | 300 | - |
| Total | 900 | 899 | 1 |

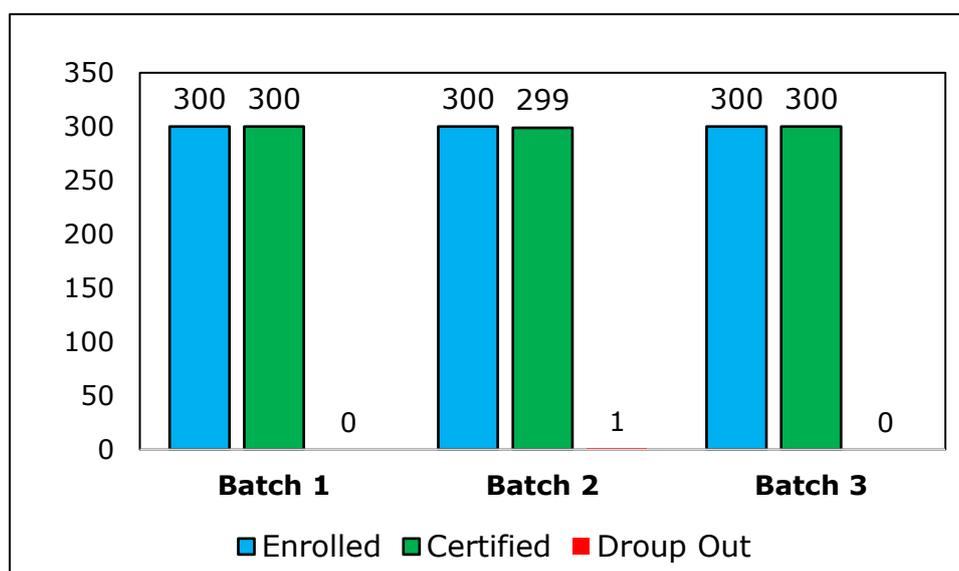


Figure 20. Enrolled Vs Certified Trainees

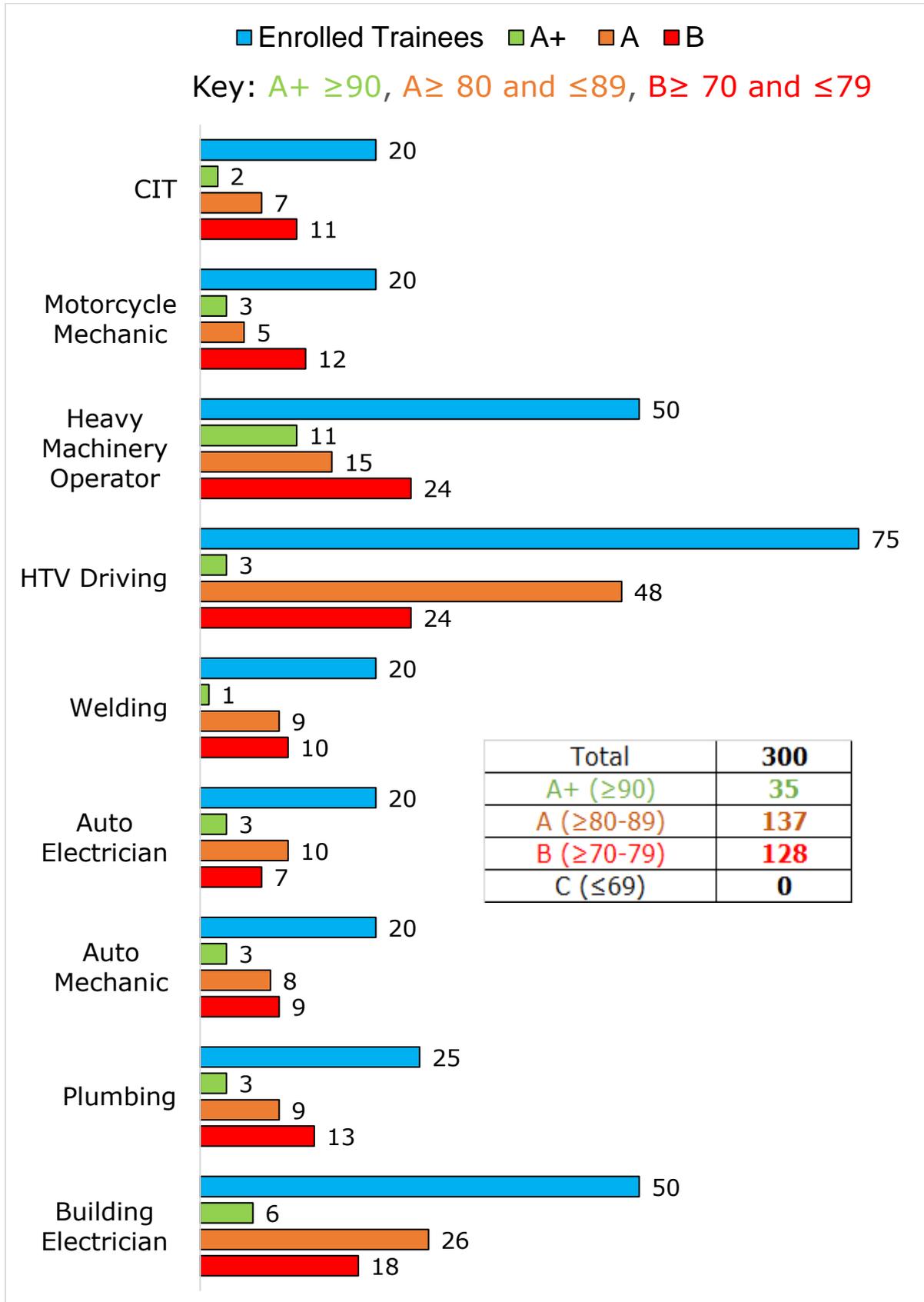


Figure 21. Trade Wise Result (Batch 1)

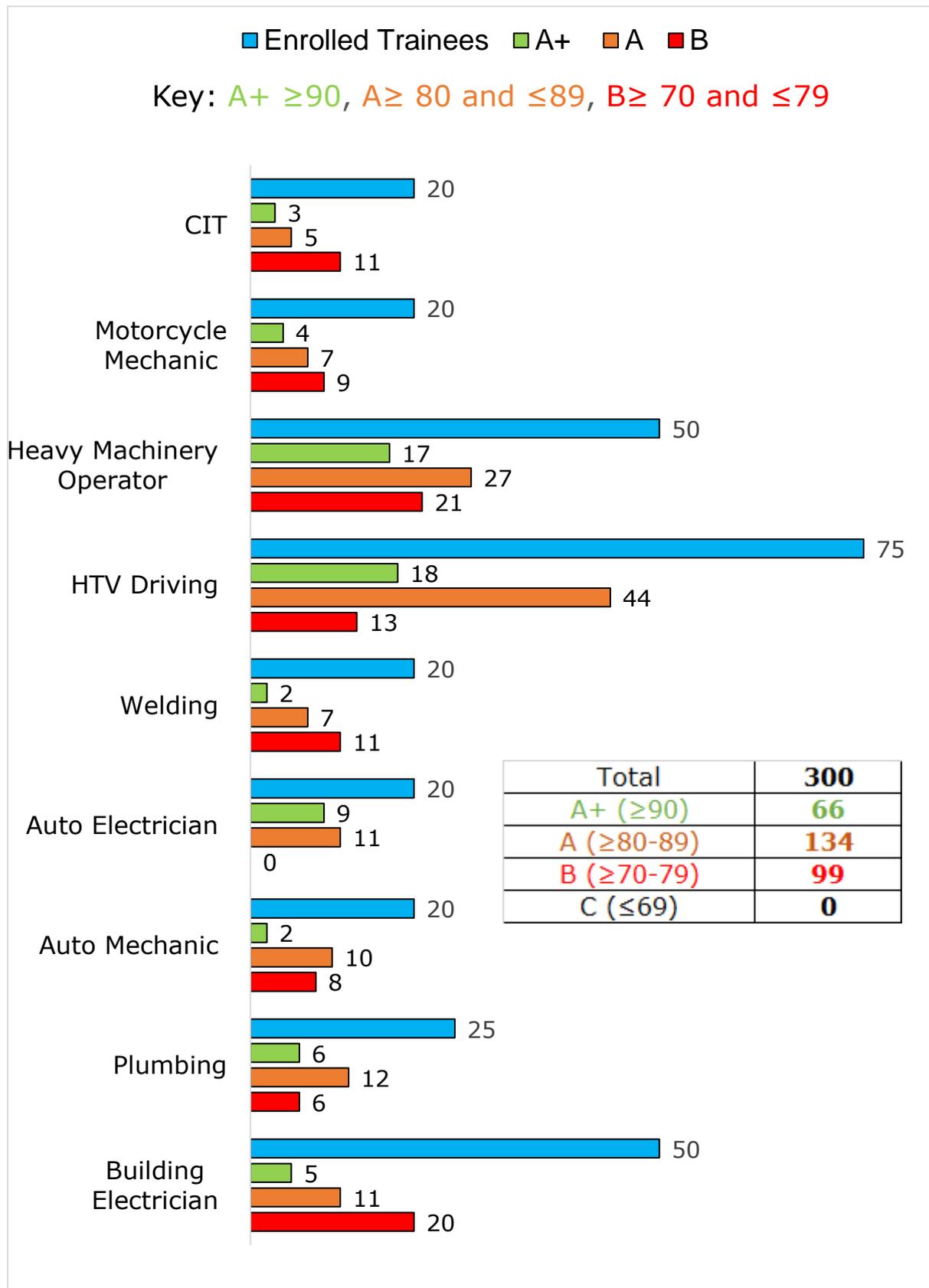


Figure 22. Trade Wise Result (Batch 2)

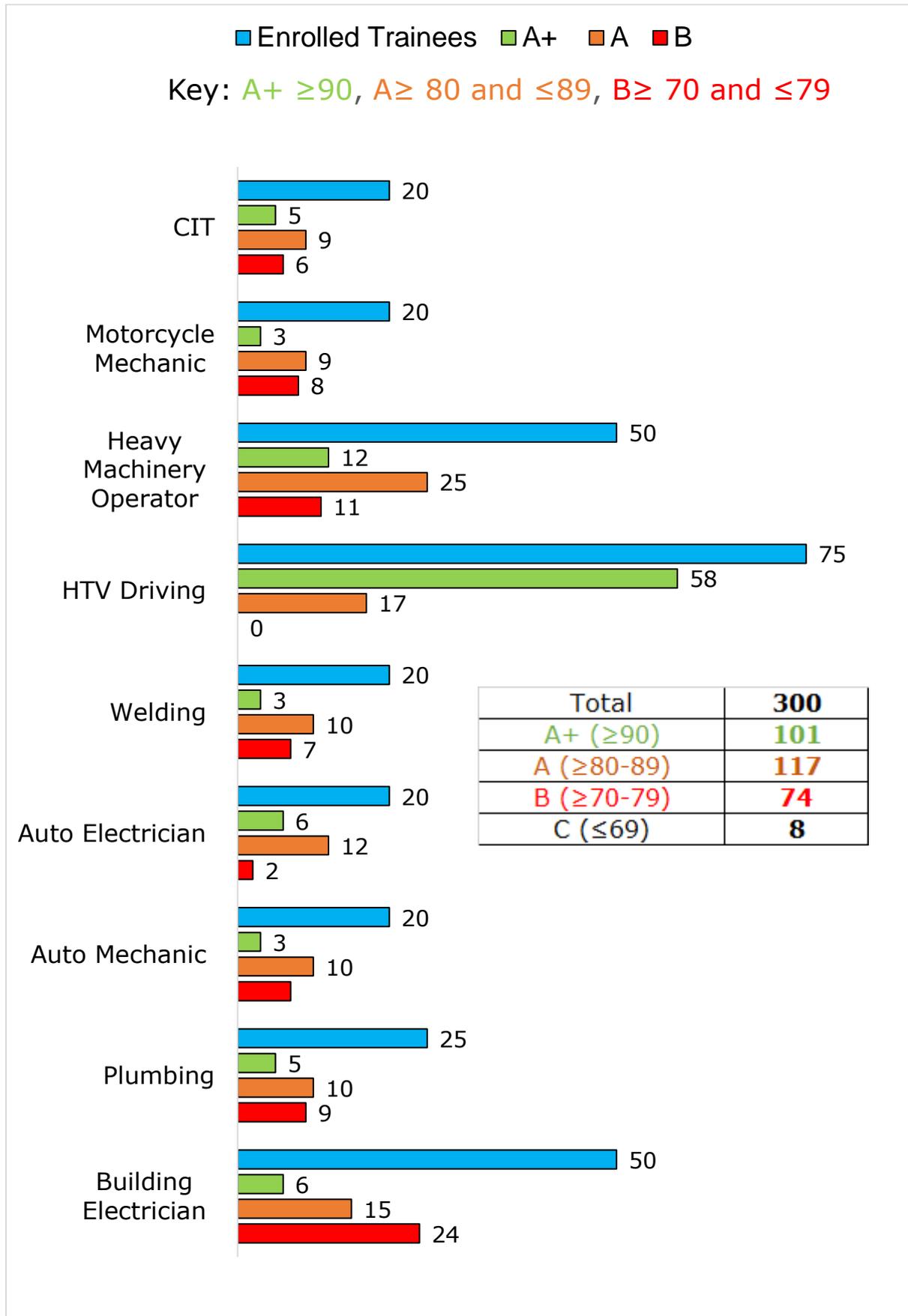


Figure 23. Trade Wise Result (Batch 3)

3.6 Validation Certification

ATIN NLC Khairpur is affiliated with the Sindh Board of Technical Education (SBTE) and certificates are provided/ countersigned by SBTE. The snapshot of the affiliation certificate of the institute is pasted below with the validity till 31st Dec 2023. At the end of the course, a certificate awarding ceremony was also organized at ATIN NLC Khairpur. A glimpse of the ceremony is given in figure 24.





Certificate Awarding Ceremony

Figure 24. Certificate Awarding Ceremony

3.7 Validation of Employment

Employment generation is the key element of the youth skills development programs. A detailed overview is given below.

3.8 Institute's Support in Trainees' Employment

The principal and tutors mentioned that the institute helped the trainees in finding suitable jobs and a clear majority of trainees admitted their statement. The principal and tutors also mentioned that the institute helped the trainees in finding relevant jobs. During training, sessions were also organized regarding CV and interview preparation and a significant number of trainees agreed with this statement.

3.9 Employment Status

Out of 900 trainees, 369 (41%) are currently employed and working. The trainees' employment status is divided into the following 4 categories: -

1. Government Job.
2. Private Job.
3. Part-Time Employed/ Further Education – A trainee doing a trade-related job part-time along with his further education.
4. Entrepreneurship/ Self Employment – A trainee has his own business/ established his workshop.

Out of 900, 369 trainees have been employed in all three batches with a 41% employment ratio. The majority of the trainees (183, 49.5% of total employed) have private jobs followed by 91 (24.5%) of trainees who had established their workshops/ business or working on a self-employment basis. The following table and figures depict the complete details of trainees' employment status.

The employability of Batch 1 is approx. 45% followed by Batch 2 (42%), whereas, the employability of Batch 3 is approx. 36%. The Batch 3 employability is a little bit low as the students have recently passed out and a large number of the students have not applied for any job yet. The following table and figures depict the complete details of trainees' employment status.

Table 11. Employment Status - All Batches

| Sector | Batch 1 | Batch 2 | Batch 3 | Total | %age |
|--|----------------|----------------|----------------|--------------|-------------|
| Govt Job | 9 | 9 | 7 | 24 | 6.5 |
| Private Job | 58 | 55 | 70 | 183 | 49.5 |
| Part-Time Employed/ Education | 25 | 28 | 18 | 71 | 19 |
| Entrepreneurship/Sel f-Employment | 43 | 34 | 14 | 91 | 24.5 |
| Total Employed | 135 | 125 | 109 | 369 | 41 |
| Employment %age | 45 | 42 | 36 | 41 | |

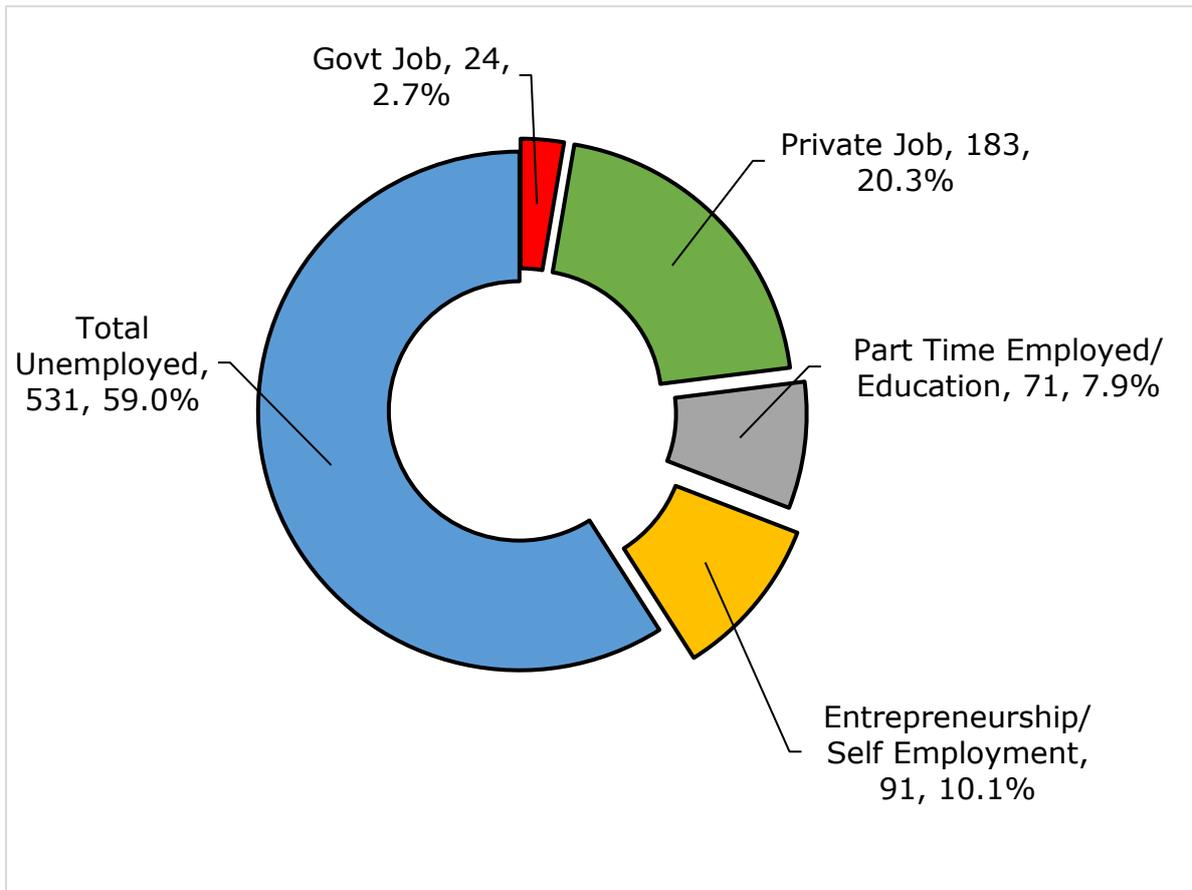


Figure 25. Employment Status Sector Wise (all Batches)

3.9.1 Employment Status - Batch 1

Out of 300 trainees, 135 (45%) are currently employed and working. Out of 135, the majority of the trainees (57, 19% of total employed) have private jobs followed by the 44 (15%) of trainees having their own business/are self-employed.

Table 12. Trade Wise Employment (Batch 1)

| S. # | Trade | Govt Job | Private Job | Part-Time/Education | Self-Employment | Total Employed/Enrolled |
|--------------|---|----------|-------------|---------------------|-----------------|-------------------------|
| 1 | Building Electrician | 1 | 6 | | 14 | 21 / 50 |
| 2 | Plumbing | 3 | 4 | | 6 | 13 / 25 |
| 3 | Auto Mechanic | 1 | 1 | | 9 | 11 / 20 |
| 4 | Auto Electrician | | 3 | 2 | 5 | 10 / 20 |
| 5 | Welding (Arc & Gas) | | 9 | 1 | 6 | 16 / 20 |
| 6 | HTV Driving | 2 | 12 | 10 | | 24 / 75 |
| 7 | Heavy Machinery Operator | 2 | 13 | 10 | | 25 / 50 |
| 8 | Motorcycle Mechanic | | 4 | | 4 | 8 / 20 |
| 9 | Certificate of Information Technology (CIT) | | 5 | 2 | | 7 / 20 |
| Total | | 9 | 57 | 25 | 44 | 135 / 300 |

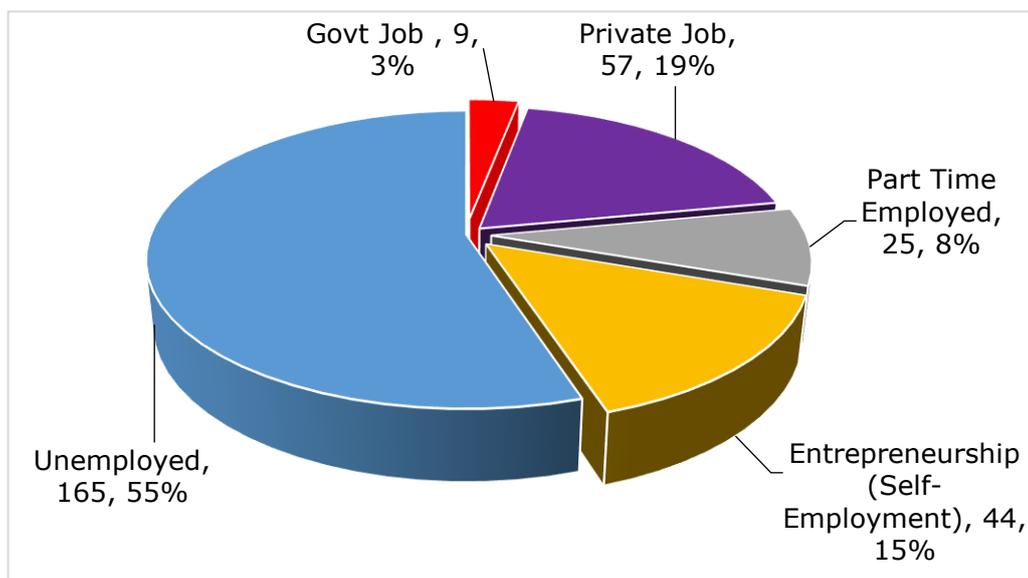


Figure 26. Sector Wise Employment %age (Batch 1)

3.9.1.1 Jobs Applied Vs Employed - Batch 1

Out of 300 trainees, 224 (75%) mentioned that they have applied for a Job (appeared in 1, 2 or more interviews). 76 (25%) trainees mentioned that they did not apply for any job yet. Out of 224 trainees who applied for a job, 135 (about 60%) got employed whereas only 40% who applied for a job are waiting for a response. These statistics show that the institute has provided the necessary guidelines for filing job applications and appearing in job interviews.

| S. # | Trade | Job Applications/ interviews appeared | | | Not Applied | Total Employed/ Enrolled |
|--------------|---|--|-----------|-----------|-------------|-----------------------------|
| | | 1 | 2-3 | 4-5 | | |
| 1 | Building Electrician | 27 | 5 | 3 | 15 | 21 / 50 |
| 2 | Plumbing | 13 | 4 | 2 | 6 | 13 / 25 |
| 3 | Auto Mechanic | 15 | 3 | 1 | 1 | 11 / 20 |
| 4 | Auto Electrician | 13 | 3 | 1 | 3 | 10 / 20 |
| 5 | Welding (Arc & Gas) | 6 | 7 | 3 | 4 | 16 / 20 |
| 6 | HTV Driving | 40 | 10 | 3 | 22 | 24 / 75 |
| 7 | Heavy Machinery Operator | 25 | 7 | 2 | 16 | 25 / 50 |
| 8 | Motorcycle Mechanic | 10 | 3 | 1 | 6 | 8 / 20 |
| 9 | Certificate of Information Technology (CIT) | 11 | 5 | 1 | 3 | 7 / 20 |
| Total | | 160 | 47 | 17 | 76 | 135 / 300 |

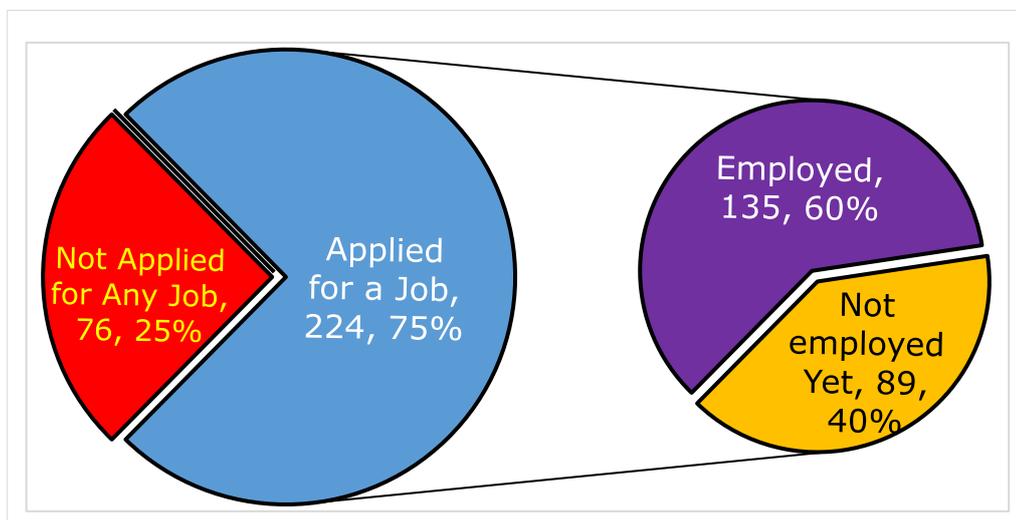


Figure 27. Jobs Applied Vs Employed (Batch 1)

3.9.2 Employment Status - Batch 2

Out of 300 trainees, 125 (41.6%) are currently employed and working. Out of 125, the majority of the trainees (55, 18% of total employed) have private jobs followed by the 34 (11%) of trainees having their own business/are self-employed.

Table 13. Trade Wise Employment (Batch 2)

| S. # | Trade | Govt Job | Private Job | Part-Time/ Education | Self-Employment | Total Employed/ Enrolled |
|------|---|----------|-------------|-------------------------|-----------------|-----------------------------|
| 1 | Building Electrician | | 4 | 6 | 12 | 22 / 50 |
| 2 | Plumbing | 1 | 2 | 1 | 5 | 9 / 25 |
| 3 | Auto Mechanic | | 1 | 4 | 3 | 8 / 20 |
| 4 | Auto Electrician | 1 | 3 | 4 | 2 | 10 / 20 |
| 5 | Welding (Arc & Gas) | 1 | 3 | | 6 | 10 / 20 |
| 6 | HTV Driving | 5 | 13 | 4 | | 22 / 75 |
| 7 | Heavy Machinery Operator | | 15 | 1 | | 16 / 50 |
| 8 | Motorcycle Mechanic | | 5 | 3 | 5 | 13 / 20 |
| 9 | Certificate of Information Technology (CIT) | | 8 | 5 | 1 | 14 / 20 |
| | Total | 8 | 55 | 28 | 34 | 125 / 300 |

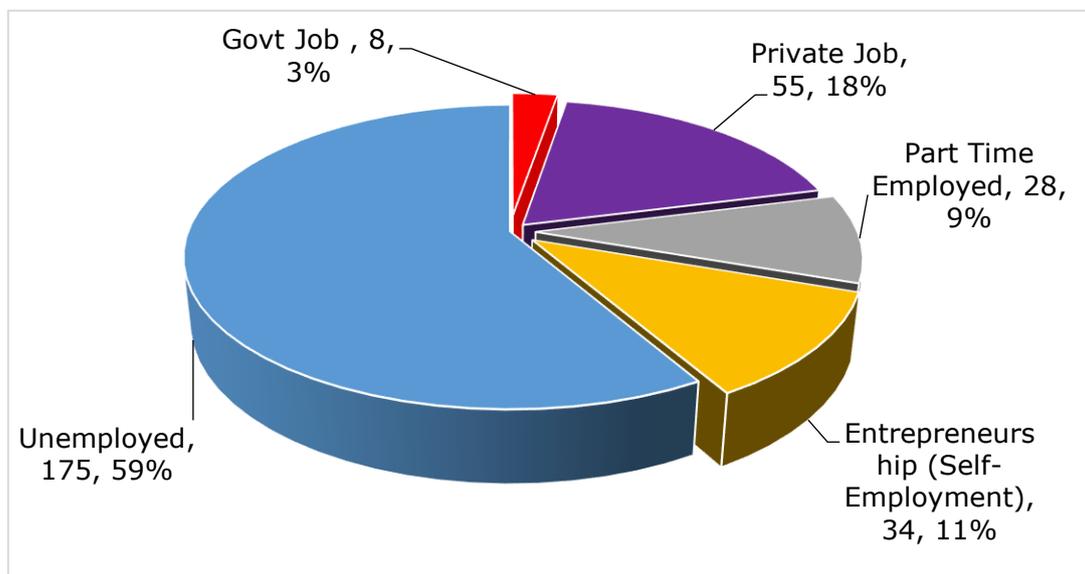


Figure 28. Sector Wise Employment %age (Batch 2)

3.9.2.1 Jobs Applied Vs Employed - Batch 2

Out of 300 trainees, 237 (79%) mentioned that they have applied for a Job (appeared in 1, 2 or more interviews). 63 (21%) trainees mentioned that they did not apply for any job yet. Out of 237 trainees who applied for a job, 125 (about 53%) got employed whereas 47% who applied for a job are waiting for a response.

| S. # | Trade | Job Applications/ interviews appeared | | | Not Applied | Total Employed/ Enrolled |
|--------------|---|--|-----------|-----------|-------------|-----------------------------|
| | | 1 | 2-3 | 4-5 | | |
| 1 | Building Electrician | 22 | 13 | 3 | 12 | 22 / 50 |
| 2 | Plumbing | 9 | 8 | | 8 | 9 / 25 |
| 3 | Auto Mechanic | 8 | 6 | 3 | 3 | 8 / 20 |
| 4 | Auto Electrician | 4 | 12 | 4 | 0 | 10 / 20 |
| 5 | Welding (Arc & Gas) | 6 | 11 | 3 | 0 | 11 / 20 |
| 6 | HTV Driving | 30 | 14 | 4 | 27 | 22 / 75 |
| 7 | Heavy Machinery Operator | 20 | 13 | 5 | 12 | 16 / 50 |
| 8 | Motorcycle Mechanic | 5 | 12 | 2 | 1 | 13 / 20 |
| 9 | Certificate of Information Technology (CIT) | 10 | 6 | 4 | 0 | 14 / 20 |
| Total | | 114 | 95 | 28 | 63 | 125 / 300 |

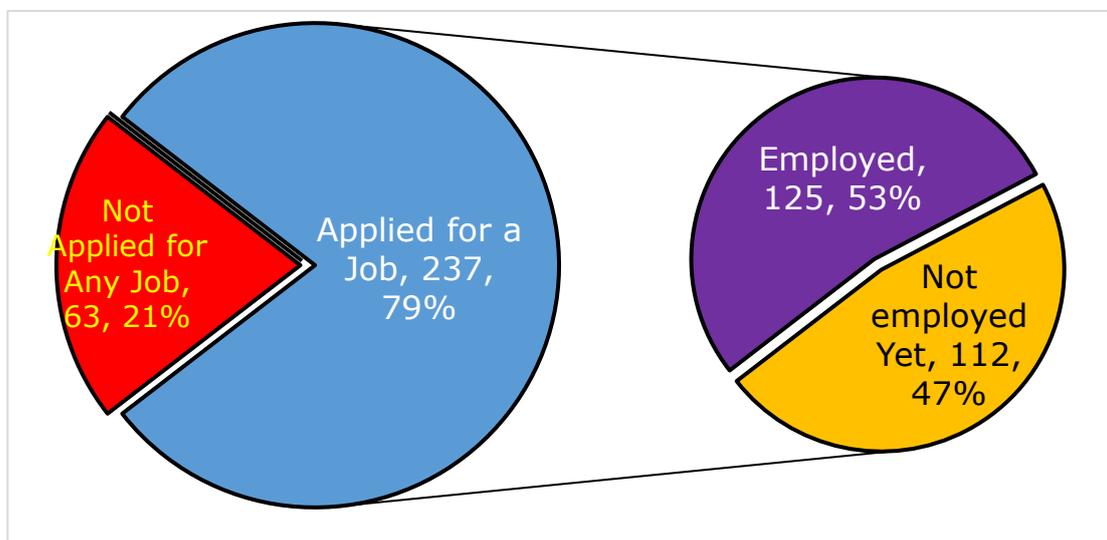


Figure 29. Jobs Applied Vs Employed (Batch 2)

3.9.3 Employment Status - Batch 3

Out of 300 trainees, 109 (36.3%) are currently employed and working. Out of 109, the majority of the trainees (70) have private jobs, the highest amongst all three batches. Contrary to Batch 1 and 2, passed-out trainees under Batch 3 gave preference to the private job/part-time job over self-employment/ entrepreneurship due to the current economic crunch in Pakistan.

Table 14. Trade Wise Employment (Batch 3)

| S. # | Trade | Govt Job | Private Job | Part-Time/ Education | Self-Employment | Total Employed/ Enrolled |
|--------------|---|----------|-------------|----------------------|-----------------|--------------------------|
| 1 | Building Electrician | | 8 | 2 | 4 | 14 / 50 |
| 2 | Plumbing | | 7 | 1 | 2 | 10 / 25 |
| 3 | Auto Mechanic | | 4 | 2 | 2 | 8 / 20 |
| 4 | Auto Electrician | 2 | 2 | 1 | 2 | 7 / 20 |
| 5 | Welding (Arc & Gas) | | 5 | 2 | 2 | 9 / 20 |
| 6 | HTV Driving | 2 | 25 | 1 | | 28 / 75 |
| 7 | Heavy Machinery Operator | 2 | 9 | 1 | | 12 / 50 |
| 8 | Motorcycle Mechanic | | 7 | 2 | 2 | 11 / 20 |
| 9 | Certificate of Information Technology (CIT) | 1 | 3 | 6 | | 10 / 20 |
| Total | | 7 | 70 | 18 | 14 | 109 / 300 |

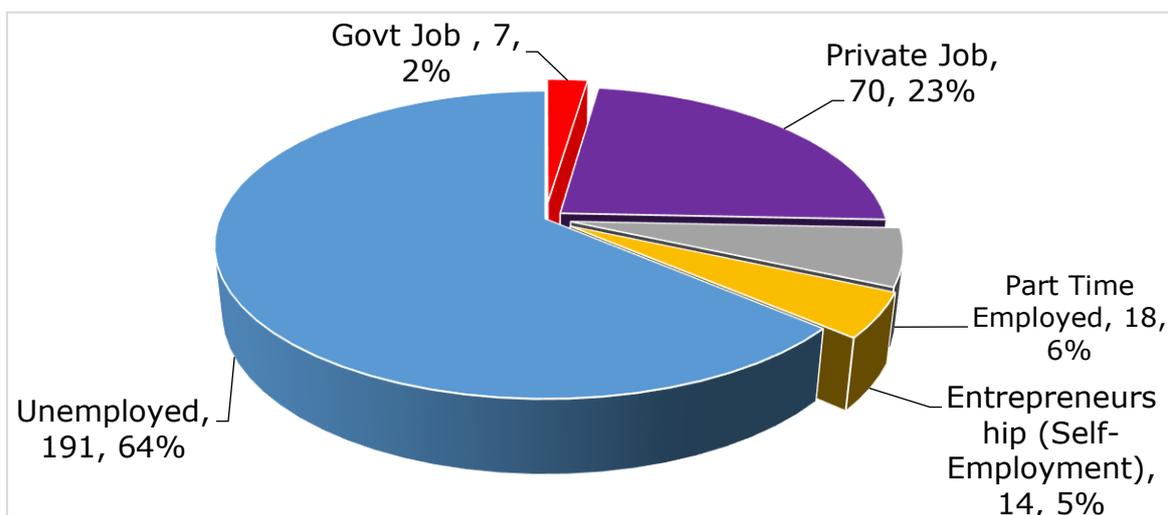


Figure 30. Sector Wise Employment %age (Batch 3)

3.9.3.1 Jobs Applied Vs Employed - Batch 3

Out of 300 trainees, 201 (67%) mentioned that they have applied for a Job (appeared in 1, 2 or more interviews). 99 (33%) trainees mentioned that they did not apply for any job yet. Out of 201 trainees who applied for a job, 109 (about 54%) got employed whereas 46% who applied for a job are waiting for a response.

| S. # | Trade | Job Applications/ interviews appeared | | | Not Applied | Total Employed/ Enrolled |
|--------------|---|--|-----------|----------|-------------|-----------------------------|
| | | 1 | 2-3 | 4-5 | | |
| 1 | Building Electrician | 25 | 10 | | 15 | 14 / 50 |
| 2 | Plumbing | 12 | 3 | | 10 | 10 / 25 |
| 3 | Auto Mechanic | 8 | 2 | | 10 | 8 / 20 |
| 4 | Auto Electrician | 11 | 5 | | 4 | 7 / 20 |
| 5 | Welding (Arc & Gas) | 10 | 3 | | 7 | 9 / 20 |
| 6 | HTV Driving | 30 | 15 | | 30 | 28 / 75 |
| 7 | Heavy Machinery Operator | 23 | 13 | | 14 | 12 / 50 |
| 8 | Motorcycle Mechanic | 8 | 7 | | 5 | 11 / 20 |
| 9 | Certificate of Information Technology (CIT) | 14 | 2 | | 4 | 10 / 20 |
| Total | | 141 | 60 | 0 | 99 | 109 / 300 |

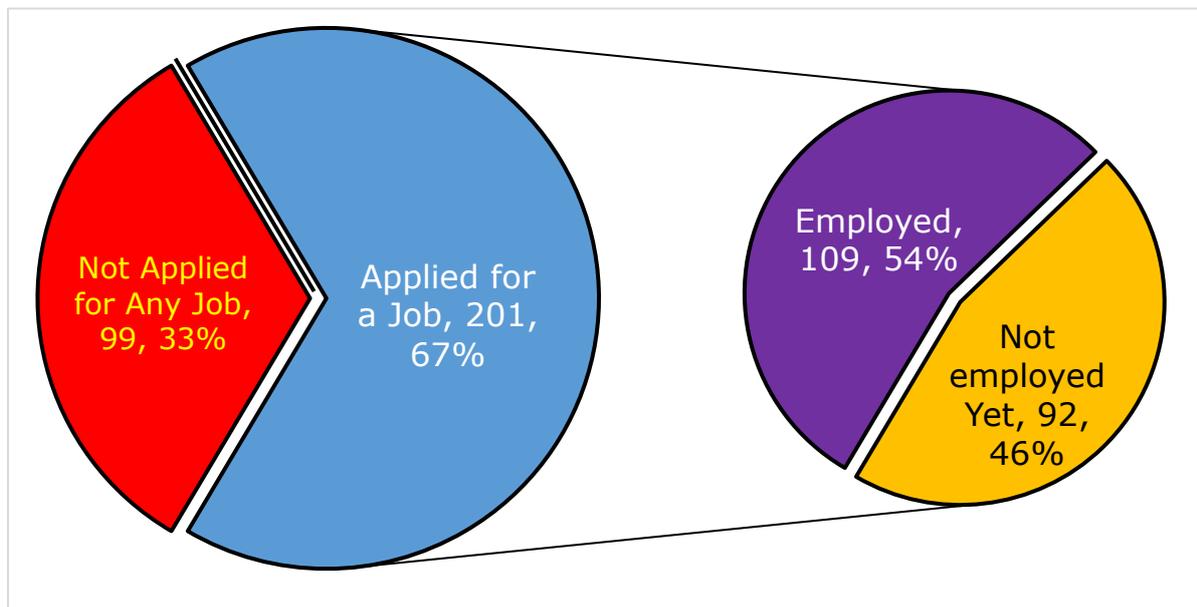


Figure 31. Jobs Applied Vs Employed (Batch 3)

4. SUCCESS STORIES – ACTION SPEAKS

LOUDER THAN WORDS

Rashid Ali is 27 years old and from District Naushahro Feroze, having a family of 8 members which includes 2 brothers, 4 sisters, a mother, and father. The father of Rashid is a laborer currently his family's livelihood is dependent on his father. His family was facing financial crises due to un-employability. Rashid was struggling to get a job to support his family but due to his lack of any technical skills he didn't get any employment. Meanwhile, the BBSHRRDB project was announced and one of his friends of Rashid recommended him to apply for a free course of Building Electrician & Solar UPS Assembly Course.



Rashid **joined ATIN NLC Khairpur for the Building Electrician & Solar UPS Assembly Course** and completed his training.

After completing training Rashid **started his own business of Building Electrician & Solar UPS Assembly** in district Naushahro Feroze and now he is supporting his family.

“Applying for the Building Electrician course was a turning point in my life,” said Rashid with a sparkle in his eyes. Rashid Ali attributes his success to the BBSHRRDB for providing an opportunity to change his life. He also praised the entire ATIN NLC team for imparting quality training. Expressing his views about the program, Rashid said “I am thankful to BBSHRRDB and ATIN NLC for extending their support. I will request to continue such support so that more unemployed youth from Sindh may be able to get a technical skill and be able to support their family”.

-----*****-----

Muhammad Haneef is 28 years old, from Khairpur District, with eight family members. His father is a laborer and the entire family is dependent upon his father’s income only.

Muhammad Hanif is **working as an Electrician in CPEC Zahir Pir (Service Area)** after getting hands-on training in **Building Electrician & Solar UPS Assembly from ATIN NLC Khairpur under BBSHRDB Training Project Phase-XII**. The program enabled him to get intensive training in a conducive environment and gave him the skills and confidence to start a promising career. **Muhammad Hanif is earning Rs. 35,000/- per month** and is hopeful to have his own business.





BBSHRDB trainee Shoab Hassan (28 years old) from district Khairpur is earning a decent living after completing his **Building Electrician & Solar UPS Assembly Course from ATIN NLC Khairpur** under BBSHRDB’s free technical training program. **Shoab is working as a Safety Warden in District Khairpur (Gambat Shell Petrol Pump)** and **earning Rs. 40,000 per month**.

BBSHRDB trainee Sikandar Ali (22 years old) from district Khairpur is a young entrepreneur who started **his own business of Building Electrician & Solar Systems** and earning a decent living. Sikandar completed his **Building Electrician & Solar UPS Assembly Course from ATIN NLC Khairpur** under BBSHRDB’s free technical training program.



Amanullah is 22 years old and from District Khairpur having 9 family members. The Father of Amanullah is a driver and currently his family's livelihood depends on



his father. Rashid Khan after successful completion of **Auto Electrician training at ATIN NLC Khairpur** under BBSHRRDB free training project (Phase-XII) **started his own Auto Electrician Workshop**. He is earning a handsome amount **(25,000-30,000)** and wants to expand

his business in the future.

Amanullah praised Govt of Sindh for providing him a life-changing opportunity and also the NLC team for providing quality training. Amanullah also requested for continuation of such endeavours to enable youth from Sindh to seek and obtain decent work and become financially independent.

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Shan is 33 years old, for District Khairpur, having 13 family members which include 4 brothers, 3 sisters, 3 Children, a wife, a mother, and a father. The Father of Shan is a Former (Hari).



Shan has started a promising career as a **welder in Khiarpur (Mashallah Welding Works)** after completing his 6 months of training in **Welding (Arc & Gas) from ATIN NLC Khairpur** under the BBSHRRDB free training project.

Shan is earning 25,000/- per month and was able to decide his potential career path with the help of BBSHRRDB and now after getting equipped with the right skill and knowledge, he has a bright future ahead.

-----*****-----



BBSHRRDB trainee Muhammad Bilal (29 years old) from district Khairpur is earning a decent living after completing his **Welding (Arc & Gas) training from ATIN NLC Khairpur** under the BBSHRRDB free technical training program. **Bilal is working as a welder in District Khairpur (New Al-Taj Welding Works) and earning Rs. 20,000 per month.** Bilal attributes his success to the Govt of Sindh for providing an opportunity to change his life. He also praised the entire ATIN NLC team for imparting quality training and equipping them with the right skills and knowledge.

-----*****-----

Habib Ullah is 28 years old and from District Khairpur, having a family of 12 members which includes 2 brothers, 4 sisters, 3 Children, a wife, a mother, and a father. The father of Habib Ullah is a farmer currently his family's livelihood is dependent on his father.

Habib Ullah joined ATIN NLC Khairpur for the HTV Driving Training Course and completed his training.

After completing training Habib Ullah is **currently working as a driver** with a private contractor (Mr. Ghous Bux) in Khairpur. Habib Ullah is **earning Rs. 25,000/- per month** and now he is supporting his family. Habib Ullah is hopeful to have his vehicle one day. Expressing his views about the program. Habib Ullah said, "I am thankful to BBSHRRDB and ATIN NLC for extending their support and enabling me to earn a respectable livelihood".



-----*****-----

Irfan Ali is 29 years old, from District Khairpur having 11 family members. His father is a farmer. Irfan also has 2 children and it was very difficult for Irfan's family to fulfill their basic needs. However, after completing **HTV driving Training Course from ATIN NLC Khairpur** Irfan Ali now has his **own Single Cabin** and supports his family.



BBSHRRDB Training Project Phase-XII enabled him to get intensive training in a conducive environment and gave him the skills and confidence to start a promising career.

Irfan Ali is earning Rs. 25,000 - 30,000/- per month and he is very happy with his decision to seek admission at ATIN NLC Khairpur

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Imdad Ullah is 22 years old from District Khairpur having 7 family members and his father has passed away. Imdad family was facing serious financial hardships as his family's livelihood was dependent on his



income. Imdad Ullah after successful completion of the **Computer Information Technology course at ATIN NLC Khairpur** under the BBSHRRDB free training project started **working as a Lab Assistant cum Computer Operator at Kausar Hospital Khairpur**. He is earning Rs. **35000/- per month** and supporting his family in a better way.

Imdad Ullah praised Govt of Sindh for providing this life-changing opportunity and also the NLC team for providing quality training. Imdad Ullah also requested for

continuation of such endeavours to enable youth like him to seek and obtain decent work and become financially independent.

-----*****-----

BBSHRRDB trainee Muhammad Arif (25-year-old) from district Khairpur is earning a decent living after completing his **Motorcycle Mechanic training from ATIN NLC Khairpur** under BBSHRRDB’s free technical training program.



Arif is **working as a mechanic in District Khairpur (Asif Shah Autos Khairpur)** and **earning Rs. 30,000** per month. Arif attributes his success to the Govt of Sindh for providing an opportunity to change his life. He also praised the entire ATIN NLC team for imparting quality training and equipping them with the right skills and knowledge.



-----*****-----

Nadir Ali s/o Muhammad Nawaz (late) is 29 years old, for District Khairpur, having 8 family members. Nadir Ali was struggling to get a job to support his family but due to his lack of any technical skills he didn’t get any employment.



Nadir Ali has started a promising career as **Motor Cycle Mechanic in Khairpur (Nadir Autos Khairpur)** after completing his **6 months training of Motorcycle Mechanic from ATIN NLC Khairpur** under the BBSHRRDB free training project. **Nadir Ali is earning 30,000/- per month** and was able to decide his potential career path with the help of BBSHRRDB now after getting equipped with the right skills and knowledge, he has a bright future ahead.

-----*****-----

Akram Ali is 28 years old and from District Khairpur, having a family of 5 members which includes 4 little brothers and a mother. The father of Akram passed away a few years back and the whole family’s responsibility lies upon him. His family was facing financial crises due to un-employability. Akram was struggling to get a job to support his family but due to his lack of any technical skills he didn’t get any employment.



Rashid joined ATIN NLC Khairpur for an Auto Mechanic Course and completed his training. After completing training Akram started working as an auto mechanic in Al-Shahbaz Haidri Autos Khairpur. Akram is earning Rs. 25000-30000/- per month.



“I will establish my workshop,” said Akram with hope and happiness in his eyes. Akram is thankful to the Sindh Government for providing this opportunity of free training which ultimately changes his way of living.



BBSHRRDB trainee Fida Hussain (28 years old) from district Sukkur is earning a decent living after completing his Heavy Construction Machinery Operator Course from ATIN NLC Khairpur under BBSHRRDB’s free technical training program.

Fida is working as a Helper Operator in District Dherki (Khan Brothers Company) and earning Rs. 17000 per month. Fida attributes his success to the Govt of Sindh for providing an opportunity to change his life. He also praised the entire ATIN NLC team for imparting quality training and equipping them with the right skills and knowledge.

Saeed Ahmed is 23 years old, for District Khairpur, having 8 family members. Saeed was struggling to get a job to support his family but due to his lack of any technical skills he didn't get any employment.



Saeed Ahmed has started a promising career as a **Heavy Machinery Operator in Nawabshah (NKB Pvt Ltd)** after completing his **6 months training of Heavy Construction Machinery Operator from ATIN NLC Khairpur** under BBSHRDB's free training project. **Saeed is earning 14000/- per month** and was able to decide his potential career path with the help of BBSHRDB now after getting equipped with the right skills and knowledge, he has a bright future ahead.

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Zahid Abbas is 25 years old and from District Khairpur. The father of Zahid is a farmer currently his family's livelihood is dependent on his father.

Zahid Abbas joined ATIN NLC Khairpur for Heavy Construction Machinery Operator Training and completed his training.

After completing training Zahid is **currently working as a Machinery Operator in Hyderabad** (crushing plant). Zahid Abbas is **earning Rs. 12000/- per month** and now he is supporting his family. Zahid Abbas is planning to go abroad after getting some experience. Expressing his views about the program Zahid Abbas said "I am thankful to BBSHRDB and ATIN NLC for extending their support and enabling me to earn a respectable livelihood".

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Sadaquat Ali is 22 years old and from District Sukkur, having a family of 9 members which includes 4 brothers, 3 sisters, a mother, and a father. The father of Sadaquat Ali is a security supervisor. Sadaquat was struggling to get a job to support his family but due to his lack of any technical skills he didn't get any employment.

Rashid joined ATIN NLC Khairpur for a Plumbing Course and completed his training on 23 August 2022.

After completing training Sadaquat started **working as a Plumber in district Sukkur (Rohri) Bismillah Sanitary and Hardware Store**. Sadaquat is earning **Rs. 30000/- per month**.

"I will establish my own hardware and sanitary shop," said Sadaquat on inquiring about his plans. Sadaquat is thankful to the Sindh Government for providing this opportunity of free training which ultimately changes his way of living.

BBSHRRDB trainee Uzair Ahmed (26 years old) from district Sukkur is earning a decent living after completing his **Plumbing Course from ATIN NLC Khairpur** under BBSHRRDB's free technical training program. Father Uzair is a Plumber (Retired) from Shah Abdul Latif University Khairpur and currently, his family's livelihood is dependent on his father.



Uzair Ahmed is **working as a Plumber in Begum Nusrat Bhutto University Sukkur** and **earning Rs. 30000 per month**. Uzair attributes his success to the Govt of Sindh for providing an opportunity to change his life. He also praised the entire ATIN NLC team for imparting quality training and equipping them with the right skills and knowledge.



BBSHRDB Phase-XII trainee Hakim Ali (29-year-old) from Khairpur is earning a decent living after completing his Building Electrician Cum Solar PV System training from ATIN NLC Khairpur under BBSHRDB free technical training program. **Hakim Ali is working as a Building Electrician in District Khairpur** (Baloch Electrician) and **earning Rs. 30,000/- per month.**



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BBSHRDB Phase-XII trainee Abid Ali (23 years old) from Khairpur is earning a decent living after completing his Plumbing training from ATIN NLC Khairpur under the BBSHRDB free technical training program. **Abid Ali established his own business in District Khairpur (Yaseen Sanitary)** and earns **Rs. 40000/- per month.** Abid Ali dedicated his success to the Govt of Sindh for providing an opportunity to change his life. He also praised the entire ATIN NLC Khairpur team for imparting quality training and equipping them with the right skills and knowledge.



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Ghulam Raza (26 years old) from Khairpur is earning a decent living after completing his Welding (Arc & Gas) training from ATIN NLC Khairpur under the BBSHRDB free technical training program. **Ghulam Raza works as a Welder in District Khairpur (Nonari Engineering Works)** and earns **Rs. 30000/- per month.**



5. CONCLUSION

All the findings were validated through the triangulation technique where comparisons of the results obtained from the responses of the principal, training assistant, tutors, and trainees were made. Therefore, it can be concluded that the institute duly followed/ completed almost all of the important aspects of the program. Based on the following validation points, it was concluded that the project has successfully achieved its objectives.

5.1 Validation of Tutors

- Sufficient tutors in their respective domains/ trades were available in the institute.
- Substitute teachers were also available at the institute.
- The education levels of the tutors were found in accordance with the training program.
- All the tutors were found well experienced in their respective domains.
- Pass-outs were overall satisfied with the tutors.
- Knowing the education, experience, and the stakeholders' responses it can be concluded that the hiring of tutors was based on merit.

5.2 Validation of Curriculum

- The traditional time-bound curriculum recognized by TEVTA Sindh was followed.
- Curriculum was provided to the tutors who followed them during the training.
- Books and stationery were also provided to all the trainees.
- The curriculum was market-oriented, and so were the trades.
- There was a balance between theory and practical mainly due to the tutors' experience and following of the curriculum in true letter & spirit.

5.3 Validation of Training Delivery

- All the required tools, equipment, heavy machinery, and vehicles were provided to trainees for the smooth conduct of training.
- Lesson plans were duly prepared and followed by the tutors as per the syllabus.
- The assessment mechanism was in line with the predefined criteria and as per the curriculum covering both theory and practical portions.
- Monthly assessments and Midterm exams were also conducted as per the schedule of the training.

- Training sessions were also organized regarding personality development, soft skills training, communication training, and job hunting.
- Guest speakers from both industry and academia delivered lectures regularly.
- Monitoring visits were conducted by the HQ ATINs team to ensure the quality of training being imparted.
- Similarly, frequent monitoring visits were also conducted by the district monitoring unit BBSHRDB Khairpur.

5.4 Validation of Training Completion

- As per MoU 900 trainees were planned to be trained, and 899 trainees completed the training with a completion rate of almost 100%.
- The attendance record was maintained by the institute.
- The examination was held on time as per the schedule.
- The final Examination was conducted by the SBTE team.
- The certificate awarding ceremony was also organized by the institute.

5.5 Validation of Certification

- ATIN NLC Khairpur is affiliated with the Sindh Board of Technical Education.
- Provisional certificates to all the trainees have been provided whereas, the SBTE certificates will be provided after countersignature by SBTE (batch 3 only).

5.6 Validation of Employment

- The institute provided the necessary support in finding jobs, filing job applications, and interview preparation.
- Resultantly, 41% of the trainees enrolled in all three batches are employed which meets the validation criteria of 40% employment.
- More than 60% of trainees who applied for the job got employment which shows the quality of training being imparted as well as the provision of soft skills/ communication skills training.
- The employment under Batch 3 is slightly lower (36.3%) as compared to the desired criteria of 40%. It is because a large number of passed out trainees didn't apply for any job yet as the course was completed a couple of months ago. Secondly, due to the current economic situation of Pakistan, it is difficult for the student to establish their startups, hence, they are looking for a job in an open market which ultimately takes some time.

6. SUGGESTIONS AND RECOMMENDATIONS

Although the project has achieved its prime objectives, there is still a need to enhance the objective as per the industry benchmarks. The institutional support was appreciable regarding the filing of job applications, preparation of interviews, career counseling, learning of soft skills, and imparting quality training to the trainees. However, to improve the efficiency and effectiveness of future endeavors, it is suggested to take certain measures.

6.1 Demand Driven Trades

There is a need to reconcile the demand-driven trades with the industries and distribute the trainees' enrolment quota accordingly. Trades like shuttering carpenter, steel fixture, welding, mason & tile fixtures having high (running) overseas employment demand may be incorporated in future pieces of training, and trainees should be properly guided/ motivated to get admission in these trades. Similarly, trades related to agriculture (Hydroponics Farming, Seasonal Farming), Fisheries, and Hospitality Management be also included.

6.2 Increase in Number of Vacancies

Currently, only 300 trainees are enrolled in each batch, however, a large number of desirous candidates cannot be admitted due to limited vacancies. There is a need to revise the number of vacancies from 300 to a minimum of 450. Also, the number of vacancies per class may be increased to 25 (as 20 students per class were enrolled in 4 trades).

6.3 Revision of Rates

The MoU was signed on 1st January 2022 for the training of 900 youth from Sindh in 3 batches (completed in Dec 2023). 900 trainees were trained in three batches from Feb 2022 to Dec 2023. However, due to the increase in prices during the past years, it seems difficult to impart quality training to the trainees with the allocated funds. There is a need to revise the boarding & lodging, uniform, and administrative charges. Also, the consumables charges for HTV driving and Heavy Construction Machinery Operator trades need to be revised.

6.4 Provision of Tool Kits

A separate budget may be allocated for the provision of tool kits to the trainees of motorcycle mechanic, plumbing, building electrician, and other related trades as 25% of total employed trainees are entrepreneurs (self-employed). BBSHRDB management may approach a third party for the provision of tool kits to the trainees. The provision of tool kits to trainees will enhance the self-employment of trainees and will enable them to earn a respectable livelihood.

6.5 Financial Support to Trainees

HQ ATINs is working closely in collaboration with the Overseas Employment Corporation (OEC) Govt of Pakistan and other Overseas Employment Promoters (OEPs) for overseas employment of ATINs passed out trainees. BBSHRDB management may collaborate with financial institutions for the provision of financial support to trainees (for ticket & visa processing costs).

6.6 Training of Youth from Sindh at ATIN NLC Mandra and Dina

To give a diverse experience to students, personality development, and opening of new avenues for the youth of Sindh, students from Sindh province can be trained at ATIN NLC Mandra & NLC Dina in collaboration with BBSHRDB. Currently, youth from all over Pakistan less Sindh province are being trained at ATIN NLC Mandra & Dina. It is recommended that youth from Sindh province be trained at ATIN NLC Dina and NLC Mandra, especially in the following specialized fields:-

- Driving (HTV/ LTV and PSV)
- Heavy Machinery Operator (Excavator, Motor Grader, Wheel Loader, Fork lifter, etc)
- Construction Technologies and emerging IT-related trades
- Agriculture-related tirades like Hydroponics Farming

6.7 Program Validation

Process evaluation (during the program evaluation) is equally important as impact evaluation (after the program). Post-project evaluation without process evaluations does not give the ideal results.

ANNEXURE A: FACT SHEET

Comparison b/w Tutor Qualification & Required Criteria

| Sr # | Name of Instructor | Trade Assigned | Qualification | Certification | Experience | Desired Criteria |
|------|-----------------------|---|----------------------------|--|------------|---|
| 1 | Abdul Sami | Plumbing | M.A | Plumbing Cert (6 Months) | 17 Years | DAE Civil/Mechanical and 5 years of relevant work experience OR Certificate as Plumber with 6 years of relevant work experience |
| 2 | Mohsin Ali | Building Electrician & Solar UPS Assembly | DAE (Electrical) | DIT, Building Electrician (6 Months) | 7 Years | B.Sc Engg / B. Tech (Honors) / B. Tech. (Pass) OR DAE with 2 years experience OR Two years Certificate (G-II Level) with 6 years experience. |
| 3 | Adnan Shah | | DAE (Electrical) | Certificate Electrical G3 Level (1 Year) | 10 Years | |
| 4 | Asad Ullah | Certificate in Information Technology (CIT) | MA (English) BSC (Science) | DIT (1-year Diploma) BBSHRRDB CIT (6 Month Cert) | 11 Years | BSC OR DIT with 6 years of exercise |
| 5 | Abdul Raheem | Auto Mechanic | DAE (Auto and Diesel) | Office Automation (6 Months) | 4 Years | DAE in Auto Technology with 1-year experience or 2 years certificate in Auto Mechanic with 5 years experience OR Lab Assistant heaving Metric qualification with 5 years service in VTI |
| 6 | Naimat Ullah | Motorcycle Mechanic | B.Tech (Mechanical) | (Auto Mechanic 6 months) | 5 Years | |
| 7 | Hav Darya Khan (Retd) | Auto Electrician | Matric | Auto Electrician Certificate (Pak Army) | 29 years | DAE / 2 years experience OR G-1/Level-3 Certificate with two-year workplace experience |
| 8 | Nk Ali Hassan (Retd) | Welding (Arc & Gas) | Matric | Welding (Pakistan Army) | 19 Years | DAE in "Mechanical" with 2 years experience OR |

| | | | | | | |
|----|--------------------------|---------------------------------------|---------------------|-----------------------------|----------|---|
| | | | | | | Two years proficiency certificate with 6 years Experience |
| 9 | Abdul Samad | Heavy Construction Machinery Operator | B Tech (Mechanical) | Heavy Machinery Certificate | 5 Years | DAE with 3 years experience OR Certificate with 5 years of Experience |
| 10 | Lnk Bakhat Ullah (Retd) | | Matric | OEPM (Pakistan Army) | 21 Years | |
| 11 | Sep Asad Ullah (Retd) | HTV Driving | Matric | HTV License (Pakistan Army) | 23 Years | Matric with 10 Yr. experience |
| 12 | Sep Bashir Ali (Retd) | | Matric | HTV License (Pakistan Army) | 21 Years | |
| 13 | Sep Hidayat Ullah (Retd) | | Matric | HTV License (Pakistan Army) | 19 Years | |