

PUBLISHED | MAY 2025

# NEWS LETTER

EMPOWERING YOUTH THROUGH SKILLS



## BENAZIR BHUTTO SHAHEED

HUMAN RESOURCE RESEARCH & DEVELOPMENT BOARD



Patron in Chief  
**Engr. Munwar Ali Mithani**  
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Assistant Director Media (BBSHRRDB)



# NEWS LETTER

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EMPOWERING YOUTH THROUGH SKILLS



**SHAHEED BENAZIR BHUTTO'S DREAM OF A SKILLED PAKISTAN LIVES ON...**

## THE MISSION BEHIND THE MOVEMENT

The endeavour of Benazir Bhutto Shaheed Human Resource, Research & Development Board (BBSHRRDB) is to empower the youth of Sindh with vocational training, enabling them to secure dignified employment and contribute meaningfully to the economy. Rooted in the vision of Shaheed Benazir Bhutto, the Board strives to reduce poverty, promote gender equality, and create equal opportunities through technical and vocational training that aligns with the needs of local and global markets. Inspired by Shaheed Benazir Bhutto's unwavering belief in youth as the architects of the nation's future, BBSHRRDB is committed to transforming lives through inclusive, accessible, and practical training programs.







## MESSAGE FROM THE SECRETARY BBSHRRDB

It is with immense pride and a deep sense of responsibility that I present this publication as a reflection of BBSHRRDB's continued commitment to empowering the youth of Sindh through technical skills and vocational training.

Guided by the vision of Shaheed Mohtarma Benazir Bhutto—who believed that the true strength of a nation lies in the capabilities of its people—we strive to provide our youth with the tools they need to lead productive, dignified lives. Our programs are designed to bridge the gap between education and employment, ensuring that young individuals are prepared to meet the evolving needs of the job market, both locally and globally.

I commend the efforts of our dedicated team, partners, and stakeholders who have contributed to the success of this initiative. May this publication serve as a source of inspiration and a testament to the transformative power of skill development. Together, we reaffirm our pledge to build a more inclusive, skilled, and prosperous Sindh.



**MR. MUNWAR ALI MITHANI**  
SECRETARY-BBSHRRDB



EMPOWERING **YOUTH** THROUGH SKILLS

At BBSHRRDB, we believe the true wealth of Sindh lies in the talent and potential of its youth. Our vision is to ignite that potential, through skill based development, innovation-driven training, and real-world career pathways. We are shaping a future where young minds are not just job seekers, but job creators—pioneers of progress who carry forward the legacy of Shaheed Mohtarma Benazir Bhutto.

**ENGR. TAIMUR ALI SIAL**

REGIONAL CONSULTANT FOR BBSHRRDB



The Benazir Bhutto Shaheed Human Resource, Research and Development Board (BBSHRRDB) envisions a skilled, empowered, and self-reliant youth across Sindh. By providing quality vocational training and professional development opportunities, we aim to transform human potential into economic strength. Guided by the vision of Shaheed Mohtarma Benazir Bhutto, our mission is to create a future where every young individual contributes meaningfully to the progress of Sindh and Pakistan.

**MR. MUHAMMAD SULEMAN DASHTI**

REGIONAL CONSULTANT FOR BBSHRRDB



EMPOWERING **YOUTH** THROUGH SKILLS

## FORMATION OF THE BOARD

The Benazir Bhutto Shaheed Human Resource Research and Development (BBSHRRDB) was established through an Act passed by the Sindh Assembly in 2013. Since its inception, the Board has been working tirelessly to mobilize public and private sector training partners.

BBSHRRDB board comprises esteemed individuals with diverse expertise and experience. They are from government sector and industries.

The board's diverse perspectives and skills is deemed to navigate challenges and maximise the opportunities, leading to realisation of our vision.

This valuable resource enables industries and employers to identify and select skilled professionals with the necessary expertise for specific positions.

The directory will Facilitate the identification of skilled workforce  
Enable informed hiring decisions  
Bridge the gap between industry needs and skilled professionals  
This report is in full compliance with the requirements of the BBSHRRDB Act, 2013.

BBSHRRDB remains committed to empowering skills development in Sindh. We believe that this directory will play a vital role in shaping the future of our province's workforce.

## EMPOWERING YOUTH THROUGH SKILLS

## Empowering Youth Through Skill-Based Trainings

When it comes to youth population, Pakistan is the second largest country in South Asia. The problems faced here and how it can be improved. Evidence and awareness among our young youth is very important. That is to inform them about technical trainings because the world is going towards globalization in this era and unemployment is the problem of every country.

Pakistan is also counted among the poor countries. Where the rate of unemployment is increasing day by day, so first of all we have to check the industries here, especially in Sindh, because this is a program of Sindh, so the linkage with the industries there is very important and the technical requirements there. The world is going towards globalization, In view of this, in all countries specially Germany, Switzerland, and Austria are the three European countries that are most famous for the success and stability of their vocational training systems. Therefore, it is very important in Pakistan to empower the youth and reduce the unemployment rate so we can be empowered by our young youth through modern technical courses. (BBSHRRDB) stands at the forefront of youth empowerment in Sindh, with a strong commitment to equipping the province's young population with practical skills, industry-relevant training, and meaningful employment opportunities.





EMPOWERING YOUTH THROUGH SKILLS

**HIGH-IMPACT ENGAGEMENTS BY BBSHRRDB****KORANGI ASSOCIATION OF  
TRADE & INDUSTRY-KATI**

BBSHRRDB visits Korangi Association of Trade & Industry (KATI) to Foster Industry-Led Skill Development & new trades in Sindh.

The meeting was conducted with the following honorable members of KATI:

- President: Junaid Naqi
- Senior Vice President: Ejaz Ahmed Shaikh
- Vice President: Syed Tariq Hussain

The Benazir Bhutto Shaheed Human Resource, Research and Development Board (BBSHRRDB) held a strategic meeting with the Korangi Association of Trade & Industry (KATI) to explore collaborative opportunities for skill development and youth empowerment across Sindh.





**HIGH-IMPACT ENGAGEMENTS BY BBSHRRDB**

## MY KARACHI EXPO

BBSHRRDB Showcases Empowering Initiatives at Skill Education Expo at Expo Center Karachi. Honorable Chief Minister Sindh Syed Murad Ali Shah has inaugurated 19th My Karachi – Oasis of Harmony International Exhibition organized by Karachi Chamber of commerce & Industries (KCCI) at the Expo Centre Karachi where more than 300 stalls have been established at the Expo Centre.

BBSHRRDB stall also placed for awareness how to get training become skills for their features. Following members attended the high impact engagements;

- Syed Murad Ali Shah (Chief Minister)
- Zulfiqar Ali Shah (Minister of Culture)
- Jam Khan Shoro (Minister of Irrigation)
- Sharjeel Inam Memon (Information Minister)





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**HIGH-IMPACT ENGAGEMENTS BY BBSHRRDB**

## ICMA JOB FAIR

Institute of cost and Management Accountants Pakistan\* (ICMAP) has organized a Event on Jobs Educational Expo, in which at least 300+ top companies are partying.

BBSHRRDB stall also placed for awareness how to get training and become skilled for their feature The worthy Secretary Mr. Munwar Ali Mithani and Regional Consultant BBSHRRDB, Mr. Muhammad Suleman Dashti visited and appreciated the activities.

Secretary BBSHRRDB also praised the performance of ICMA Pakistan and said that such events should continue because these youth of Sindh are our assets and such programs are also in future.



## MOU SIGNING BETWEEN BBSHRRDB AND HBL

In a significant stride toward enhancing operational efficiency and promoting digital transformation, the Benazir Bhutto Shaheed Human Resource, Research and Development Board (BBSHRRDB) has signed a Memorandum of Understanding (MoU) with Habib Bank Limited (HBL) to implement Digitized Payroll Solutions for its workforce across Sindh.

The signing ceremony was graced by key representatives from both organizations. Representing HBL were:

- Mr. Pervaiz Ahmed Panhwar – General Manager, Risk and Operations South
- Ms. Samreen Shamsheer – Head, Product Institutional Sales
- Mr. Hammad Sayed – Unit Head, Transactional Services & Solution Delivery (TSSD)
- Mr. Toqeer Pasha – Senior Manager, Product Institutional Sales
- Ms. Syeda Erum Zehra – Team Leader, TSSD
- Mr. Babar Nadeem – Relationship Manager, TSSD

From the BBSHRRDB, the following officials were present to witness and support this impactful collaboration:

- Mr. Munwar Ali Mithani – Secretary, BBSHRRDB
- Mr. Sikander Ali Bhatti – Deputy Director, Administration
- Mr. Muhammad Mehboob – Accounts Officer

The collaboration is a testament to BBSHRRDB's commitment to adopting modern financial solutions and ensuring transparent and accountable service delivery to the youth of Sindh.





## MOU SIGNING BETWEEN BBSHRRDB AND STEVTA

In a significant step toward empowering the youth of Sindh through coordinated efforts in skill-based training, a Memorandum of Understanding (MoU) was signed between Benazir Bhutto Shaheed Human Resource Research and Development Board (BBSHRRDB) and Sindh Technical Education & Vocational Training Authority (STEVTA). This collaboration aims to enhance mutual cooperation in planning, implementing, and monitoring vocational and technical training programs to trainees of all the training providers registered by STEVTA. Memorandum of Understanding (MoU) was signed between Benazir Bhutto Shaheed Human Resource Research and Development Board (BBSHRRDB) and Sindh Technical Education & Vocational Training Authority (STEVTA). This collaboration aims to enhance mutual cooperation in planning, implementing, and monitoring vocational and technical training programs to trainees of all the training providers registered by STEVTA.

The signing ceremony was graced by esteemed dignitaries, including Secretary Mr. Munwar Ali Mithani, Eng. Taimur Ali (Regional Consultant), Mr. Yousaf Baloch (Director Academic), Dr. Lubna Rizvi (Director), Syed Muhammad Ali (Deputy Director), Ms. Sanobar Abbasi (Assistant Director), Syeda Masooma Rizvi (Assistant Director) and Mr. Jahanzaib Kamal (Assistant Director).



## MOU SIGNING BETWEEN BBSHRRDB AND OVERSEAS EMPLOYMENT CORPORATION-OEC

This Memorandum of Understanding (MoU) is hereby established between the Benazir Bhutto Shaheed Human Resource Research & Development Board (BBSHRRDB), and Overseas Employment Corporation, a division of the Ministry of Overseas Pakistan. Mr. Munwar Ali Mithani Secretary BBSHRRDB and Mr. Naseer Khan Shahani Managing Director Overseas Pakistan signed the MOU representing their respective Departments. The Ceremony was accompanied by Mr. Suleman Dashti, RC BBSHRRDB, Mr. Sikander Ali Bhatti, Deputy Director, Syed Muhammad Ali, Deputy Director, Syeda Masooma Rizvi, Deputy Director, Mr. Shams Ujjain, Assistant Director and Muhammad Arsalan Aslam, Assistant Director.

This MoU aims to create a framework for collaboration to significantly enhance overseas employment for trainees of BBSHRRDB.

Speaking on the occasion, officials from both sides emphasized the importance of such public-sector collaborations in addressing unemployment and harnessing the potential of Pakistan's young workforce on a global scale.

This partnership is a major step forward in realizing the vision of a prosperous, skilled, and globally connected Sindh, and reflects BBSHRRDB's ongoing efforts to empower the youth with not just training — but real, life-changing opportunities.





## SECRETARY UNIVERSITIES & BOARDS MR. ABBAS BALOCH VISITED BBSHRRDB OFFICE

The Benazir Bhutto Shaheed Human Resource, Research and Development Board (BBSHRRDB) had the honor of welcoming Mr. Abbas Baloch, Secretary of Universities & Boards, during his official visit to the BBSHRRDB Head Office. The visit marked an important milestone in strengthening the Board's vision of expanding quality skill development and vocational training opportunities across Sindh.

Mr. Abbas Baloch was briefed on the Board's ongoing initiatives, impact-driven programs, training outreach, and success stories that reflect BBSHRRDB's commitment to empowering youth and transforming lives through practical education. He appreciated the team's dedication and emphasized the importance of aligning training with market needs and emerging industries.

During the visit, discussions were also held on upcoming strategies, digital integration, and expanding partnerships with educational and industrial stakeholders to create sustainable employment pathways for youth.

Mr. Baloch lauded the efforts of BBSHRRDB in carrying forward the legacy of Shaheed Mohtarma Benazir Bhutto and reaffirmed his support in advancing the Board's mission of building a skilled, self-reliant, and progressive Sindh.

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## RECONSTITUTION OF DCC

On the directives of the Worthy Secretary, BBSHRRDB, an official meeting was held to reconstitute District Coordination Committee (DCC) in pursuance of Chief Minister's direction. These committees prove useful in strengthening the monitoring process resulting in qualitative training.

The district administration's role and ensure efficient monitoring under the chairmanship of concerned Deputy Commissioner.

This progress marks another step forward in the Board's commitment to skill empowerment and regional accessibility under the visionary leadership of the Government of Sindh.



DC SHAHEED BENAZIRABAD



ADC-II JAMSHORO



ADC-I KORANGI



DC SUKKAR



ADC-II MATIARI



ADC-II THARPARKAR



DC QAMBAR SHAHDADKOT



DC KEMARI &amp; WEST KARACHI



DC KHAIRPUR



EMPOWERING **YOUTH** THROUGH SKILLS**TRADES / INDUSTRY / SECTOR**

The Benazir Bhutto Shaheed Human Resource, Research and Development Board offers a diverse range of trades, each designed to equip individuals with specialized skills and knowledge tailored to the demands of various industries. These trades include courses in information technology, where learners can delve into software development, network management, and cybersecurity. For those inclined towards mechanical expertise, the board provides training in automotive engineering, allowing participants to master vehicle maintenance and repair techniques. Additionally, the board offers programs in electrical engineering, where students can gain hands-on experience in circuitry and power systems. Each trade is meticulously structured to ensure that graduates are well-prepared to meet the challenges and opportunities of their chosen fields, fostering both personal growth and professional advancement. BBSHRRDB offers diverse paramedics training courses including technician, nursing, and dispenser programs to build a skilled healthcare workforce. These hands-on courses equip youth with practical knowledge for promising careers in the medical field. Following are the trades being offered by BBSHRRDB.

- ARTIFICIAL INTELLIGENCE
- OFFICE AUTOMATION
- STITCHING AND SEWING
- BEAUTICIAN
- LIVESTOCK
- COMPUTERIZED ACCOUNTING
- ELECTRICIAN
- WEB DESIGNING
- FISH FARMING
- EARLY CHILDHOOD EDUCATION
- DIGITAL MARKETING
- NETWORKING
- MULTIMEDIA GRAPHICS
- AUTOCAD
- TEXTILE
- MOBILE PHONE REPAIRING
- APPLICATION DEVELOPMENT
- SOLAR ENERGY
- AC & REFERIGERATION
- COOKING
- FASHION DESIGNING
- MEDICAL & HEALTH
- SURGICAL
- MECHANICAL
- ARTS
- HARDWARE
- E-COMMERCE
- OTHERS

EMPOWERING **YOUTH** THROUGH SKILLS

## HANDS ON TRAINING IN DIFFERENT SECTORS



Solar Panel Trainees



Chef Trainees



Welding Trainee



Mobile Phone Repair Work



Lathe Machine Operation



## HANDS ON TRAINING IN DIFFERENT SECTORS



Motorcycle Repair Trainees



Lab Technician Trainee Taking Sample



Peramedical Trainees



House Electrician Trainees



Stitching & Sewing Trainees



Crane Operator Training

## EMPOWERING YOUTH THROUGH SKILLS

## RATINGS BY RESPONDENTS FOR TRAINING PERFORMANCE

The Benazir Bhutto Shaheed Human Resource, Research and Development Board offers a diverse range of trades, each designed to equip individuals with specialized skills and knowledge tailored to the demands of various industries. These trades include courses in information technology, where learners can delve into software development, network management, and cybersecurity. For those inclined towards mechanical expertise, the board provides training in automotive engineering, allowing participants

**Table 2. 69** Rating by Respondents for Tutors' Performance

Ratings	Frequency			Percentage	Female Participation
	Male	Female	Total		
1	6	19	25	0.69%	76.00%
2	8	27	35	0.96%	77.14%
3	96	43	139	3.81%	30.94%
4	345	318	663	18.17%	47.96%
5	1526	1261	2787	76.38%	45.25%
<b>Total Responses</b>	<b>1981</b>	<b>1668</b>	<b>3649</b>	<b>99.24%</b>	<b>45.71%</b>
No Response	19	9	28	0.76%	32.14%
<b>Total Respondents</b>	<b>2000</b>	<b>1677</b>	<b>3677</b>		<b>45.61%</b>

**Table 2. 70** Rating by Respondents for Facilities at Institute

Ratings	Frequency			Percentage	Female Participation
	Male	Female	Total		
1	5	22	27	0.74%	81.48%
2	6	14	20	0.55%	70.00%
3	92	55	147	4.02%	37.41%
4	463	429	892	24.41%	48.09%
5	1418	1150	2568	70.28%	44.78%
<b>Total Responses</b>	<b>1984</b>	<b>1670</b>	<b>3654</b>	<b>99.37%</b>	<b>45.70%</b>
No Response	16	7	23	0.63%	30.43%
<b>Total Respondents</b>	<b>2000</b>	<b>1677</b>	<b>3677</b>		<b>45.61%</b>

**Table 2. 71** Rating by Respondents for Management's Behaviour

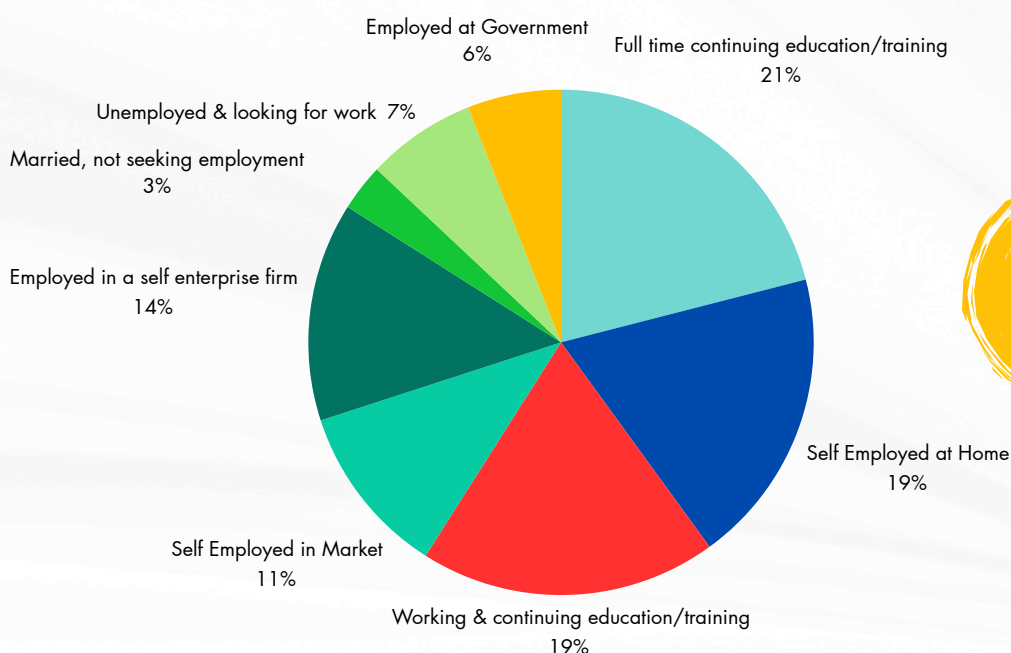
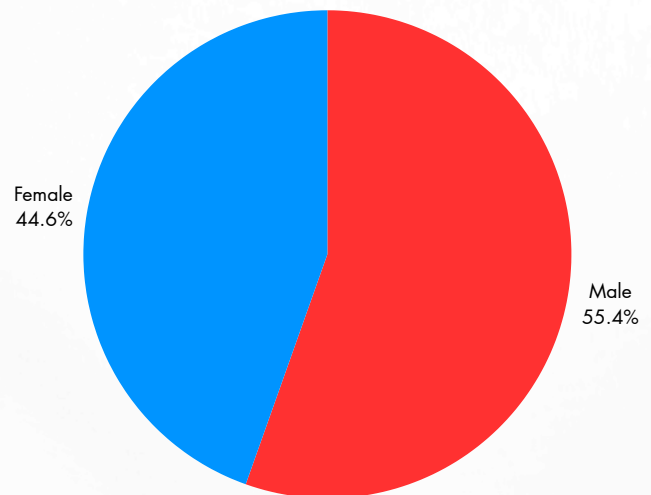
Ratings	Frequency			Percentage	Female Participation
	Male	Female	Total		
1	6	20	26	0.71%	76.92%
2	7	10	17	0.47%	58.82%
3	82	47	129	3.53%	36.43%
4	254	377	631	17.26%	59.75%
5	1632	1220	2852	78.03%	42.78%
<b>Total Responses</b>	<b>1981</b>	<b>1674</b>	<b>3655</b>	<b>99.40%</b>	<b>45.80%</b>
No Response	19	3	22	0.60%	13.64%
<b>Total Respondents</b>	<b>2000</b>	<b>1677</b>	<b>3677</b>		<b>45.61%</b>



## SURVEY ANALYSIS FOR TRAINEES IN EMPLOYMENT STATUS

The Benazir Bhutto Shaheed Human Resource, Research and Development Board (BBSHRRDB) training program aims to empower youth across Sindh by equipping them with vocational and technical skills to enhance their employability. As part of its evaluation and impact assessment, the program includes a bifurcation of employment status among trainees. This classification helps distinguish between those who have secured employment in public and private sector after completing the training, and those who are still seeking job opportunities.

### MALE/FEMALE BIFURCATION



### EMPLOYMENT BIFURCATION

## EMPOWERING YOUTH THROUGH SKILLS

## CAREER COUNSELING SESSION

At Benazir Bhutto Shaheed Human Resource, Research and Development Board (BBSHRRDB), career counselling is an integral part of our mission to empower youth through skill-based training. After the successful completion of courses, trained individuals are guided through personalized counselling sessions to help them align their skills with relevant job opportunities.

This focused support ensures that the transition from training to employment is smooth and impactful.

Through these efforts, BBSHRRDB continues to turn training into tangible opportunities, paving the way for a skilled, confident, and economically independent workforce across Sindh.



That's why career counselling is a compulsory component of free training program offered by BBSHRRDB. Through this holistic approach, BBSHRRDB ensures that each trainee is not only trained but also ready—for employment, entrepreneurship, and a better future.



EMPOWERING YOUTH THROUGH SKILLS

**SUCCESS STORIES OF BBSHRRDB****MEHAR ALI**

DISTRICT UMERKOT

U ISLAMIC MICROFINANCE BANK

RELATIONSHIP OFFICER

**WARIS ALI**

DISTRICT KHAIRPUR

NATIONAL MEDICAL CENTER

DISPENSER

**MARYAM ANWER**

DISTRICT SANGHAR

THE EDUCATORS

TEACHER

**SHAHZAMAN ABBASI**

DISTRICT SHAHEED BENAZIRABAD

DC OFFICE NAWABSHAH

JUNIOR CLERK

**ABDUL SALAM**

DISTRICT THATTA

NOOR FOUNDATION PUBLIC SCHOOL

COMPUTER INSTRUCTOR

**FARZANA ALI**

DISTRICT MALIR, KARACHI

PARAMOUNT TRADERS

OFFICE ASSISTANT

**SONIA SHAKIR AHMED**

DISTRICT HYDERABAD

PRE SCHOOL

TEACHER

**AZHAR ALI**

DISTRICT LARKANA

CHANDKA MEDICAL COLLEGE

NETWORK ASSISTANT

**RAMSHA IBTISAM**

DISTRICT EAST KARACHI

HOME BUSINESS

SELF EMPLOYED

**SYEDA KINZA**

DISTRICT EAST KARACHI

MEEZAN BANK HEAD OFFICE

INTERNS

**SAQLAIN HUSSAIN**

DISTRICT LARKANA

SELF EMPLOYED

ELECTRICIAN

**ABDUL QAYOOM**

DISTRICT THARPARKAR

ADMIN OFFICER

LUCKY CONSTRUCTION

**APARNA KUMARI**

DISTRICT SUKKR

SAINT MARY'S SCHOOL

ADMINISTRATOR

**WAQAR AIJAZ**

DISTRICT UMERKOT

CUSTOMER RELATION OFFICER

HALAN MICROFINANCE BANK

## EMPOWERING YOUTH THROUGH SKILLS

**ARTICLE BY DR. KHAN ZANGEJO**

Youth is the dynamic phase where dreams ignite, creativity flourishes, and the journey from childhood to adulthood begins. According to UNESCO, youth include individuals aged 15 to 24. This group plays a vital role in a nation's social and economic progress. Across the world, youth lead many startup ventures, bringing fresh ideas and entrepreneurial spirit that drive growth. Recognizing this, developed countries implement targeted policies and training programs to equip young people with the skills needed to thrive in a competitive global landscape. Researchers have highlighted that issues such as poverty, unemployment, and limited access to quality education and justice can hinder youth development. Addressing these challenges is key to empowering youth and fostering a more inclusive, progressive society. Youth in Sindh make up a significant portion of the population, with 1.7 million currently unemployed mainly due to a lack of market relevant skills. According to a study by Gallup Pakistan and PRIDE, the overall youth unemployment rate in Sindh is 3.9%, with urban areas like Karachi experiencing higher rates, reaching up to 11.2%. Notably, 23.6% of unemployed urban youth possess university degrees, highlighting a significant gap between education and employability.

Youth in Sindh face significant and interlinked economic and social challenges. Economically, they encounter high rates of unemployment and underemployment, even among the educated. This is exacerbated by limited access to secure and meaningful employment opportunities, particularly in rural areas and among female youth, due to a lack of vocational skills and persistently high inactivity rates. Socially, youth development is hindered by inadequate access to quality healthcare, widespread illiteracy especially among young females and harmful traditional practices such as early marriage and gender-based violence. Together, these challenges reflect deep-rooted structural inequalities that demand comprehensive and inclusive policy responses. As Youth is growing segment poses a serious challenge to the province's economic and social stability.

BBSHRRDB is paving its way towards CBTA approach of training. The Report of Tracer Study of BBSHRRDB Graduates (2016-17 to 2019-20), recommends the adoption of CBTA training methodology to help out the trainees who either need extra training after the job or are totally helpless in discharging their duties. In the able leadership of worthy Secretary BBSHRRDB, Mr. Munwar Ali Mithani, we are planning to conduct next phases of our training in both wings through CBTA approach.



## EDITORIAL BOARD

**SYED MUHAMMAD ALI**

DEPUTY DIRECTOR (R&amp;D)

**JAHANZAIB KAMAL**

ASSISTANT DIRECTOR MEDIA

**SYEDA MASOOMA RIZVI**

DEPUTY DIRECTOR (E&amp;C)

The Editorial Board of BBSHRRDB's Newsletter is a passionate and professional team dedicated to showcasing the organization's vision, progress, and impact across Sindh. Comprised of content creators, editors, designers, and communication experts, the board curates and develops each edition with a focus on transparency, inspiration, and youth empowerment. By highlighting success stories, institutional collaborations, training milestones, and policy developments, the board ensures that the newsletter serves as a powerful platform to reflect BBSHRRDB's commitment to skill development and social upliftment. With each publication, the editorial team reinforces the Board's mission to inform, engage, and inspire stakeholders and the youth of Sindh.

## CBTA ARTICLE BY SYED MUHAMMAD ALI

Competency-Based Training and Assessment (**CBTA**) is an educational approach that emphasizes learners acquiring specific skills, knowledge, and attitudes required for a particular occupation or industry. CBTA ensures TVET programs align with industry needs, making graduates more employable. CBTA offers numerous benefits in TVET, including improved employability, industry-relevant skills, personalized learning, and increased efficiency. By focusing on specific competencies and industry-defined standards, CBTA ensures learners are job-ready and possess the skills employers need. To further enhance the effectiveness of TVET, we must encourage the widespread adoption and development of CBTA, investing in instructor training, developing industry-relevant standards, and implementing robust assessment processes.

BBSHRRDB is paving its way towards CBTA approach of training. The Report of Tracer Study of BBSHRRDB Graduates (2016-17 to 2019-20), recommends the adoption of CBTA training methodology to help out the trainees who either need extra training after the job or are totally helpless in discharging their duties. In the able leadership of worthy Secretary BBSHRRDB, Mr. Munwar Ali Mithani, we are planning to conduct next phases of our training in both wings through CBTA approach.

## HOW TO APPLY IN BBSHRRDB (FREE COURSES)

### Step-by-Step Registration Process for BBSHRRDB Free Training Courses

- Age: 18 to 35 years
- Domicile: Must hold a valid Sindh domicile
- CNIC: Possess a valid Computerized National Identity Card (CNIC)
- Visit the [official BBSHRRDB website](#) to view the list of available vocational training programs.
- Courses span various fields, including IT, technical trades, and entrepreneurship.

## OUR ESTEEMED PARTNERS



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