



SEPTEMBER 2025

# NEWSLETTER



علم روشنی سب کو کام

Patron in Chief  
**Engr. Munwar Ali Mithani**  
Secretary (BBSHRRDB)

Editor:  
**Mr. Jahanzaib Kamal**  
Assistant Director Media (BBSHRRDB)





# BENAZIR BHUTTO SHAHEED

## HUMAN RESOURCE, RESEARCH & DEVELOPMENT BOARD



### BBSHRRDB in a Glimpse

Benazir Bhutto Shaheed Human Resource, Research and Development Board (BBSHRRDB) was established with the vision of equipping the youth of Sindh with modern, market-driven skills. The Board focuses on vocational training, professional development, and research-based planning to bridge the gap between education and employment. With a wide network of training institutes across the province, BBSHRRDB has successfully empowered thousands of individuals, enabling them to contribute effectively to the local and global workforce.

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.



### CM SINDH VISITING BBSHRRDB STALL



#### Chief Minister's Visit & Acknowledgement

The Government of Sindh, under the leadership of the Honorable Chief Minister, has extended unwavering support to BBSHRRDB's initiatives. The Chief Minister acknowledges the pivotal role played by the Board in uplifting youth, promoting women's participation, and driving economic growth through skill development.



#### BBSHRRDB IN LIMELIGHT

BBSHRRDB remains at the forefront of youth empowerment and workforce development. From success stories of skilled graduates to new training ventures, BBSHRRDB's efforts continue to attract attention as a model institution fostering hope, resilience, and progress across Sindh.

### Latest Training Trends

BBSHRRDB continuously updates its training portfolio to match the latest industry demands and global trends. From digital literacy and e-commerce to renewable energy, hospitality, and advanced technical skills, our programs are designed to prepare trainees for the future of work. By integrating modern teaching methods, we ensure that Sindh's youth stay competitive in both local and international markets.

### Employment Opportunities

At BBSHRRDB, skill development is only the first step. We go beyond training by connecting graduates with real employment opportunities. The Board collaborates with leading industries, business associations, and government projects to create pathways for jobs and entrepreneurship. Career counseling, job fairs, internship linkages, and business startup support contributes in the increase of job opportunities.





## MESSAGE FROM THE SECRETARY BBSHRRDB

With great honor and a strong sense of responsibility, I present this publication as a testament to BBSHRRDB's unwavering dedication to empowering the youth of Sindh through vocational training and technical skill development.

Inspired by the vision of Shaheed Mohtarma Benazir Bhutto—who firmly believed that the true strength of any nation lies in the capabilities of its people—we remain committed to equipping our youth with the skills necessary to live dignified, productive lives.

Our initiatives are carefully designed to bridge the gap between education and employment, preparing young individuals to meet the changing demands of the job market both at home and abroad.

I extend my heartfelt appreciation to our devoted team, valued partners, and stakeholders whose contributions have made this endeavor possible. May this publication stand as both a source of encouragement and proof of the transformative impact of skills development. Together, we renew our commitment to building a more inclusive, skilled, and prosperous Sindh.



**ENGR. MUNAWAR ALI MITHANI**

SECRETARY-BBSHRRDB





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HUMAN RESOURCE, RESEARCH & DEVELOPMENT BOARD



At BBSHRRDB, we consider the greatest asset of Sindh to be the skills and abilities of its youth. Our mission is to unlock this potential by offering skill-focused training, fostering innovation, and creating practical career opportunities. We are working towards a future where young people emerge not only as job seekers but as job creators—leaders of change who uphold and advance the vision of Shaheed Mohtarma Benazir Bhutto.



**MR. MUHAMMAD SULEMAN DASHTI**  
REGIONAL CONSULTANT FOR BBSHRRDB



The Benazir Bhutto Shaheed Human Resource, Research and Development Board (BBSHRRDB) strives to build a generation of skilled, confident, and independent youth throughout Sindh. Through high-quality vocational education and career development initiatives, we work to convert human talent into economic power. Inspired by the vision of Shaheed Mohtarma Benazir Bhutto, our mission is to shape a future where every young person plays a vital role in the growth and prosperity of Sindh and Pakistan.

**ENGR. TAIMUR ALI SIAL**  
REGIONAL CONSULTANT FOR BBSHRRDB



# VISITS BY SECRETARY BBSHRRDB IN DIFFERENT INSTITUTES OF SINDH

## PMTF KARACHI

Secretary Munwar Ali Mithani conducted a surprise visit to the Pakistan Machine Tool Factory (PMTF), District Malir to inspect training facilities, meet with trainees, and review ongoing skill development programs. During the visit, the Secretary evaluated the quality of training being provided under BBSHRRDB sponsored initiatives and engaged directly with instructors and participants.



## CHANDKA LARKANA

The Secretary BBSHRRDB visited Chandka Medical College, Larkana, where he reviewed the ongoing training initiatives and interacted with trainees. He appreciated the efforts of the institute in providing skill-based education and emphasized the importance of equipping youth with practical skills for better employment opportunities.







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## VISITS BY SECRETARY BBSHRRDB IN DIFFERENT INSTITUTES OF SINDH

### GIMS KHAIRPUR

The Secretary BBSHRRDB visited GIMS Khairpur to review and encourage the free training programs being conducted under the Board's initiatives. The visit highlighted the government's commitment to empowering youth through skill development and creating employment opportunities.



### GCT LARKANA

The Secretary BBSHRRDB visited GCT Larkana to oversee the free training programs organized under BBSHRRDB. During the visit, the Secretary interacted with trainees, appreciated the efforts of instructors, and emphasized the importance of skill development in creating employment opportunities for youth across Sindh.





## TRAINING IN PUBLIC SECTOR (PMU)



STEVTA TRAININGS



STEVTA TRAININGS



STEVTA TRAININGS



STEVTA TRAININGS



STEVTA TRAININGS



STEVTA TRAININGS



STEVTA TRAININGS



STEVTA TRAININGS



NLC TRAININGS



NLC TRAININGS



NLC TRAININGS



NLC TRAININGS

## TRAINING IN PUBLIC SECTOR (PMU)



GC UNIVERSITY



GC UNIVERSITY



LIVESTOCK TRAININGS



FISHERIES TRAININGS



BBSUTSD TRAININGS



PAKISTAN MACHINE TOOL FACTORY





# SUCCESS STORIES

DOCUMENTED VIDEOS OF REAL HEROES

Today, they are confidently working in their respective professions, building sustainable careers, and contributing to society. These inspiring stories reflect the true impact of BBSHRRDB's vision — empowering youth with skills, creating opportunities, and shaping brighter futures.



**Waiza Hussain**, a passionate learner from ICMA Pakistan, completed her Computerized Accounting Course through the free training program organized by BBSHRRDB. With her dedication and the professional skills she gained, Waiza is now successfully working in her field.

**Farzana**, a determined learner from ECIC, successfully completed her Graphics Designing Course through the free training program organized by BBSHRRDB. With dedication and the skills she gained, she is now confidently working in her field and building a bright career in graphic design.



**Bilawal Mehmood**, a talented learner from Mehran University Jamshoro, successfully completed his Mobile Application Development Course through the free training program organized by BBSHRRDB. Bilawal is now confidently working in his field and shaping a bright career

**Hamza Muzammil**, a dedicated learner from SZABTECH Hyderabad, completed his Computerized Accounting Course through the free training program organized by BBSHRRDB. With the practical skills he gained, Hamza is now successfully working in his field



**Summaiya**, a hardworking learner from Mirpurkhas, completed her Livestock Training through the free training program organized by BBSHRRDB. With the skills and knowledge she gained, she is now successfully working in her field and contributing to the growth of the livestock sector.

**Maryam Anwer**, an enthusiastic learner from Sanghar, completed her Early Childhood Education (ECE) Training through the free training program organized by BBSHRRDB. With her dedication and the professional skills she gained, Maryam is now successfully working in her field and shaping young minds for a brighter future.



## BBSHRRDB | ACTIVITY UPDATES

### MOU SIGNING BETWEEN BBSHRRDB AND THAR DEEP RURAL DEVELOPEMNT PROGRAM (PRDP)



A Memorandum of Understanding (MoU) has been formally signed between the Benazir Bhutto Shaheed Human Resource Research & Development Board (BBSHRRDB) and the Thar Deep Rural Development Program (TRDP).

The MoU was signed by Mr. Munwar Ali Mithani, Secretary BBSHRRDB, and Dr. Allah Nawaz Samoo, Chief Executive Officer of TRDP.

The primary objective of this MoU is to support the trained graduates of BBSHRRDB from Tharparkar Mithi by providing them with access to soft loans. This initiative aims to promote self employment and entrepreneurship among the skilled youth of the region, contributing to local economic development and poverty reduction.

The signing ceremony was graced by esteemed dignitaries including Regional Consultants Mr. Muhammad Suleman Dashti, Eng. Taimur Ali, Mr. Jahenzaib Memon, Mr. Faizan Hyder, Mr. Sikander Ali Bhatti, Syeda Masooma Rizvi, Syed Muhammad Ali, Jahanzaib Kamal and others are also present.





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## BBSHRRDB | ACTIVITY UPDATES

### SURPRISE VISIT BY SECRETARY UNIVERSITIES & BOARDS MR. ABBAS BALOCH



The Secretary Universities & Boards, Mr. Abbas Baloch, surprise visited to the Benazir Bhutto Shaheed Human Resource, Research and Development Board (BBSHRRDB).

During the visit, detailed discussions were held on upcoming strategies focusing on digital integration, expansion of partnerships with educational and industrial stakeholders, & the creation of sustainable employment pathways for youth. The Managing Director STEVTA, Mr. Tariq Manzoor Chandio, was also present. Secretary BBSHRRDB, Mr. Munwar Ali Mithani, briefed the Secretary Universities & Boards about the ongoing training programs being conducted in collaboration with STEVTA institutes. Regional consultants BBSHRRDB Eng. Taimur Ali & Mr. Muhammad Suleman Dashti, Mr. Farhan Hakro, Deputy Secretary, Mr. Sikandar Ali Bhatti, Faizullah Soomro, Madam Masooma Rizvi, Syed Muhammad Ali, Mr. Arslan Aslam & Mr. Mehboob were also present.

## BBSHRRDB | ACTIVITY UPDATES

### MEETING WITH DIRECTOR GENERAL BENAZIR INCOME SUPPORT PROGRAM (BISP)



A meeting was held with Mr. Zulfiqar Ali Shaikh, Director General of the Benazir Income Support Programme (BISP), to explore collaborative opportunities in skills development and youth training initiatives.

Mr. Munwar Ali Mithani, Secretary of the Benazir Bhutto Shaheed Human Resources Research and Development Board (BBHRRDB), provided an overview of upcoming training programs and highlighted key achievements and success stories of trainees across various vocational fields.

The discussion focused on aligning BBHRRDB's vocational and technical training programs with BISP's objectives to enhance the socio-economic prospects of youth beneficiaries, especially those from marginalized and low-income communities. Both parties expressed commitment to strengthening cooperation aimed at empowering youth through practical skills and sustainable livelihood opportunities.



## BBSHRRDB | ACTIVITY UPDATES

### MEETING WITH THE DELEGATION OF PAKISTAN MARITIME ACADEMY



BBSHRRDB held a meeting with a delegation from Pakistan Maritime Academy to discuss opportunities for collaboration in the field of skill development and maritime training. The discussion focused on designing specialized programs to equip youth with modern skills in areas such as marine engineering, navigation, fisheries, and port management, creating pathways for local and international employment.

The delegation appreciated BBSHRRDB's efforts in providing free training opportunities and expressed interest in working together on initiatives that can enhance the employability of Sindh's youth in the global maritime sector.

## BBSHRRDB | ACTIVITY UPDATES

### MEETING WITH CHAIRMAN RED CRESENT MR. REHAN HASHMI



BBSHRRDB held a productive meeting with Mr. Rehan Hashmi, Chairman Red Crescent, to discuss potential collaboration in areas of skill development, community welfare, and youth empowerment. The discussion centered on creating joint initiatives that would provide underprivileged communities with access to free training programs, livelihood opportunities, and humanitarian support.

Mr. Rehan Hashmi appreciated the efforts of BBSHRRDB in transforming youth through skill-based education and expressed his commitment to work together in designing impactful programs.



## BBSHRRDB | ACTIVITY UPDATES

### PROGRESS MEETING WITH ASSISTANT DIRECTORS DISTRICT MONITORING UNIT (DMUs)



BBSHRRDB conducted a progress review meeting with the Assistant Directors of District Monitoring Units (DMUs) to evaluate the implementation and monitoring of ongoing free training programs across Sindh. The meeting focused on assessing the performance of training institutes, ensuring transparency, and identifying areas for improvement.

The Assistant Directors shared detailed progress updates from their respective districts, highlighting the achievements, challenges, and impact of the training initiatives.



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## BBSHRRDB | EVENTS

### BBSHRRDB PARTICIPATION IN 11<sup>th</sup> INTERNATIONAL DATE FESTIVAL KHAIRPUR



Former Chief Minister Sindh, Syed Qaim Ali Shah Jilani, praised the outstanding performance of the Benazir Bhutto Shaheed Human Resource Research and Development Board (BBSHRRDB) during his visit to the 11th Dates Festival in Khairpur today.

During the visit, Assistant Director DMU-I Khairpur, Nawaz Phulpoto, briefed the former CM on the Board's significant contributions to youth development in the province. Syed Qaim Ali Shah, who initiated the program originally launched as the Benazir Bhutto Shaheed Youth Development Program (BBSYDP) during his tenure expressed satisfaction over its sustained progress, with particular appreciation for the achievements of the District Office BBSHRRDB Khairpur.

He was accompanied by Commissioner Sukkur Division, Mr. Abid Saleem, Deputy Commissioner Khairpur, all Assistant Commissioners, several departmental heads, and a large gathering of the public.





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## BBSHRRDB | EVENTS

# BBSHRRDB PROUDLY CELEBRATES WORLD YOUTH SKILLS DAY ACCROSS ALL OVER SINDH



BBSHRRDB proudly celebrated World Youth Skills Day at ICMA Pakistan, highlighting the importance of equipping young people with modern, market-driven skills. The event brought together trainees, instructors, and officials to showcase the impact of free training programs in empowering youth and creating employment opportunities.

Speakers emphasized the role of skill development in reducing unemployment, fostering entrepreneurship, and driving socio-economic growth in Sindh. The celebration reflected BBSHRRDB's commitment to nurturing a skilled workforce and inspiring youth to play an active role in shaping a brighter future.

On this occasion, the Secretary BBSHRRDB Mr. Munwar Ali Mithani, Regional Consultants to CM Mr. Jamshed Dashti and Engr Taimur Siyal shared a special message, encouraging youth to embrace skill-based learning as a path to success.

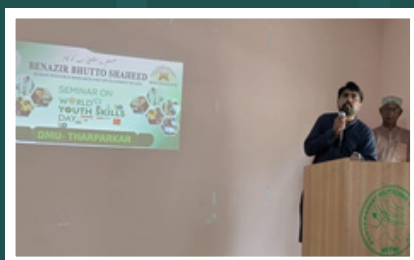
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## BBSHRRDB | EVENTS







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## BBSHRRDB | EVENTS

# MY KARACHI EXPO



Chief Minister Sindh **Syed Murad Ali Shah** inaugurated the MY Karachi Expo 2025, marking the beginning of one of the region's most anticipated trade and innovation events. The Expo showcases a dynamic mix of government initiatives, business innovations, and development programs across Sindh.

During his tour of the exhibition, the Chief Minister paid a special visit to the Benazir Bhutto Shaheed Human Resource Research and Development Board (BBSHRRDB) stall. He appreciated the Board's ongoing efforts to provide skill development opportunities to the youth of Sindh. The CM interacted with trainees and representatives, commending the organization's role in empowering the province's human capital and aligning training programs with market needs.

The Chief Minister Sindh emphasized the importance of public-private partnerships and skills-based education in driving Sindh's future economic growth. His presence at the BBSHRRDB stall served as an encouraging signal for the continued focus on youth development and capacity building in the province.





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## BBSHRRDB | EVENTS







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## BBSHRRDB | EVENTS

# INDEPENDENCE DAY MARKA E HAQ CELEBRATIONS BY BBSHRRDB ALL OVER SINDH



BBSHRRDB proudly marked Pakistan's Independence Day with immense joy, national pride, and enthusiasm. The celebration was graced by the esteemed presence of Secretary BBSHRRDB, Mr. Munawar Ali Mithani, Regional Consultant, Mr. Jamshed Dashti, and Engr. Taimur Ali, who together added great significance to the occasion.

The dignitaries delivered powerful and inspiring messages that resonated deeply with the audience, reminding everyone of the sacrifices made by our forefathers for the freedom we cherish today. They emphasized the importance of patriotism, unity, and the role of youth in safeguarding the values of independence. Highlighting BBSHRRDB's mission of empowering the young generation through skill development and vocational training, they connected the spirit of Independence Day with the vision of building a self-reliant, prosperous Pakistan.

The event not only ignited a renewed passion for our homeland but also encouraged everyone present to contribute positively towards national progress. From the hoisting of the national flag to the heartfelt expressions of solidarity, the day was a true reflection of love for Pakistan.



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## BBSHRRDB | EVENTS







Electrician



Computer IT Assistant



Beautician



Mobile Phone Application



Welding



Artificial Intelligence



Poultry Farming



Computerized Accounting





Baking & Patisserie



Fashion Designing



Stitching



Professional Chef



Paramedics Training



Livestock community health workers



Early Childhood Education (ECE)



Mechanist





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## POWER OF COMPETENCY-BASED TRAINING ASSESSMENT (CBTA): FROM THEORY TO PRACTICE

WRITTEN BY DR. KHAN ZANGEJO

CBTA traces its origins to the late 1980s in Australia, when the term 'competencies' was first introduced in the context of enhancing teacher performance through practical work and practice-based training, and is now a widely recognized method of vocational learning.

Before exploring Competency-Based Training Assessment (CBTA), it's important to understand what basic competencies are. Competencies, often called the building blocks of workforce success, refer to the skills, knowledge, and behaviors required for individuals to perform effectively in their roles. These include core competencies, functional competencies, behavioral competencies, and technical competencies. By developing these areas, organizations can enhance employee performance and build a more capable and adaptable workforce suited to industry needs. From classroom to career, Competency-Based Training Assessment (CBTA) is popular curriculum development model in social services training an educational approach that emphasizes the acquisition of practical skills and hands-on practice, aligning training programs with industry requirements to enhance workforce readiness and learner success. It is widely regarded as both a training initiative and a workplace reform effort. The shift toward Competency-Based Training Assessment (CBTA) emerged from the growing demand for a more practical, results-oriented approach to learning especially in vocational and technical education. CBTA is a highly effective training approach, especially when the curriculum is clearly defined and logically sequenced.

Here, a few important points are to be discussed: Is the competency-based approach truly more effective than the traditional training model? In short, the answer is a definite 'yes.' However, ten or twenty years ago, it might have only been a 'probably.' Numerous studies have consistently compared the traditional and competency-based training approaches, and the results are compelling. Traditional training is like tailoring of training as one size, whereas CBTA emphasizes tailoring of training with the understanding that one size doesn't fit all. One Size Doesn't Fit All is a principle at the heart of competency-based programs, where trainees not only acquire more skills but also achieve a higher level of proficiency across those competencies outperforming their counterparts in traditional training models. When the competency-based approach is carefully designed and implemented, several notable improvements have been reported by those who have successfully integrated it into their training programs.

Competency-Based Training stands out by producing stronger results students not only achieve higher test scores but also gain a deeper understanding of the material, showing greater proficiency than those trained through traditional methods. A greater number of students excel in their training, moving beyond the typical scenario. Early success is a hallmark of this approach, as students begin experiencing achievement in the initial stages of the program. This not only enhances their motivation but also fosters a positive attitude toward the training and boosts their self-concept. CBTA emphasizes feedback and adapts to trainee/employee progress and organizational needs. Additionally, more trainees can be educated within the same time frame, and those who initially scored lower often show remarkable improvement. Dropout rates are typically reduced, as students engage in hands-on learning from the very beginning, rather than enduring prolonged periods of theoretical instruction. This early engagement also encourages learners to take greater responsibility for their own learning process. From the instructional perspective, competency-based training allows educators to devote more time to students who genuinely require assistance. The structure of the program is often robust enough to continue smoothly even in the instructor's absence or when substitutes are required. Students also remain more engaged and productive, as the task-oriented nature of the training minimizes idle time and distractions. CBTA, adapts the curriculum to meet each employee's specific needs. Overall, the environment becomes more professional and business-like, which positively influences the morale of instructors, learners, and administrators alike.

In Sindh, the Benazir Bhutto Shaheed Human Resource Research & Development Board (BBSHRRDB), a mega initiative of the Government of Sindh, focuses on skill development by providing CBTA-based training in employable trades for the youth of the province. According to the Tracer Study survey, total of 516,861 trainees were registered, out of which 418,642 successfully graduated, and 120,761 got employment in Sindh. BBSHRRDB collaboration with STEVTA are presently preparing to empower the youth of Sindh through a free, stipend-supported technical training program based on Competency-Based Training & Assessment (CBTA) principles. The program will be launched in 63 institutes across 27 districts, including 35 centers in Karachi, offering 23 market-driven trades. Trainees will earn internationally recognized certifications, with strong industrial linkages to ensure employment opportunities after training. More than 2,300 youth are expected to enroll, gaining practical, job-ready skills aligned with global standards.



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## IMPACT OF BBSHRRDB ON THE RISE OF WOMEN ENTREPRENEURS, SMES, AND ECONOMIC EMPOWERMENT IN SINDH

WRITTEN BY DR. KHAN ZANGEJO

According to Risk Theory (Filip Lundberg, 1903), "Entrepreneurship is a complex concept that involves owning a small business, identifying market opportunities, working independently, and starting with limited resources to create new value in business." Richard Cantillon (1734) was the first to use the term 'entrepreneur,' defining it as someone who identifies opportunities and takes risks to maximize financial returns. According to the Pakistan Bureau of Statistics (2020), only 22% of women in Sindh participate in the workforce, with 15% running their own businesses reflecting a rising trend in female entrepreneurship. Compared to countries like Vietnam (73%) and Bangladesh (36%), Sindh still lags behind. Yet, women-led enterprises contribute around 10% to the province's GDP, underlining their growing role in the economy. In response to such gaps and opportunities, the National SME Policy 2021 aims to promote a competitive and innovative SME sector by supporting entrepreneurship, value-added exports, job creation, and economic empowerment especially for women through simplified regulations, better market access, and a more business-friendly environment.

As Hillary Clinton once said, "Women are the world's largest untapped reservoir of talent." This rings especially true in regions like Sindh, where traditional Eastern norms continue to position men as primary earners and women as homemakers. A global survey reveals that women earn only half of what men do, and in Pakistan, many women leave the workforce after marriage. Those who remain employed often face the dual burden of managing household responsibilities alongside their careers. However, in patriarchal societies like Pakistan, women still face numerous barriers in business. According to the Asia Foundation, key challenges for women owned SMEs across Asia include limited access to finance, lack of skills training, insufficient market knowledge, and gender-discriminatory laws and regulations. Besides social hurdles, women entrepreneurs actively participate in economic development activities. Gender equality and women's empowerment highlighted as the fifth goal of the 2030 Sustainable Development Goals (SDGs) recognize the vital economic role of women and promote the principle of "leaving no one behind." Women entrepreneurship is increasingly seen as a key driver of economic growth and job creation. In the rise of women entrepreneurs BBSHRRDB has played a pivotal role in transforming Sindh's youth into a productive economic force. Responding to the twin challenges of unemployment and poverty, Benazir Bhutto Shaheed Human Resource Research and Development Board (BBSHRRDB) has focused on skill development by providing training in employable trades. Women-specific trades create women-led enterprises,

empowering women and contributing to the overall prosperity of Sindh. Through this inclusive approach, Benazir Bhutto Shaheed Human Resource Research and Development Board (BBSHRRDB) not only promotes economic empowerment but also fosters the rise of women entrepreneurs in various trades like Stitching and Sewing, Hand Embroidery, fashion designing, Beautician, livestock and others across Sindh. Training and skill development initiatives for women have played a significant role in fostering entrepreneurship, with programs by BBSHRRDB contributing notably to this rise. Data from the last three phases show a steady increase in the number of women entrepreneurs, largely due to the diverse trades and vocational courses designed by BBSHRRDB. These skilled women have gone on to establish their own small and medium enterprises (SMEs), enabling them to support their families and contribute to the local economy.

The State Bank of Pakistan (SBP) has announced a game-changing initiative to empower women by offering interest-free loans of up to Rs. 0.5 million a bold move aimed at transforming unemployed women into dynamic contributors to the national economy. This initiative is designed to help women start their own businesses, become productive citizens, support their families, and provide better education for their children, reflecting SBP's strong commitment to promoting women's entrepreneurship and financial inclusion. Building on this foundation, microfinance institutions in Sindh have also played a significant role in advancing women entrepreneurship by enabling poor women to develop micro and small enterprises that generate income and improve their standard of living. Empowerment through entrepreneurship fosters self-fulfillment and awareness of rights and social status, while microcredit promotes active participation, reduces poverty, and enhances socioeconomic development. In rural areas, where spouses often work together to meet household needs due to low income and high expenses, women are seen as symbols of resilience and continuous struggle. As agents of social and economic change, these rural women are actively involved in entrepreneurial activities both inside and outside their homes. The Sindh government should organize more Entrepreneurship Development Programs (EDPs) aimed at empowering women to start and manage small businesses, offering training in business planning, branding, expand training in IT, fashion, handicrafts, business, and digital marketing to equip women with market-relevant skills marketing, and financial literacy. Furthermore, microfinance institutions and banks should make access to loans even easier for women by offering lower interest rates and more relaxed borrowing conditions, thereby strengthening their role in promoting inclusive economic growth and women's empowerment.

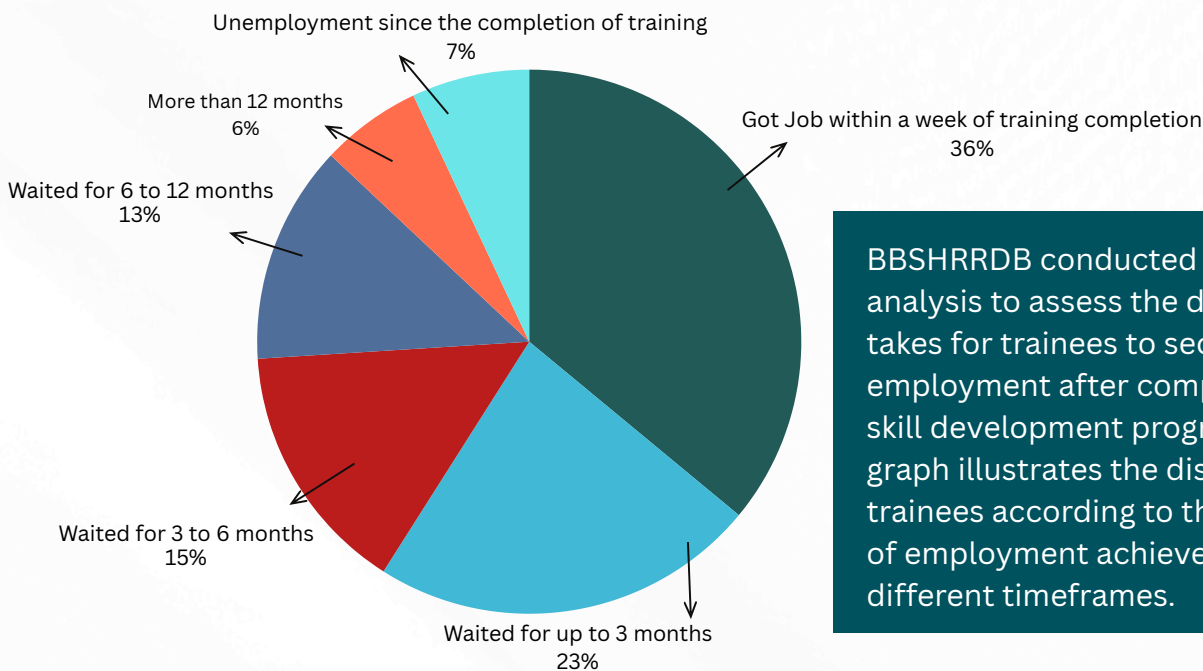




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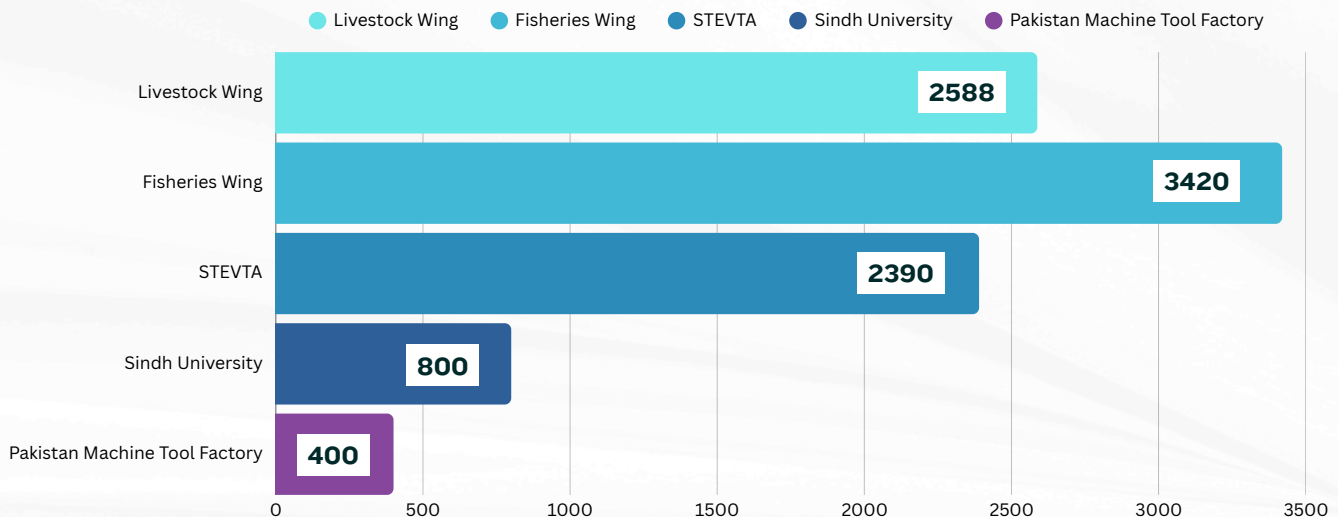
## TIME LAPSED BEFORE POST TRAINING EMPLOYMENT



BBSHRRDB conducted an in-depth analysis to assess the duration it takes for trainees to secure employment after completing their skill development programs. The graph illustrates the distribution of trainees according to the percentage of employment achieved within different timeframes.

## CURRENT TRAININGS IN PUBLIC SECTOR WING

In the current financial year, Benazir Bhutto Shaheed Human Resource, Research and Development Board (BBSHRRDB) has continued its commitment to empowering the youth by delivering comprehensive training programs across the public sector. These initiatives are designed to equip individuals with market-driven skills, ensuring their readiness for employment and entrepreneurship opportunities.





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# BBSHRRDB IS TRANSFORMING THE **YOUTH OF SINDH** THROUGH SKILLS & EMPLOYEMENT



## WHAT'S NEW

### INTRODUCING LATEST TRAINING TRENDS

Benazir Bhutto Shaheed Human Resource Research & Development Board (BBSHRRDB) is redefining youth empowerment by launching a dazzling array of cutting-edge training trends: think immersive IoT (Internet of Things), Artificial Intelligence, Blockchain, advanced fashion design, and beautician skills, all tailored for a modern economy—completely free, with stipends and materials included





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## OUR ESTEEMED TRAINING PARTNERS

Providing skill based education with our training partners of BBSHRDB all over Sindh



**IBA-SUKKUR**



**MEHRAN UNIVERSITY**



**Memon Industrial & Technical Institute**



**STEVA**



**NLC KHAIRPUR**



**GC University  
Hyderabad**



**JPMC Karachi**



**IBA-KARACHI**



**PAKISTAN MACHINE  
TOOL FACTORY**



**Irrigation  
Department**



**SZBIST ZABTECH  
Karachi**



**ICMA PAKISTAN**



**Lashes Beauty  
Salon Karachi**



**GCT LARKANA**



**ECIC KARACHI**



**AG INSTITUTE OF  
NURSING**



**PHMA KARACHI**



**BBSUTSD**



**LAAJ BEAUTY  
SALOON**



**Sindh Madressa  
board**



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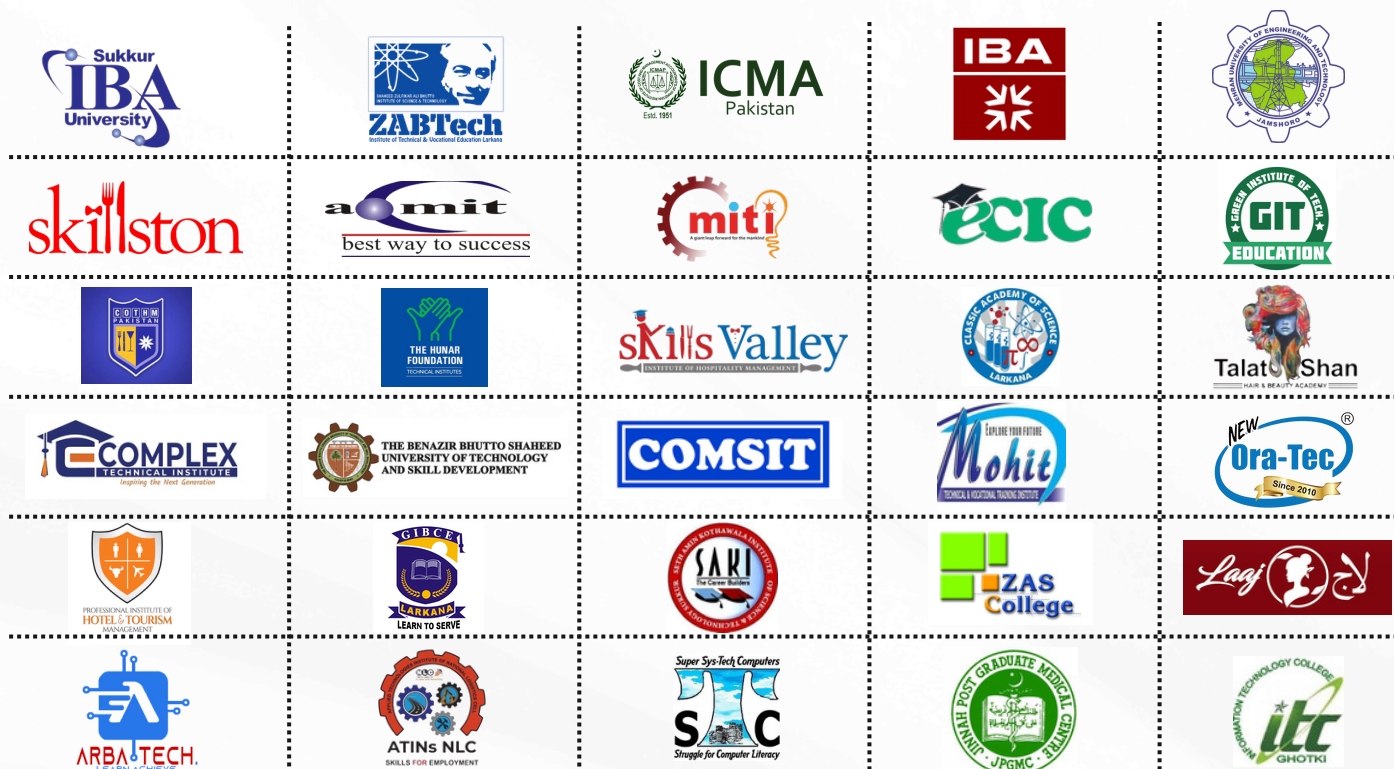


## REGISTRATION PROCESS

Step-by-Step Registration Process for BBSHRDDB 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 site [bbshrdb.gos.pk](http://bbshrdb.gos.pk) to view the list of available vocational training programs.
- Courses span various fields, including IT, technical trades, and entrepreneurship.

## OUR ESTEEMED PARTNERS



**EDITED BY MR. JAHANZAIB KAMAL (ASSISTANT DIRECTOR MEDIA)**

This newsletter of Benazir Bhutto Shaheed Human Resource, Research & Development Board (BBSHRDDB) has been carefully developed to highlight the progress, initiatives, and success stories of the Board. Each section has been designed with the aim of presenting information in a clear, engaging, and reader-friendly manner. The process began with gathering authentic data and updates from various departments and training centers across Sindh. Every article was reviewed to ensure accuracy, relevance, and alignment with the vision of BBSHRDDB.



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**BENAZIR BHUTTO**

LEADER

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



+92(21)99201005-7



info@bbshrrdb.pk



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

WWW.BBSHRRDB.PK

