

Educational Projects offered by National Vocational and Technical Education Commission

The Government of Pakistan, realising the need to reform the existing skills development system, established the National Vocational and Technical Education Commission (NAVTEC) in November 2006, as the apex body with the mandate to facilitate, regulate, and provide policy direction for technical and vocational education and training (TVET) to meet national and international demand for skilled manpower. As a framework against which to deliver its mandate, NAVTEC developed a National Skills Strategy, upon which extensive consultations with stakeholders were held. The vision of the ***National Skills Strategy 2009-2013*** is:

“Skills for Employability. Skills for All”.

It has two main goals:

- the shift from time bound, curriculum based training to flexible, competency based training, and
- shift from supply led to demand driven training.

The proposed paradigm shifts are required to achieve three main objectives:

- Providing relevant skills for industrial and economic development,
- Improving access, equity & employability and
- Assuring quality

The TVET system in Pakistan is attenuated by issues such as inadequate facilities, insufficient financing, sector-specific coverage, equipment and lack of incentives. These issues were also identified since inception of NAVTEC and as outcome of consultation process held with various stakeholders. Following are three areas which need due attention of Friends of Democratic Pakistan in addressing the TVET challenges being faced by NAVTEC:

- I. Strengthening Instructor Training in Pakistan
- II. Centres of Excellence: Upgradation of existing Pakistani TVET Institutions
- III. Establishment of Sector Specific TVET Institutions at Provincial Level

I. Strengthening Instructor Training in Pakistan

The training of instructors within the TVET system in Pakistan is attenuated by issues such as inadequate facilities, insufficient financing and lack of incentives to train. Presently, following are details with regard to Teachers Training in Pakistan:

Province/Region	Vocational /Technical Training Institutes
Balochistan	01
Sindh	01 03 (Un-operational)
NWFP	01
Punjab	02 (Regular Training Centres) 05 (Training Wings)
Islamabad	02 (Regular Training Centres)

To ***Strengthen Instructor Training*** in Pakistan, NAVTEC proposes a project to reform Instructors' training. The project would develop the capacity of policy makers & instructors, strengthen staff training facilities in each of the four provinces, develop NISTE as a Centre of Excellence in Technical

Teachers Training and NTB as a Centre of Excellence in Vocational Instructors' Training and training selected cohorts of Master trainers. There would be three key, gender mainstreamed components:

- Improving selected instructor training facilities for vocational and technical stream instructors
- Training selected groups of Master Trainers
- Capacity building of policymakers

There would be six institutes selected in total - one each from Sindh, NWFP, Punjab and Balochistan which will be improved and strengthened, and two Federal Institutes which will be developed as Centres of Excellence in Instructor Training.

Instructor training will be closely linked with the workplace, combining classroom instruction with workplace experience, and would be carried out both by bringing international Master trainers to Pakistan and also by taking instructors from Pakistan abroad. Following are financial layout:

Activity	Unit Cost estimate (U.S.\$)	No. of units	Total Cost estimate U.S.\$
Infrastructure improvement			
equipment	5,000,000	6 institutes	30,000,000
building	2,500,000	6 institutes	15,000,000
Staff Development			
Master trainers from abroad	10,000/trainer	12 trainers	120,000
Teachers' from Pakistan training abroad	8,000/trainee	4 batches of 30 instructors each	960,000
Managers' and Principals' training	8,000/trainee	18 trainees	144,000
Capacity Building of Policymakers			
Study tours to build capacity of TVET experts	8,000/participant	10 participants	80,000
International expert working with policymakers in Pakistan	10,000	1 expert	10,000
Total			46,314,000 (approx \$46 m)

II. Centres of Excellence: Upgradation of existing Pakistani TVET Institutions

In TVET, the concept of sector specific Centres of Excellence is a popular one and widely used in many countries. In United Kingdom, it is being practised since 2001 and called Centres of Vocational Excellence (CoVE) programme. The programme was started with 16 institutes and by 2006, over 400 centres had achieved CoVE status.

Having model TVET institutions lifts the quality of teaching and learning in several ways. The Centres become hubs of expertise in their specialist field, often combining excellent teaching with research and state-of-the-art equipment. The synergies created add their own value; over time the Centres may be able to attract the best teaching staff, additional funds from industry and the best students. The Centres become focal points to radiate knowledge, expertise and best practices to other TVET institutes of the

same sector. A virtuous circle of improvement results, whereby the value of the initial investment is increased.

NAVTEC is also working on a programme to develop a network of sector specific Centres of Excellence by upgrading the existing Pakistani TVET Institutions and at the same time twinning with international counterpart TVET institutions. In this regard, MoU with British Council has been signed, under which six institutions are being transformed into Centres of Excellence. These will be upgraded the following potential areas:

- Development of Curriculum & Training Material
- International Accreditation
- Staff Training
- Career Guidance
- Creating Industry Linkages

However, one of the major components is not being addressed in this scheme i.e. provision of latest equipment as per needs of the industry. Therefore allocation of funds amounting US \$ 5.0 million are required for equipping these institutions in light engineering, electronics, hospitality and construction. The equipment once provided will be used over a long period of time by meeting the demand of the industry.

III. Establishment of sector specific TVET Institutions in Information Technology at Provincial Level

At present, there are 23 institutes in Islamabad region offering IT training in various disciplines other than regular training programmes. As such, limited opportunities for vocational and technical education & training are available. None of the existing institutes carryout career preparation for Information Technology and relevant sectors. Hence, it thus necessitates a need for sector specific institution in the field of Information Technology in all four provinces and Islamabad being a hub (main campus) of this initiative. Following are specific features:

- Training in 20 IT related courses
- Broad based modular training
- Entry qualification would be 10-12 years of schooling
- About 70% of the training will be based on practical
- State of the art equipment
- Provincial allocation of seats, quota for disabled persons, quota for remote & backward areas
- War on terror affected areas
- Syllabi of various courses/trades will be revised periodically
- IT placement centre

Land measuring 10,000 square meters will be ear-marked in the institutional areas of respective regions (Punjab, Sindh, NWFP, Balochistan & Islamabad) where all basic infrastructure and facilities would be available. Total cost of establishing 05 sector specific IT institutes will be US\$ 20.0 million.

Summary

No.	Project	Estimated Cost (US \$ Million)
1.	Strengthening Instructor Training in Pakistan	46.0
2.	Centres of Excellence: Upgradation of existing Pakistani TVET Institutions	5.0
3.	Establishment of sector specific TVET Institutions in Information Technology at Provincial Level	20.0
Grand Total		71.0

