

IMPROVING WORKFORCE READINESS IN PUNJAB PROJECT (IWRPP)



Key Points

Board of Management for COEs

Introduction of TEVTA Punjab

Introduction of IWRPP

Courses Offered in COEs

Board of Management (BOM) for COEs

BOM NOTIFICATION



GOVERNMENT OF THE PUNJAB
INDUSTRIES, COMMERCE, INVESTMENTS &
SKILLS DEVELOPMENT DEPARTMENT

Dated Lahore, the 1st October, 2023

NOTIFICATION

No. DEA-II/3-1/2019 (IWRPP)(Vol-VII)GM: In pursuance of approval of the project by ECNEC on 06.12.2022 and approval accorded by the TEVTA Board on 26.09.2023, the following Board of Management (BoM) to run Centers of Excellence (CoEs) under the project titled "Improving Workforce Readiness in Punjab Project (IWRPP)", is hereby constituted:-

1.	Chairperson, TEVTA	Chairman
2.	Mr. Razaqat Ali, CEO (PEMAC), Project Management & Construction, 104, Badar Block, Allama Iqbal Town, Lahore.	Member
3.	Engr. Dr Hafsa Jamshed, Professor (Associate of Textile), National Textile University, Sheikhpura Road, Faisalabad.	Member
4.	Mr. Umair Majeed, Founder & CEO of Datics, AI and Tech National, 107-G, 1 st Floor, DHA Phase-I, Lahore.	Member
5.	Ch. Mohammad Hussain Zahid, Chairman of MS Group of Industries / Jaguar Motorcycle & E-Bike, Sahiwal	Member
6.	Engr. Faizan Haq Mirza, CEO Saddle Group of Industries & CEO RIO-CON Consulting Solution, 19-C, Nishtar Road, Small Industries Estate, Sialkot.	Member
7.	Mr. Sanam Hameed Mirza, Consultant Hospital Planner, H. No. 20, Street No. 1, Southern District, Raiwind Road, Bahria Orchard, Lahore.	Member
8.	Mr. Adeel Ahmad Aali, Ex-head of Agriculture Services, NESTLE, 141-G, Street No. 12, Phase 6 DHA, Lahore.	Member
9.	Ms. Naima Irshad, Managing Director (ACE Horeca Consultant), GIZ Office, TEVTA Secretariat, 96-H, Gulberg-II, Lahore.	Member

Ali

TORs:

- I. The BOM will have devolved powers to take key management and efficiency driving decisions to run the institution.
- II. BOM will operate the COEs with increased institutional budget and management autonomy within the existing governance mechanism of TEVTA.
- III. Prepare and implement revised pay package with staffing arrangement through competitive recruitment of staff. All existing staff of the institute that become COEs will be assessed, retained, if found suitable or will transfer elsewhere in TEVTA as the case may be unless they meet the skill set, criteria and fall on required merit. To attract and retain competent staff in COEs, incentive allowance will be introduced. Employees of COEs will be recruited on contractual basis and will be governed on the basis of annual performance review.
- IV. BOM will arrange Intensive management training for staff of COEs.
- V. BOM will take all human resources, financial, procurement and operational decisions to manage COEs.

BOM TORs

- The BOM will have **devolved powers to take key management and efficiency driving decisions** to run the institution.
- BOM will operate the COEs with **increased institutional budget and management authority** within the existing governance mechanism of TEVTA.
- Prepare and implement a revised pay package with staffing arrangement through competitive recruitment of staff. All existing staff of the institute that become COEs will be assessed, retained, if found suitable or will transfer elsewhere in TEVTA unless they meet the skill set, criteria and fall on required merit. To attract and retain competent staff in COEs, an incentive allowance will be introduced. Employees of COEs will be recruited on a contractual basis and will be governed on the basis of an annual performance review.

BOM TORs

- BOM will arrange intensive management training for the staff of COEs.
- BOM will take all human resources, financial, procurement and operational decisions to manage COEs.
- **BOM will be supported by PIU for developing a customized HR Manual as approved by the Project Steering Committee (PSC) after approval of TEVTA Board enabling recruitment of CEOs staff on market driven salaries.**
- The BOM will **establish a sustainability plan** for COEs.

BOM TORs

- **BOM will ensure that procured equipment and facilities in the COEs are similar to the ones actually used in industry** so that trainees may be equipped with relevant practical skills. The BOM will take a decision on what equipment is to be retained and the rest will be transferred to TEVTA.
- **A detailed delegation of administrative and financial powers of BOM will be notified after approval of TEVTA Board.**
- The BOM will develop its own strategy on academic and training matters, including fee structures and course offerings, and will be responsible for soliciting required approvals from the PSDA.

TEVTA- Punjab

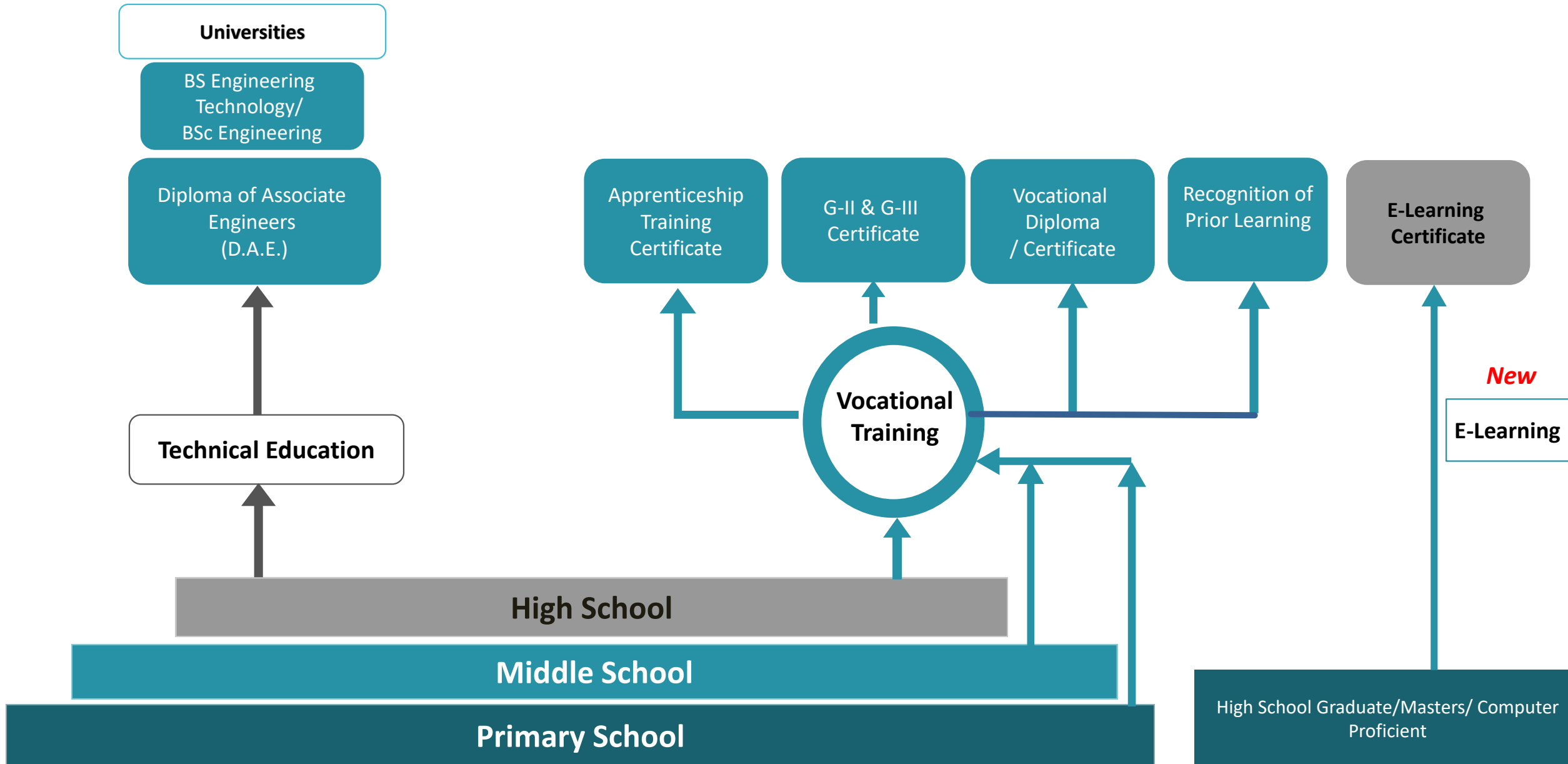


Technical Education & Vocational Training Authority (TEVTA) Punjab

The Largest Skill Provider in Punjab



EDUCATION & TRAINING SYSTEM



TEVTA Punjab

Technical Education & Vocational Training Authority (TEVTA) is a Special Institution established in 1999 under the Industries Department, Govt. of the Punjab; currently being governed through TEVTA ACT 2010 for provision of Technical Education & Vocational Training in Punjab.





Every Tehsil &
District of Punjab

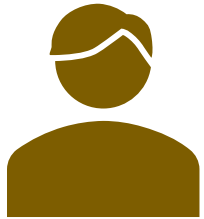


Operational
Regions

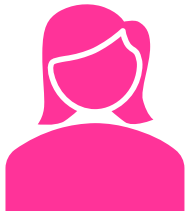


Operational
Districts

384



218



166

Govt
College of
Technology

41

Service
Centre

20

Vocational
Training
Institute

318

Staff
Training
Colleges

5

SKILLS TRAINING SECTORS



**Civil /
Construction**



**Electrical &
Electronics /
Telecom**



**Chemical /
Petro-Chemical /
Pharmaceutical**



**Mechanical &
Manufacturing**



IT / Computer



**Automotive &
Farm Machinery**



**Textile &
Garments**



Agriculture



Ceramics



**Wood Working &
Furniture
Making**



Leather



**Arts / Crafts &
Decoration**



**Hospitality &
Services**



**Allied Health
Sector**



**Media &
Journalism**



**Publications /
Printing**



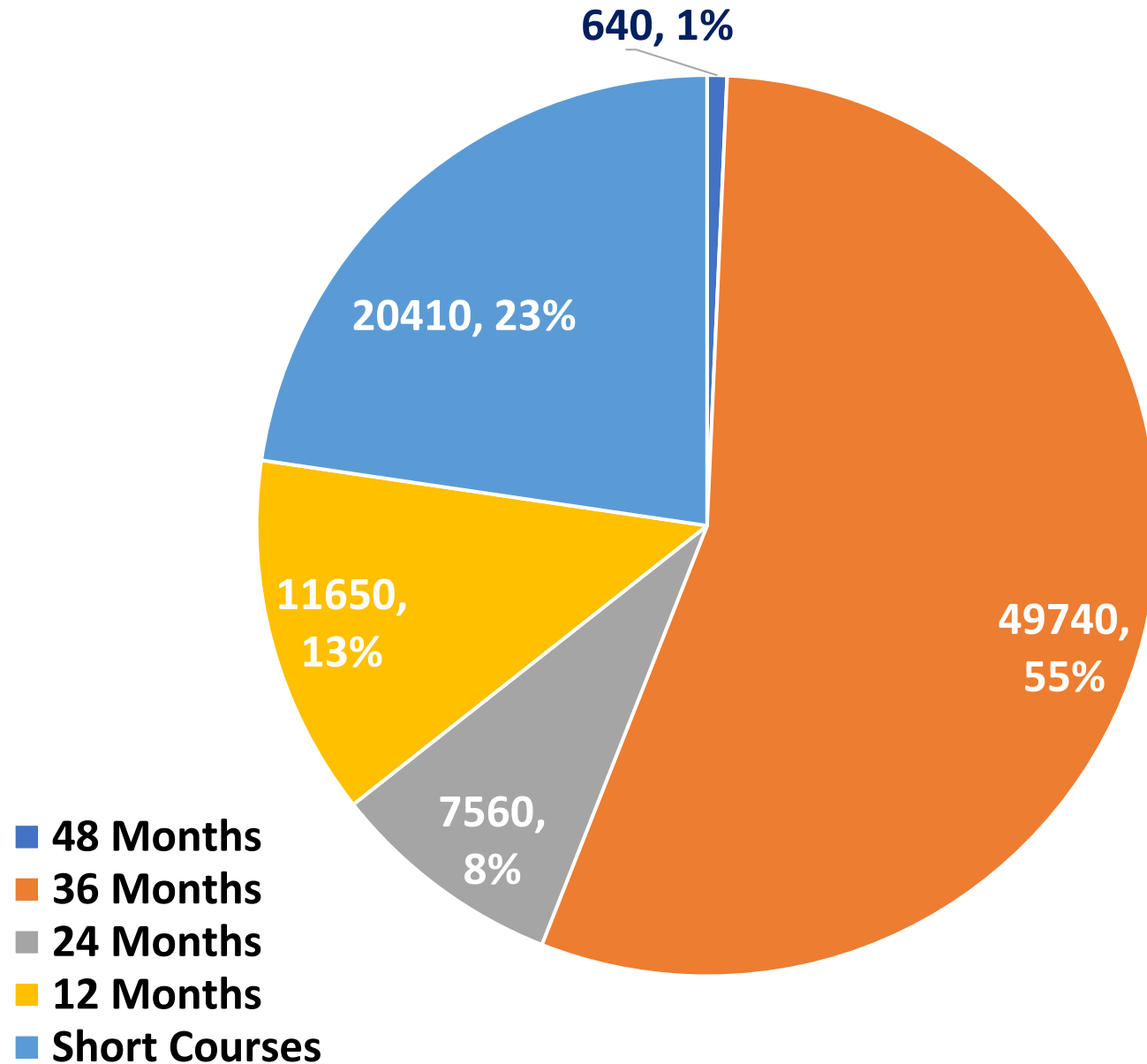
Secretarial



Others / Misc

TRAINING CAPACITY (REGULAR)

TEVTA has the annual regular training capacity of 90,000 in different program ranging from 3-month to 48-month duration.



Projects Under Progress

Business Incubation & Resource Centre

Establishment of BIRC for Graduates of GCT (W) Lahore

Hospitality Course

Food & Beverages Server, Front Desk & Culinary Arts

HI-TECH IT COURSES

Introduction of Hi-Tech IT Courses in TEVTA Institutes



ADB funded IWRPP Projects

Establishment of **19 CoEs** in 8 Priority Sectors

CoEs for Renewable Energy

Establishment of **2 CoEs** for RE at Lahore & Rawalpindi

IWRPP Introduction

PROJECT AT A GLANCE

Name of the Project:	Improving Workforce Readiness in Punjab Project (IWRPP) GS No. 4542
Sponsoring:	i. Govt. of the Punjab / Industries, Commerce, Investment and Skills Development Department
Execution:	i. Project Implementation Unit (PIU) ii. Punjab Skills Development Authority (PSDA) iii. Punjab Technical Education & Vocational Training Authority (P-TEVTA) iv. Punjab Vocational Training Council (PVTC)
Operation & Maintenance	i. Punjab Technical Education & Vocational Training Authority (P-TEVTA) ii. Punjab Vocational Training Council (PVTC)
Implementing period:	6 Years 2023 to 2028
Total project cost:	USD 110 Million (USD 100 Million ADB & USD 10 million GoPb)

OBJECTIVES OF THE PROJECT

1 To enhance equitable access

2 To ensure quality and relevance by introduction Of CBTA courses

3 To improve governance

4 To produce employee-able workforce for international market

5 To improve the perception and employability of TVET graduates

6 To improve productivity, product quality and competitiveness

PROJECT COMPONENTS

Component

- I -

Component

- II -

Component

- III -

**Quality and Relevance Of
TVET In Priority
Economic Sectors
Improved**

**Equitable Access to TVET
Increased**

**TVET Sector Institutional
Framework
Strengthened**

ESTIMATED BUDGET OF THE PROJECT

Deliverables	Total (Rs. in Million)
Component-I	13,253.671
Component-II	5,474.120
Component-III	284.654
PIU	1,290.649
Consultancies	1,434.219
Contingencies	2,245.39
Total (Rs. in million)	23,982.70
USD in Million	109.528
ADB Share (USD in Million)	100.000
TEVTA Share (USD in Million)	9.528
	1 US\$ = 218.9648 PKR

PROJECT OUTCOME

State of the Art Curriculum Compliant Labs

37,140 youth in component-I will be trained during project period

Around 11,000 highly skilled labor will be produced per year after completion.

Industrial productivity of priority sectors will be increased

Level of individual wages will also be increased due to formal specialized trainings.

SECTORS FOR CENTRE OF EXCELLENCE (COE)



Construction



Textiles and Garments



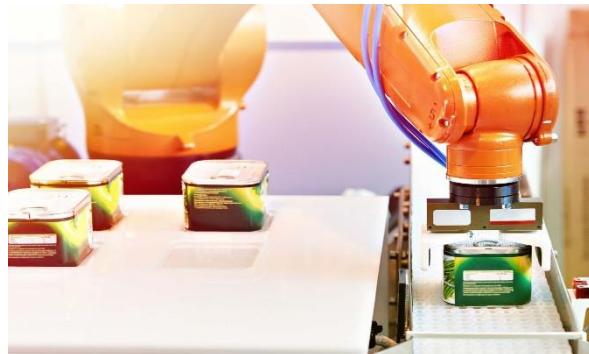
Light Engineering (Renewable Energy, Surgical Instruments, Farm Machinery and General)



Health



Automobile and Motorbike Assembly, Parts, and Repair



Food Processing (including agriculture, dairy and livestock products)



Information Communication Technology



Tourism and Hospitality

PROJECT SALIENTS

Establishment of **19** COEs in **Eight (08)** Priority Economic Sectors

Quality Training in **Competency Based (NVQF)** Programs
(**37** CBT&A Qualifications & **10** DAEs)

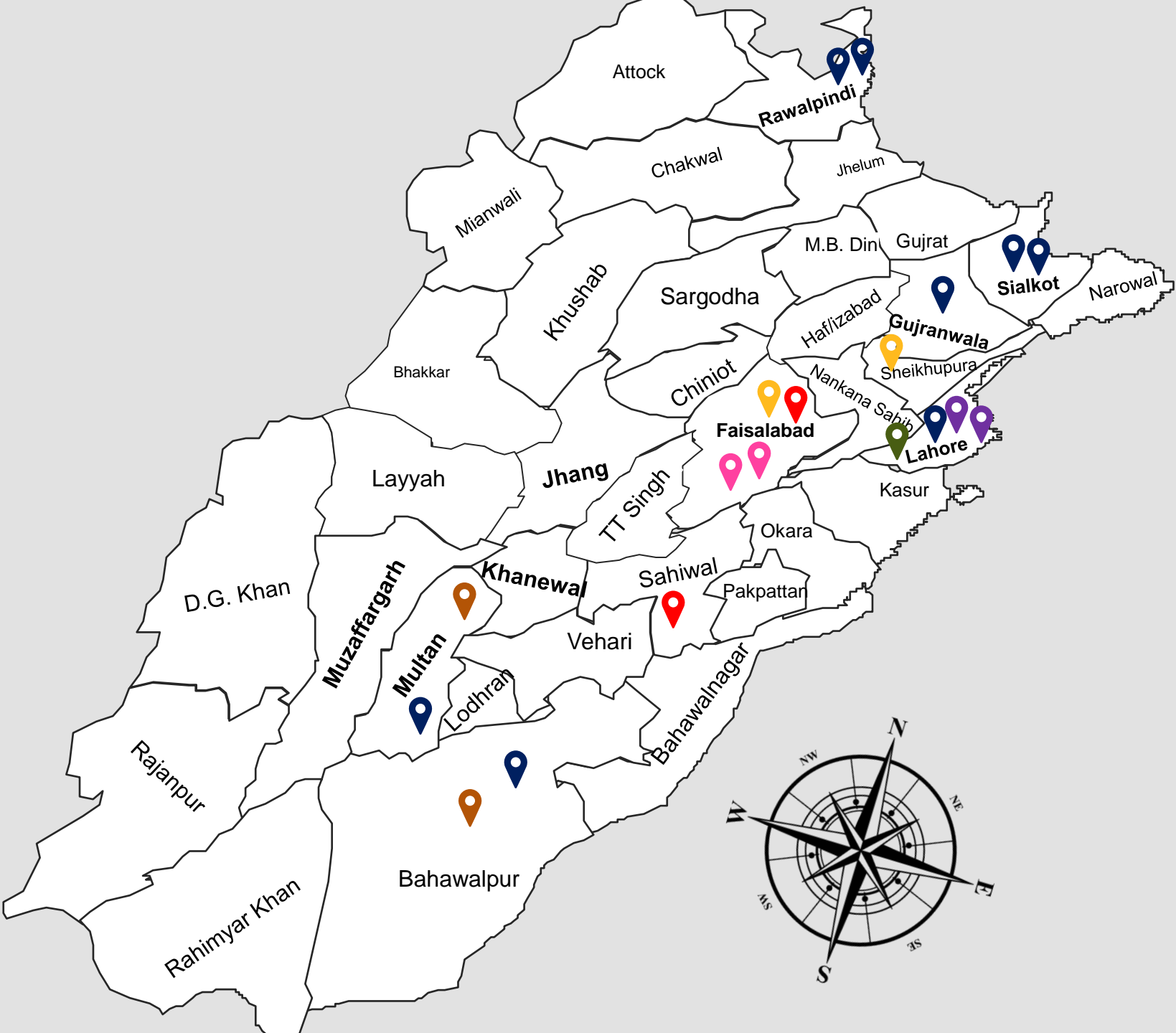
Establishment of **187** Curriculum Compliant Labs

Specialized **Governance Model** for COEs

33,870 Trainees during

Gestation Period (06 years) (2023-2028)

COE



-  **Automobile (02)**
-  **Food Tech. (02)**
-  **CIT (02)**
-  **Hospitality (03)**
-  **Textile (02)**
-  **Health (01)**
-  **Construction (02)**
-  **Light Engg. (05)**

Component– I

Quality and relevance of TVET in priority economic sectors improved

19 Centers of Excellence

Approved Sectors	Approved Institutes	Approved Sectors	Approved Institutes
Automobile & Motorbike Assembly, Parts & Repair Sector	GTTI, Sheikhupura	Construction Sector	GCT, Bahawalpur
	GCT, Faisalabad		GCT, Multan
Food Technology Sector	GCT, Faisalabad		Light Engineering (Renewable Energy, Surgical Instrument, Farm Machinery & General) Sector
	GCT, Sahiwal	GCT, Gujranwala	
Computer Information Technology Sector	GCT (PGA), Lahore	GCT, Sialkot	
	GCT (W), Lytton Road, Lahore	GTTI, Bahawalpur	
Hospitality & Tourism Sector	GSTC, Murree	IST Sialkot	
	GTTI (W), Murree		
	GATC, Township, Lahore		
Textile & Garments Sector	GCT (W), Faisalabad		
	GITT, Faisalabad		
Health Sector	GCT (PGA), Lahore		

CAPACITY BUILDING

Training Title	No. of Trainees	Duration
Estimate cost for Pre-Service Training for new faculty (4 months duration)	556	4 months
Estimate cost for Skills Up-gradation Training for existing faculty & Admn Staff (4 weeks)	217	4 weeks
Estimated cost for Two Weeks Refresher Course (2 weeks)	773	2 weeks
Estimated cost for International Trainings (1 month)	42	1 month

SUMMARY OF TARGET NO. OF TRAINEES (TEVTA)

Sectors	Institutes	DAE	L-II	L-III	L-IV	Total
Automobile & Motorbike Assembly, Parts & Repair Sector	GTTI, Sheikhupura	150	480	600	180	1410
	GCT, Faisalabad	150	480	600	180	1410
Food Technology Sector	GCT, Faisalabad	1950	-	-	-	1950
	GCT, Sahiwal	2550	-	-	-	2550
Computer Information Technology Sector	GCT, (PGA), Lahore	300	600	720	300	1920
	GCT (W), Lytton Road, Lahore	450	900	1080	450	2880
Hospitality & Tourism Sector	GSTC, Murree	-	360	360	120	840
	GTTI (W), Murree	-	360	360	120	840
	GATC, Township, Lahore	-	360	360	120	840
Construction Sector	GCT, Bahawalpur	3480	840	720	360	5400
	GCT, Multan	4800	840	720	360	6720
Textile & Garments Sector	GCT (W), Faisalabad	600	240	240	-	1080
	GITT, Faisalabad	150	240	480	60	930

SUMMARY OF TARGET NO. OF TRAINEES (TEVTA)

Sectors	Institutes	DAE	L-II	L-III	L-IV	Total
Light Engineering (Renewable Energy, Surgical Instrument, Farm Machinery & General) Sector	GCT, Sialkot	600	-	-	-	600
	IST, Sialkot	-	720	720	360	1800
	CAMI, Mian Channu	-	360	360	180	900
	GTTI, Bahawalpur	-	360	360	120	840
	GCT, Gujranwala	300	120	120	120	660
Health Sector	GCT (PGA), Lahore	300	-	-	-	300
Grand Total Target Trainees		15,780	7,260	7,800	3,030	33,870
Male						27,521
Female						6,350
Expected Pass-outs		5,010	7,260	7,800	3,030	23,100
Male						18,832
Female						4,268

Courses Offered in COEs

COURSES OFFERED IN COEs

COURSES OFFERED IN AUTOMOBILE & MOTORBIKE ASSEMBLY, PARTS & REPAIR

DAE (Auto & Diesel)

Auto Mechanic (L – II, III & IV)

Automotive Mechatronics (L – II, III & IV)

Automotive Parts Production Machine Operator (L – III & IV)

Motorcycle Mechanic (L – II & III)

Automobile Electrician (L – II & III)

**GTTI,
Sheikhupura
&
GCT,
Faisalabad**

COURSES OFFERED IN FOOD TECHNOLOGY

**GCT, Faisalabad & GCT,
Sahiwal**

DAE – Food Technology

**DAE – Food Processing
& Preservation**

COURSES OFFERED IN COMPUTER INFORMATION TECHNOLOGY

**GCT
(PGA),
Lahore**

&

**GCT
(W),
Lahore**

DAE (CIT)

Computer Graphic Motion (L – IV)

Artificial Intelligence (L – II to IV)

Robotics Technology (L – II to IV)

Computer Operator (L – II)

Web Design & Development (L – III)

Computer Graphic Print (L – III)

Android Application Developer (L – II to IV)

Mobile Phone Technician (L – II to IV)

COURSES OFFERED IN HOSPITALITY & TOURISM

**GSTC
Murree,
GTTI (W)
Murree &
GATC
Township,
Lahore**

- Chef (L-II to IV)
- Hospitality Expert (L-II to IV)
- Food & Beverage Captain (L-III)
- Hospitality Waiter (L-II)
- With Allied Facilities of Hospitality & Tourism Sector for the Purpose of OJT, Internship and Apprenticeship Training in Front Desk, Pastry Shop, Cash Counter, Health Club, Laundry, Lobby, Restaurant & Bar, Kitchen, Bakery, Butchery, Cold Store, Cold Kitchen, Pantry, Housekeeping, Classroom, Offices, Computer & Communication Lab, Banquet Hall & Common Criteria

COURSES OFFERED IN CONSTRUCTION

DAE (Civil Technology)

DAE (Electrical Technology)

Electrician (L- II to IV)

Pipe Fitter (L – II to IV)

HVACR (L-II to IV)

Construction (Architecture Drafting) (L-II)

Steel Fixture (L-II to IV)

Wood Works (L-II to IV)

Building Painter (L-II to IV)

**GCT
Bahawalpur
&
GCT Multan**

COURSES OFFERED IN TEXTILE & GARMENTS

GCT (W)
FAISALABAD

DAE (DDM)

Textile Fashion Designing (L-III)

Textile (CAD/CAM Operator (L-III)

Dress Making (L-II)

Textile (Pattern Drafting & Grading L-II)

GITT
FAISALABAD

DAE (Garments)

Industrial Garments Expert (L-II to IV)

Textile Wet Processing (L-II to III)

Textile Fashion Designing (L-III)

Textile (CAD/CAM Operator (L-III)

COURSES OFFERED IN LIGHT ENGINEERING

CAMI MIAN CHANNU

- Mechanical Technology (Machinist-Turner) (L-II)
- Mechanical Technology (Machinist-Milling) (L-III)
- Mechanical Technology (Machinist-CNC) (L-IV)
- Mechanical Technology (Welder) (L-II & III)

GCT GUJRANWALA

- DAE (Mechanical Technology)
- CAD (L-II to IV)
- Solar PV System Technician (L-IV)

COURSES OFFERED IN LIGHT ENGINEERING

GTTI Bahawalpur

- Mechanical Technology (Machinist) (L-II to IV)
- Plumbing Cum Solar Water Heating Technology (L-II to III)
- Solar PV System Technician (L-IV)
- Biogas Technology (L-II & III) [Phase 2]

IST Sialkot

- Surgical Instrument Manufacturing Expert (L-II to IV)
- Mechanical Technology (Machinist-Turner) (L-II)
- Mechanical Technology (Machinist-Milling) (L-III)
- Mechanical Technology (Machinist-CNC) (L-IV)
- Mechanical Technology (Welder) (L-II & III)
- CAD (L-II to IV)

COURSES OFFERED IN HEALTH

GCT (PGA),
Lahore

DAE - Bio –
Medical
Technology