

Strengthening the vocational education and training and apprenticeship reform in Punjab by building the capacity of delivery staff to design and deliver apprenticeships programmes



Summary

We were contracted through this VET Toolbox project to help link policy with practice and support the implementation of the new Apprenticeship Bill through capacity building of delivery staff planning and delivering apprenticeships in the province of Punjab.

This will support the ongoing reform in country under the Government of Pakistan's Skills for All "Hunarmand Pakistan Kamyab Jawan" initiative, which focuses on work-based learning through apprenticeships and inclusion of underrepresented groups.

Challenge/Opportunity

A new Apprenticeship Bill was passed in January 2021 in the province of the Punjab, Pakistan. In order to engage the employers and prepare them for the adoption of the new Bill, NAVTCC produced and published an Apprenticeship Handbook through VET Toolbox support. The Handbook and seminars and workshops were delivered to outline and explain the benefits of the new Apprenticeship Bill for all parties involved in delivering Apprenticeships on policy level.

However, when it comes to the actual delivery of apprenticeships there is still a knowledge and practices gap affecting the effectiveness of the provision.

Skills Solution

To support to province of Punjab to strengthen the TVET sector by creating an enabling environment for running successful and prosperous apprenticeships schemes, we carried out a series of interventions including:

- Technical advice and capacity building on the design and delivery of apprenticeships in Punjab
 - Conducted a gap analysis of apprenticeships schemes run in the province of Punjab which also looked at what happens when the student is taken on as an apprentice in industry, how the current policies support the selection, training, institutional components and assessment of apprenticeships; and the challenges the supervisors face.
 - Provided recommendations on how to improve the design and delivery of apprenticeships schemes in Pakistan in the context of Competency Based Training
- Technical advice and support for the ongoing implementation of effective apprenticeships programmes
 - Developed a self-assessment tool for employers and training providers to measure the effectiveness of their apprenticeships schemes and Competency Based Training programmes.
 - Developed a toolkit that sits alongside the self-assessment tool to support early engagement of industry and training providers.

- Support in the dissemination and promotion of Apprenticeships
 - o Shared and validated findings from the gap analysis and recommendations for improvements at employers seminars in Lahore, Faisalabad and Multan
 - o Facilitated workshops targeting delivery staff (supervisors and HR) of major companies in Punjab sharing the self-assessment tool on how to run a successful apprenticeship schemes
 - o Evaluated and refined the tool based on the meetings and identified next steps for the wider rollout

Outcome/Impact

At the outset of this project, the revised apprenticeship scheme in the Punjab region was at early stages of set up; a review of the scheme was undertaken with key stakeholders and as a result of this a report was written with key recommendations in a paper presented to Technical Education and Vocational Training Authority in Punjab (PTEVTA). To support this, we visited two major employers in construction; Descon and Izhar which provided us with additional recommendations which were shared with Punjab TEVTA.

The tools developed within the project are now available to support employers and training providers to measure their readiness to employ, deliver and train apprentices. Sample tools and guidance documents were provided within the toolkit to support the delivery of competency based training within an apprenticeship.

As manufacturing was the only sector engaged in apprenticeship delivery, we also developed a toolkit that sits alongside the self-assessment tool to support early engagement of industry and training providers.

Following the project, the region now has an improved capacity to effectively design and deliver Apprenticeships programmes. Punjab was selected as a pilot province due to its readiness to engage and deliver with industry but the tools and learnings will be shared and scaled up across Pakistan and similar capacity building seminars will be extended to other provinces.

About VET Toolbox

VET Toolbox is a partnership of leading European development agencies, including British Council (UK), Enabel (Belgium), Expertise France (France), GIZ (Germany), LuxDev (Luxembourg) and AFD (France). The project is co-funded by the European Union and by the German Federal Ministry of Economic Cooperation and Development (BMZ).

VET Toolbox aims at supporting partner countries in the design of national vocational education and training (VET) and employment strategies, and at enhancing their VET service delivery systems.

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