



Pakistan: Improving Workforce Readiness in Punjab

Project Name	Improving Workforce Readiness in Punjab	
Project Number	52069-001	
Country	Pakistan	
Project Status	Proposed	
Project Type / Modality of Assistance	Loan	
Source of Funding / Amount	Loan: Improving Workforce Readiness in Punjab	
	Ordinary capital resources	US\$ 100.00 million
Strategic Agendas	Inclusive economic growth	
Drivers of Change	Governance and capacity development Knowledge solutions Partnerships Private sector development	
Sector / Subsector	Education - Technical and vocational education and training	
Gender Equity and Mainstreaming	Gender equity	
Description	<p>The proposed Improving Workforce Development in Punjab (IWRP) Project is estimated to cost \$110 million, of which the ADB will finance \$100 million from ordinary capital resources (regular loan). The Government of Punjab will contribute in-kind assistance of \$10 million. The IWRP Project will strengthen the technical and vocational education and training (TVET) sector's ability to support economic growth and job creation in priority economic sectors, including export-oriented sectors. The IWRP Project will expand use of competency-based training and assessment (CBTA), reform the TVET institutional framework, and develop TVET centers of excellence (COEs) and sector skills councils. It will also expand work-based training, strengthen of industry-TVET linkages, address the lack of female participation in TVET, expand entrepreneurship programs for TVET graduates, and introduce the private management of public TVET institutes.</p>	
Project Rationale and Linkage to Country/Regional Strategy	<p>The Government of Pakistan (the Government) has set itself an ambitious target of creating 10 million jobs over five years, with a special focus on skill-building through technical and vocational education and training (TVET) in its first term. Achieving this target will require much better performance from the TVET sector. The scale of improvement required can be seen from the Global Competitiveness Report 2018, which showed that Pakistan ranked 125th overall for skills with individual rankings of 90th for the quality of vocational training, 51st for the skillset of graduates, and 63rd for ease of finding skilled employees.</p> <p>Since the passage of the 18th Constitutional Amendment in 2010, provincial governments in Pakistan are responsible for delivering, funding and regulating TVET. In Punjab, the Industries, Commerce and Investment Department (ICID) has overall responsibility for the TVET sector, although many departments and agencies are involved in the sector. There are two principal public TVET providers in Punjab. The largest is the Technical Education and Vocational Training Authority (TEVTA), with around 400 institutes, while the Punjab Vocational Training Council (PVTC), which serves the poor and needy, has some 270 institutes. TEVTA and PVTC rely mostly on provincial government funding. TEVTA is financed through ICID, while PVTC is funded through the Zakat and Ushr Department and the Planning and Development Department. Other TVET institutes include public providers operated by other governments departments and agencies, and a large private sector. TEVTA and PVTC also operate TVET teacher training centers. The structure of the TVET sector in Punjab is set out in Appendix 4.</p> <p>The size of the TVET sector in Punjab dwarfs that in other provinces. In 2017, there were some 1,600 TVET institutes and 238,000 TVET enrolments in Punjab, representing 46.0% of all TVET institutes and 56.8% of all TVET enrolments in Pakistan. By comparison, Sindh had only 17.0% of TVET institutes and 18.1% of TVET enrolments in Pakistan in 2017. The labor market in Punjab is characterized by low levels of skills, low female participation and high levels of informality. Women who access TVET are often relegated to traditional female courses such as dressmaking and beauty salon, with little institutional support to encourage them to enter male-dominated programs such as solar-panel repair and maintenance. Women's labor force participation is only 40% that of men. There is substantial gender-segregation in the labor force, with women are concentrated in a few industries such as agriculture, forestry and fishing, and education. In contrast, the number of women in wholesale and retail trade, vehicle repair, and construction is very low. Over 60% of the Pakistan population is under 25. The large and growing youth workforce has low levels of education and has little exposure to TVET. The unemployment rate for youth is high. Labor market outcomes are particularly bad in southern Punjab. The TVET sector's challenges limit its ability to support competitiveness and inclusive economic growth through the supply of skilled workers.</p>	
Impact	Increased access to quality employment for workers in Punjab (Punjab Skills Development Sector Plan 2018)	
Outcome	A market-driven and inclusive skills development system developed	
Outputs	Quality and relevance of TVET improved Equitable participation in TVET increased TVET institutional framework strengthened	
Geographical Location	Nation-wide	
Safeguard Categories		
Environment		B
Involuntary Resettlement		B
Indigenous Peoples		C
Summary of Environmental and Social Aspects		
Environmental Aspects		
Involuntary Resettlement		

Indigenous Peoples

Stakeholder Communication, Participation, and Consultation

During Project Design

During Project Implementation

Responsible ADB Officer	LaRocque, Norman I.A.
Responsible ADB Department	Central and West Asia Department
Responsible ADB Division	CWSS
Executing Agencies	Industries, Commerce and Investment Department 2-Bank Road, Old P&D Bldg. Civil Secretariat ICID Government of the Punjab, Lahore

Timetable

Concept Clearance	28 Mar 2019
Fact Finding	16 Sep 2019 to 27 Sep 2019
MRM	08 Nov 2019
Approval	-
Last Review Mission	-
Last PDS Update	06 May 2019

Project Page	https://www.adb.org/projects/52069-001/main
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