



Pakistan: Improving Workforce Readiness in Punjab Project

Project Name Improving Workforce Readiness in Punjab Project

Project Number 52069-001

Country / Economy Pakistan

Project Status Active

Project Type /
Modality of
Assistance Loan
Technical Assistance

Loan 4278-PAK: Improving Workforce Readiness in Punjab

Concessional ordinary capital resources lending US\$ 100.00 million

Source of Funding /
Amount

TA 10035-PAK: Strengthening the Capacity of the Government of Punjab to Deliver Quality and Inclusive Technical and Vocational Education and Training

Japan Fund for Prosperous and Resilient Asia and the Pacific US\$ 2.00 million

Operational
Priorities

OP1: Addressing remaining poverty and reducing inequalities
OP2: Accelerating progress in gender equality
OP3: Tackling climate change, building climate and disaster resilience, and enhancing environmental sustainability

Sector / Subsector

Education / Technical and vocational education and training

Gender

Gender equity theme

Description

The proposed Improving Workforce Readiness in Punjab Project (IWRPP) 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.

Project Rationale
and Linkage to
Country/Regional
Strategy

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.

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.

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.

Impact

Access to quality employment for workers in Punjab increased (Punjab Skills Development Sector Plan 2018)

Project Outcome

Description of Outcome

Market relevance and inclusiveness of skills development system improved

Progress Toward Outcome

Implementation Progress

Description of Project Outputs

Quality and relevance of TVET improved
Equitable access to TVET increased
TVET sector institutional framework strengthened

Status of Implementation Progress (Outputs, Activities, and Issues)

Geographical Location

Nation-wide

Safeguard Categories

Environment B

Involuntary Resettlement C

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

Business Opportunities

Consulting Services

as of 25 April 2023: The EA has received EOIs for the 19 PIU staff positions and are currently being reviewed for shortlisting. Terms of reference for some individual consultants have been received by ADB for review.

As of 27 Jul 2023: International FM consultant advertised, expected to commence work in August 2023

PIU staff recruited: Deputy Director (Technical Content /Curriculum); Deputy Director / Project Manager (Civil Works); Deputy Director (Policy, Strategy & Technical); Deputy Director (Environment); Deputy Director (Equipment / Technical Sourcing); Gender Specialist; Communication Specialist; MIS Specialist; Assistant Director (Social Safeguard); Assistant Director (Contract Management); Assistant Director (M&E Training)

Assistant Director (Civil); Communication Specialist; Admin Officer; Office Assistant / Computer Operator

As of 26 October 2023: PIU staff recruited. International FM is expected to start work in November 2023.

As of Jan 2024: International FM and National Procurement are expected to start work in Q1 2024. Most of consulting services (firms and indv) will be advertised in Q1 2024, expected to start work in Q2 2024

Procurement as of 25 April 2023: Request for quotation for the procurement of office equipment for PIU use has been received by ADB for review. AS of 27 Jul 2023: NOL issued for the procurement of PIU furniture and office equipment
As of 26 Oct 2023: Contracts signed for furniture and equipment for PIU staff use.
As of Jan 2024: all civil works package advertised in Dec 2023, bids are being evaluated

Responsible ADB Officer Tajima, Eisuke
Responsible ADB Department Sectors Group
Responsible ADB Division Human and Social Development Sector Office (SG-HSD)
Executing Agencies *Industries, Commerce, Investment, and Skills Development Department (ICISDD)*

Timetable

Concept Clearance	17 Apr 2019
Fact Finding	11 May 2020 to 15 May 2020
MRM	07 Oct 2022
Approval	12 Dec 2022
Last Review Mission	-
Last PDS Update	12 Dec 2022

Loan 4278-PAK

Milestones

Approval	Signing Date	Effectivity Date	Closing		
			Original	Revised	Actual
12 Dec 2022	15 Dec 2022	15 Feb 2023	31 Aug 2029	-	-

Financing Plan

Loan Utilization

	Total (Amount in US\$ million)	Date	ADB	Others	Net Percentage
Project Cost	110.00	Cumulative Contract Awards			
ADB	100.00	05 Apr 2024	0.95	0.00	1%
Counterpart	10.00	Cumulative Disbursements			
Cofinancing	0.00	05 Apr 2024	5.53	0.00	6%

TA 10035-PAK

Milestones

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			Original	Revised	Actual
12 Dec 2022	31 Dec 2022	31 Dec 2022	30 Nov 2025	-	-

Financing Plan/TA Utilization**Cumulative Disbursements**

ADB	Cofinancing	Counterpart				Total	Date	Amount
		Gov	Beneficiaries	Project Sponsor	Others			
0.00	2,000,000.00	0.00	0.00	0.00	0.00	2,000,000.00	05 Apr 2024	220,854.00

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Date Generated 15 April 2024

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