

National TVET Policy to adhere Agenda 2030 for Sustainable Development

The 2030 Agenda for Sustainable Development is a laudable attempt to portray a comprehensive global vision towards progress in a plethora of socioeconomic and environmental issues that we face today. Pakistan complements with its national development plan, Vision 2025, in the early stages of implementation of the SDGs by fully regarding the significant steps on policy and execution level with the unique situations and development paths.

The Technical and Vocational Education and Training (TVET) has geared up the international education and training agenda as the need for skills and jobs which dominate the 2030 Agenda of nations. This system helps in learning skills that substantially increases the number of youth and adults with relevant competencies for employment, decent jobs and entrepreneurship, and to eliminate gender disparities in education.

TVET Sector Support Programme (SSP) works towards achieving sustainable development goals through policy reforms to promote inclusive and sustainable economic growth, employment and decent work for all. The Programme embarks its emphasis on learning skills presents an opportunity to reassert TVET's role in the 2030 sustainable development agenda.

The TVET SSP complements its role in implementation of National TVET Policy and Reforms through:

- Ensuring quality training delivery as envisioned in the “National TVET Policy;
- Promoting TVET system to the level of effectiveness and attraction for social-economic development and increased public recognition;
- Enhancing quality and outcome of TVET in order to increase employment opportunities, job productivity and income;
- Strengthening trainings based on the principle of equity by giving priorities to women, marginalized youth and dropouts, and vulnerable groups;
- Prioritizing recruitment of skilled workers holding TVET degree or certificate in factories and enterprises;
- Facilitating acceptance of students in Industry and in enterprises as interns and through on-the-job training for addressing labour market needs;
- Developing liaison of TVET institutes with professional associations, service providers, factories and enterprises for job-placement of successful graduates; and
- Fostering sustainable partnerships within private and public sectors for improved TVET planning and delivery.



TVET Sector Support Programme

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Skills for Growth and Development

A TVET Policy for Pakistan

Training, or skills development, is about helping people to get the skills that will enable them to get a job, do a job better, start a business or go on to further education and training. This includes people getting skills at basic levels but at technical and management levels as well. All of these education and training activities are known as Technical and Vocational Education and Training or TVET.

Training is not new in Pakistan: apprentices have learnt their skills from craftsmen for centuries; technical institutes and training centres have been opened by the government in ever increasing numbers since 1947; employers train their workers and non-governmental agencies throughout the country provide training programmes. But for the first time a national training policy has been developed to bring these various activities together.



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Why is a policy necessary?

In March 2015, the Federal Ministry of Education and Professional Education started work on drafting a National Policy for Technical and Vocational Education and Training (TVET). This was prepared by a Task Team composed of government, employers and TVET representatives and was the subject of widespread consultation. Since then, the proposed Strategy has been subject to further comment and debate. Since March 2015, there have been developments in the design and delivery of training programmes. Knowledge and experience of good practice, both in Pakistan and internationally, have grown. There is growing recognition of the need to build the country's human capital, particularly the skills that are required to grow and sustain the economy.

The policy sets out a long-term vision. It provides the framework to inform operational strategies and plans. It sets out objectives and principles around which Government, employers, workers and training providers can unite.



There are four main reasons why a training policy is necessary:



What will the policy achieve?

Eight objectives will be achieved as the TVET Policy is implemented:

- 1 Government, employers, trade unions and education and training providers will treat training and skills development more seriously than they have in the past and give greater priority to TVET in making decisions about investments and the allocation of funds.
- 2 Skills development is crucial to the achievement of the national goals set out in Vision 2025. More training opportunities will be created. One million quality training places will be created each year and by 2025, one in four school leavers will be able to get an apprenticeship or join a training programme.
- 3 A national quality-based system will be introduced. Training programmes that will lead to a national qualification will be available throughout the country and learners/trainees will be assessed or tested in the same ways.
- 4 A competency-based training system will be introduced. This emphasises the skills that a person needs to do a job. The emphasis is on what a person can do, rather than what s/he knows.
- 5 Increasing the number of training opportunities will only be possible if more employers provide training and if there are more training centres and institutions run by the private sector. The Government will invite employers to join public-private partnerships.
- 6 Pakistan is amongst the top ten countries that export labour to work in the Middle East and further afield. The export of workers will continue to be a policy objective, strengthened by the fact that workers will gain Pakistan qualifications that are recognised internationally.
- 7 Most people are trained in the informal sector through traditional apprenticeships. There are few opportunities for people trained in this way to gain formal qualifications, which might help them to get better-paid jobs either locally or overseas or to undertake further training. New arrangements will recognise the skills and experience that people have gained and 'top-up' training will be provided as necessary so that individuals get a qualification or a part-qualification.
- 8 The reform of publicly-provided TVET will continue to make this more efficient, effective and accessible throughout the country.



How will these eight objectives be achieved?

The following actions will be taken:

- National and Provincial roles clarified
- A National Vocational Qualifications Framework and Quality Assurance System introduced
- Private sector involvement encouraged and supported
- Reforms continued and accelerated
- Greater coordination achieved for government-funded training
- TVET and general education links supported
- A new approach to funding introduced
- Comprehensive legislation enacted
- Sustainability built into the reform

