

2020-21 ANNUAL PROGRESS REPORT

“Prosperous and economically stable Khyber Pakhtunkhwa through competitive skilled workforce for meeting domestic and global market demand”

KHYBER PAKHTUNKHWA

TECHNICAL EDUCATION & VOCATIONAL TRAINING AUTHORITY

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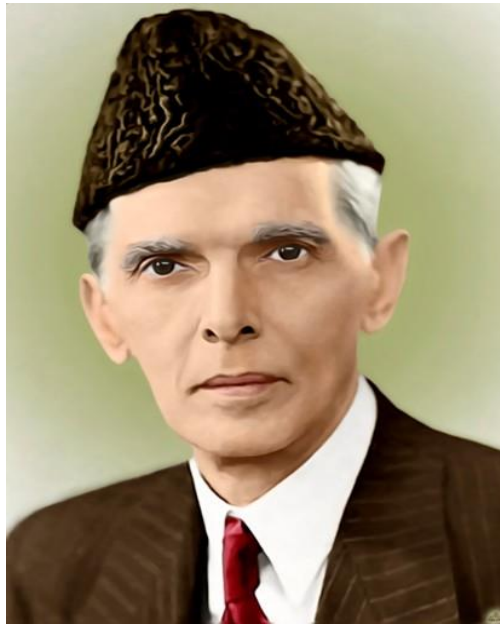
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“With Faith, Discipline and Selfless devotion to duty, there is nothing worthwhile that you cannot achieve”

Quaid-e-Azam Muhammad Ali Jinnah

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ACRONYMS

ADP	<i>Annual Development Plan</i>
BoD	<i>Board of Directors</i>
BTE	<i>Board of Technical Education</i>
CBT	<i>Competency Based Training</i>
CC&JP	<i>Career Counseling and Job Placement</i>
DAE	<i>Diploma of Associate Engineer</i>
DTE&MT	<i>Directorate of Technical Education & Man Power Training</i>
ERP	<i>Enterprise Resource Planning</i>
FATA	<i>Federally Administrated Tribal Areas</i>
GATTC	<i>Govt. Advance Technical Training Center</i>
GCT	<i>Govt. College of Technology</i>
GIZ	<i>Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH</i>
GoKP	<i>Govt. of Khyber Pakhtunkhwa</i>
GoP	<i>Govt. of Pakistan</i>
GPI	<i>Govt. Polytechnic Institute</i>
GSDC	<i>Govt. Skill Development Center</i>
GTTTC	<i>Govt. Technical Teacher Training Center</i>
GTVC	<i>Govt. Technical & Vocational Center</i>
HSI	<i>Highly Skilled Instructor</i>
ICT	<i>Information & Communication Technology</i>
IMC	<i>Institute Management Committee</i>
KPPRA	<i>Khyber Pakhtunkhwa Procurement Regulatory Authority</i>
KP-STVET	<i>KP – System of Technical & Vocational Education & Training</i>
KP-TEVTA	<i>KP – Technical Education & Vocational Training Authority</i>
LMS	<i>Learning Management System</i>
M&E	<i>Monitoring & Evaluation</i>
MoU	<i>Memorandum of Understanding</i>
NAVTTTC	<i>National Vocational Technical Training Commission</i>
NGOs	<i>Non-Govt. Organizations</i>
NMDs	<i>Newly Merged Districts</i>
NSS	<i>National Skill Strategy</i>
NVQF	<i>National Vocational Qualification Framework</i>
PDWP	<i>Provincial Developmental Working Party</i>
PwD	<i>Person with Disabilities</i>
RPL	<i>Recognition of Prior Learning</i>
SDDWP	<i>Special Departmental Developmental Working Party</i>
SIDB	<i>Small Industry Development</i>
TEVT	<i>Technical Education and Vocational Training</i>
TSSP	<i>TVET – Sector Support Program</i>
TTB	<i>Trade Testing Board</i>
UNDP	<i>United Nations Development Program</i>
EOI	<i>Expression of Interest</i>
FIP	<i>Field Internship Program</i>

EXECUTIVE SUMMARY

The Academic Year 2020-21 was relatively better because the COVID-19 challenges were met to certain extent which allowed the Management to show progress in Academic activities and implementation of the developmental projects. The Academic Plan was implemented but still, because of intermittent closure of institutes, the Education and Training could not be completed 100% as per prescribed syllabi. KP-TEVTA, within its capacity, continued to face the challenges of the COVID-19 and transformed its teaching learning methodologies by stepping into online mode of training. The deficiencies in training due to off and on closure of the institutes were mainly covered by using the google classroom. Simultaneously, developing a Learning Platform was made part of the ERP of KP-TEVTA which is expected to be completed soon. During this period, the issues confronting in Technical Education and Skill Development components of erstwhile FATA (NMDs) were resolved and the system was fully integrated with KP-TEVTA. The ongoing projects of NMDs were rationalized and in the same way the project-based Skill Training Institutions across the NMDs were optimized by eliminating the ghost entities. All pending liabilities in terms of staff salaries and contractor bills were cleared on merit by observing due procedures. The trade diversification process started previous year was further strengthened by providing equipment, furniture and HR to the newly established training centers in various sectors, namely, Gems & Jewelry, Renewable Energy, Leather goods, Health and Hospitality.

During the year under review, 26 projects on procurement of equipment and machinery were implemented through which 40 labs in 19 institutes were upgraded by spending 177.805 million Rupees. In the same way, new furniture to 7 institutes worth Rs 12.98 million were provided during the reporting year. Infrastructure in 10 institutes was renovated amounting Rs 14.954 million. To ensure provision of clean drinking water to the students, 09 water filtration plants with capacity of 1000 ltr /hr were installed in those areas where the quality of water was not safe for drinking, namely, GPI Wari Dir Upper, GPI Mansehra, GCT Kohat, GPI Lakki, GTVC(W) D.I Khan, GTVC(B) Bannu, GTVC(B) Mingora Swat, GPI(B) Chakdara and GCT Swat.

During the reporting period 344 fresh staff was hired for covering deficiencies of teaching and supporting staff in the institutes, mostly the newly established ones. The staff deficiency was covered with a two-pronged approach – providing staff on contingent/emergent basis where urgently required to ensure smooth academic activities and expediting the regular recruitment process by conducting NTS and Practical Test of the candidates. To promote job placement of the students in the Industry/Enterprise/Companies, 08 Job Placement Officers were recruited from the market and assigned duties on regional basis. The Job Placement Officers were trained in the respective areas of expertise and they were assigned targets of improving links with the industry. Inducting new staff and upgrading the Labs and Workshops, the confidence of employers showed improvement who came forth for cooperation with the KP-TEVTA. During the reporting year, 48 MoUs were signed with various companies. The feedback reports of the students as obtained by the Monitoring Team in various institutes show a reasonable level of satisfaction. The Management of the Institutions also feels high of the quality and delivery of the newly appointed teaching staff.

During the reporting period, the donors' support was also significant and beneficial for KP-TEVTA. Some of the immediate needs for improving quality of training were fulfilled through donor support. It would not be out of place to mention the generous contribution of TVET SSP, HELVETAS and UNHCR in terms of hard and soft support.

The Industry cooperation with KP-TEVTA also showed encouraging results. The Frontier Foundry joined hands with TEVTA for imparting skilled trainings to the students in steel making in dual training mode. 30 students were selected for getting hands on training in steel making by sharing of responsibilities between TEVTA institute, GATTC Peshawar and the FF factory at industrial estate Hayatabad Peshawar. The students will be trained in the real work environment at FF while theoretical classes to be offered in the GATTC. At the successful completion of training, 50% of the passed outs will be provided jobs in FF Steel Peshawar. Following this mode of training, the Corronet Food Limited (CFL), a subsidiary of English Biscuits manufacturer has also approached TEVTA for providing training to 300 students in dual training mode. Output of this intervention is expected next year.

Android application with the support of HELVETAS has been developed and made accessible to the students through android mobile phones. The purpose is to track the passed-out students of the TVET Institutions for analyzing the job markets and employment ratio of trainees. An Alumni portal has also been added to the KP-TEVTA website for registration and tracking of the TVET students. The National Employment Exchange (NEXT) tool has also been installed in offices of Job Placement Officers which is facilitating students for finding jobs and applying online to various job openings in skill labor market. Through the support TVET SSP and NAVTTC, an overseas destination center has been established at GATTC for guiding and facilitating students who seek jobs in overseas market.

KP-TEVTA is having good relationship with relevant stakeholders including NAVTTC, TSSP, GIZ, BTE, NGOs, Development Organizations and various Chambers of Commerce and Industries in Khyber Pakhtunkhwa; their continued support and cooperation is contributing a lot to the achievements of KP-TEVTA.

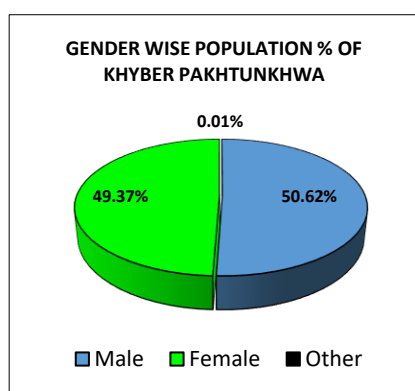
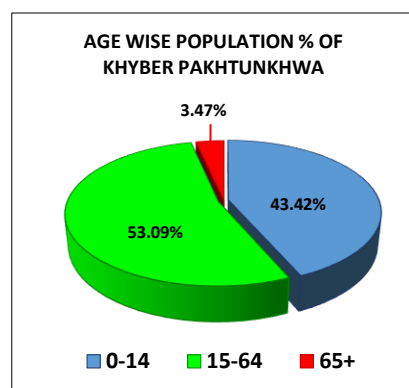
KP-TEVTA is moving ahead to achieve its goals with the supervision / coordination of the Industries & Technical Education Department, Govt. of Khyber Pakhtunkhwa and patronage of the Hon'ble Chief Minister Khyber Pakhtunkhwa being Chairman of KP-TEVTA Board of Directors.

SYED SAJJAD ALI SHAH
MANAGING DIRECTOR

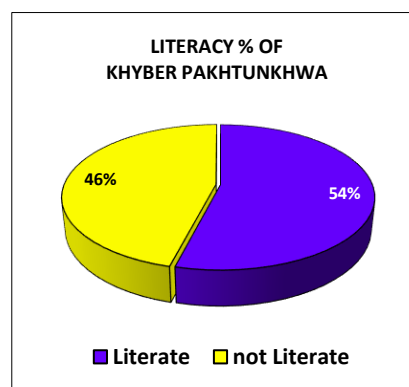
INTRODUCTION

Khyber Pakhtunkhwa Profile

As per Pakistan National Human Development Report 2017, Pakistan currently has the largest youth population ever in its history, with about two-thirds of the total population under 30 years of age. This includes children under 15 who will be tomorrow's youth. The youth cohort, defined as those between 15-29 years of age, currently forms nearly a third of the country's total population. The youth (15-29 years) forms just under half the country's total workforce (15 to 64-years). With the mortality rate slowly declining and life expectancy rising, the country's current median age of 22.5 is expected to hover at around 31 years by 2050. Pakistan will then have more young people than ever before until this number starts to decrease.



Khyber Pakhtunkhwa province (Excluding NMDs) has 25 districts with a total area of 74,521 Km². The population of the province as per 2017 census is about 30.5 million. Current growth rate of the province is estimated to be about 2.9%. Population density of the province per km² is 409.4. Urban share of the population is about 18.77% whereas the remaining 81.23% population belongs to rural areas. In Khyber Pakhtunkhwa, a huge chunk of population belongs to the



working-class age group (between 15 and 64). The literacy rate of the province is around 54% as per Pakistan Bureau of Statistics report. The largest ethnic group is Pushto speakers with about 80% population whereas other languages with significant numbers of speakers include Hindko and Siraki. The total population of Newly Merged Districts (NMDs) is 5 million with a growth rate of 2.4%. It is worth mentioning that Khyber Pakhtunkhwa is also hosting around 1.5 million Afghan refugees.

KP-TEVTA Profile

In order to set up an effective institutional framework for ensuring delivery of market-based skill training, quality of contents, relevance, demand responsiveness, industry-linkages and certification, the Government of Khyber Pakhtunkhwa established Khyber Pakhtunkhwa – Technical Education & Vocational Training Authority through a legislative Act 2015 (Amended in 2017) as an autonomous organization governed by its own laws and by-laws besides certain other general or special laws. As an autonomous organization, the first enactment is the Khyber Pakhtunkhwa Technical Education and Vocational Training Authority Act, 2015 (KP Act No. XII of 2015 amended in 2017) passed in March, 2015. Similarly, KP TEVTA Rules were framed by the Provincial Government in 2016 revised 2017. In exercise of the powers conferred by section 21 of the Act *ibid*, KP TEVTA had also framed its Regulations, eight in number, in December, 2015 (Revised-2020). These Regulations are passing through

various amendments at present. Besides, the KP Delegation of Powers under the Financial Rules and Power of Re-Appropriation Rules 2015 had also been approved by the Government. Moreover, KP TEVTA has two types of employees, the civil servants, who were working under the erstwhile Directorate General of Technical Education and opted to continue to serve as civil servants and the TEVTA employees, who are being recruited by TEVTA. The services of the former are regulated by the Government of Khyber Pakhtunkhwa Civil Servants Act, 1973 and the Rules made there under - while the latter are being governed by the KP TEVTA Regulations.

The KP-TEVTA is mandated to impart technical education and vocational training to the youth of Khyber Pakhtunkhwa and newly merged districts (NMDs). As a result, KP-TEVTA framed its vision and mission in line with the national goal as envisaged in National Skill Strategy (NSS), now replaced with National TVET Policy 2017, to meet domestic and global market demand.

KP-TEVTA Vision: “Prosperous and economically stable Khyber Pakhtunkhwa through competitive skilled work force for meeting domestic and global market demand.”

KP-TEVTA Mission: “Engagement in demand driven skilled training in sync with the market-based technology for improved employability and meaningful contribution to the socio-economic development of Khyber Pakhtunkhwa.”

Objectives:

- Providing Relevant Skills for Industrial & Economic Development
- Improving Access, Equity and Employability
- Assuring Quality

For the purpose, KP-TEVTA focused on key outputs embedded in KP-TEVTA Rules, i.e., institutional development, faculty development and youth training formally called KP-TEVTA Action Framework. As result, policy decisions by the Board of Directors were taken to provide proper infrastructure, adequate and updated equipment, qualified and competent staff, best teaching and learning environment, strong linkages with Industries, networking with National and International partners and accredited programs.

KP-TEVTA MANAGEMENT

Board of Directors (BoD)

KP-TEVTA Board of Directors (BoD) was constituted under section 5 of the KP-TEVTA Act 2015 (amended in 2017). This BoD comprises of Public and Private members while Chief Minister of Khyber Pakhtunkhwa is the Chairperson. All the Administration, Management and general control of KP-TEVTA and its affairs vest in the Board of Directors, which exercises all powers and functions to further the objectives of KP-TEVTA. Therefore, all policy decisions are taken by the KP-TEVTA Board. For making policy decisions, the BoD meeting is held as and when required. The KP-TEVTA board comprises of 17 members whereas the Honorable Chief Minister Khyber Pakhtunkhwa is the Chairman of the Board.

(Managing director is the chief executive of the authority responsible for the execution of the decisions taken by the board)

During the year under review, 17th Meeting was held, where a total of 19 decisions were taken, 08 decisions were implemented in letter and spirit while progress on 11 decisions is continued.

Committees on Macro Level

All the major activities pertaining to budget allocation and expenditure, recruitment of staff and procurement of machinery, equipment, tools, furniture etc. are governed by the committees constituted under the approved act and regulations of KP-TEVTA. These committees comprise of members from private sector, Government sector and KP-TEVTA's Senior Management. The committees include;

- Strategic Planning Committee
- Human Resource Committee
- Procurement Committee
- Finance Committee.

Besides, being an autonomous Organization, KP-TEVTA has it's an approval forum, the Special Departmental Developmental Working Party (SDDWP), which has the authority to approve developmental projects up to 50 million whereas Board of Directors (BoD) can approve projects up to 500 million.

Committees on Micro Level

On a micro level, the Act of KP-TEVTA makes it mandatory for all Technical and Vocational Institutes under the authority to form Institute Management Committees (IMC). The IMC comprises of 09 members in total including representative from private sector, institute and students. In order ensure the involvement of private sector on institute level as well, the Chairman of IMC is a private sector representative. The interventions proposed by IMCs are implemented after vetting from the Head Office which has shown commendable progress in industrial linkages and introduction of new trades specific to the area.

The interventions proposed and implemented at the field institutes through IMCs has help the Management to introduce more relevant trades in accordance with the requirements of the local industries which has further enhanced the employability opportunities at provincial and district level During the year under review, a total of 65 (07 this year) IMCs were revitalized across Khyber Pakhtunkhwa and Newly Merged Districts (NMDs). During FY 2020-21 10 IMCs had initiated assorted activities jointly with the private sector, which reflected commendable progress in terms of IMCs' meetings, launching of new training programs, student's enrolment, passed outs' employment rate,

exposure visits, career counselling, guidance sessions, establishing production units and conducting tracer students etc. Furthermore, 1 IMC competition was organized, wherein, 03 IMCs were awarded performance souvenirs and designated ranks.

Aside from IMC, the KP-TEVTA Institutes also has other committees for timely execution of the assigned tasks, resolving issues and matters at the institute level and transparency in official matters. Some of the major committees at institute level are as follow;

- Purchase Committee
- Auction Committee
- Inquiry/Disciplinary Committee
- Inspection Committee
- Selection Committee

Qualification Awarding Bodies (QABs)

Technical Education and Vocational Training is regulated and assessed by Board of Technical Education Khyber Pakhtunkhwa (KP-BTE) and Trade Testing Board (TTB), while NAVTTC is mandated to regulate, coordinate TEVT activities at national level and issue policy directions to Provincial TEVTAs besides developing standards for training, skill development standards and curriculum standards and ensuring quality through National Accreditation of TEVT Institutions. Aside from KP-TEVTA Institutes, approximately, 665 private institutes are affiliated with BTE (Board of Technical Education) and 318 private centers are affiliated with TTB (Trade Testing Board) for the purpose of examination and certification.

ACADEMICS

Academic Plan

The youth development programs are skill training programs being provided by KP-TEVTA to youth according to the market requirements. The acquisition of skills is of great importance, as it can provide a good source of income to many across the world. In order to bridge the gap between Industry & Academia and sync the TEVT Programs with market demand; KP-TEVTA in collaboration with partner organizations has been conducting new educational processes in its institutes. In this regard, an annual academic plan is developed on annual basis and followed by all KP-TEVTA Institutes. The Academic Plan developed for FY-2020-21 is placed at **Appendix-1**

Trades / Technologies Offered

KP-TEVTA Institutes offer diversified courses, trades and technologies that range from 06-month course to 04-year B-Tech program. The trades and courses being offered at the Institutes depend upon the market requirements in accordance with the area where the Institute is situated. KP-TEVTA currently offers about 34 06-month to 01-year CBT and traditional courses at its Vocational Institutes whereas the polytechnic institutes offer Diploma of Associate Engineer (DAE) courses in 15 technologies equivalent to intermediate. Besides, KP-TEVTA also offers 04-year B-Tech programs in Civil, Electrical and Mechanical Technologies which is equivalent to Bachelor Degree.

KP-TEVT also offers special courses that are sponsored by public or private entities such as UNHCR, Chief Minister's Free Technical Education Program (CM-FTE), NAVTTC. The list of trades and technologies being offered at KP-TEVTA Institutes are shown in the table below.

Table 1 List of Technologies Offered

<i>1. Civil</i>	<i>2. Electrical</i>	<i>3. Mechanical</i>	<i>4. Electronics</i>
<i>5. Computer hardware</i>	<i>6. Auto & Diesel</i>	<i>7. Dress Design</i>	<i>8. Telecom</i>
<i>9. Petrochemical</i>	<i>10. Refrigeration & Air Conditioning</i>	<i>11. Architecture</i>	<i>12. Chemical</i>
<i>13. Mining</i>	<i>14. Food</i>	<i>15. Auto & Farm</i>	

Table 2 List of CBT Trades (Boys)

<i>1. Electrician</i>	<i>2. Auto</i>	<i>3. Machinist</i>	<i>4. Civil</i>
<i>5. HVAC</i>	<i>6. Plumbing</i>	<i>7. Welding</i>	<i>8. Architecture Drafting</i>
<i>9. Tailoring</i>	<i>10. Computer Operator</i>	<i>11. General Electrician</i>	<i>12. Graphic Designing</i>
<i>13. Industrial Electrician</i>	<i>14. Auto CAD</i>	<i>15. Electronics</i>	<i>16. Auto Electrician</i>
<i>17. Gemology</i>	<i>18. Faceting</i>	<i>19. Carving</i>	<i>20. Fashion Jewelry</i>
<i>21. Transformer & Motor Rewinding</i>	<i>22. CDM</i>	<i>23. Automobile Mechanic</i>	<i>24. Carpenter</i>
<i>25. Generator Mechanic</i>	<i>26. Motorbike Mechanic</i>	<i>27. PV Solar Technician</i>	<i>28. Auto & Diesel</i>

Table 3 List of CBT Trades (Women)

1. Beautician	2. Dress Making	3. Computer Operator	4. Fashion & designing
5. Hair & Beauty Therapy	6. Health Technician	7. Knitting Machine Operator	8. Cooking & Baking

Table 4 List of Traditional Trades (Boys)

1. Electrician (G-II)	2. Auto (G-II)	3. Civil Draftsman (G-II)	4. Tailoring (G-II)
5. Machinist (G-II)	6. Advance welding (G-I)	7. Radio & TV Electronics (G-I)	8. Industrial Electrician (G-I)
9. HVAC (G-I)	10. CAD/CAM	11. Electrician GII	12. HVAC GII
13. Electronics GII	14. Auto Mechanic GII	15. Carpenter GII	16. Electrician GIII
17. HVAC GIII	18. Electronics GIII	19. Plumber GIII	20. Tailoring GIII
21. Civil Draftsman GIII	22. Welding GII	23. TSC Part I	24. TSC Part II

Table 5 List of Traditional Trades (Women)

1. Post Metric Diploma (G-II)	2. Art & Craft (06 Month)	3. Drawing & Designing, Beautician, Dress Making (G-II)
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Newly Introduced Trades

KP-TEVTA, in line with the market trends, flexibly introduces new sectors that are potentially in trend and can provide better employment opportunities to the youth of the province. In this regard, KP-TEVTA has started trades and courses pertaining to the Health Sector, Hospitality Sector, Mines and Minerals, Gems and Jewelry and foot wear.

KP-TEVTA stepped in as a pioneer organization for launching an exceptional training for women at vocational and technical levels in health technology at Government Technical & Vocational Centre (Women) Hayatabad. In the first phase, KP-TEVTA has launched competency-based training (Level-3) for Health Care Technicians, where, 91 women were enrolled in the GTVC (W) Hayatabad. Another project of short-courses in medical technology was initiated to cover the most demanded market based short-term courses in Ultrasound Technician, Cardiac Technician, Physiotherapy, Dental Technology and Laboratory Technology during the year under review. KP-TEVTA had also successfully launched the first Gems and Jewellery centre at Peshawar and Foot Wear Training Institute at Charsadda which have been successfully functionalized and commencing training activities.

Enrolment

Enrolment in 2020-21 declined 9.42% due to COVID-19 Pandemic, however it was still considered encouraging in view of the ongoing scenario. Even though continuation of academic activities at Technical and Vocational Institutes and resulted in decreased enrolment, the Head Office and Institute Management availed every available opportunity to complete the course without compromising the COVID-19 SoPs. The enrolment statistics of the year under review also reveal that student strength in civil technology has remained the highest whereas General Electrician course in boys and Dress Designing course in women vocational institutes has the highest enrolment. KP-TEVTA also focuses on gender mainstreaming and provides equal opportunity to the women sector of the province. Currently, the 03 Polytechnic and 21 vocational level institutes offer 06 technologies and 11 short courses / trades respectively for the women sector. The enrolment summary for the academic year 2020-21 is tabulated below;

Table 6 All Institute Enrolment 2020-21

ENROLMENT SUMMARY FOR ACADEMIC YEAR 2020-21		
S.No	INSTITUTE	ENROLMENT
1	GCTs KP-TEVTA	8501
2	GPI (Boys & Women) KP-TEVTA	5595
3	GPI NMDs	2102
4	B-Tech	548
5	GTVC(B) KP-TEVTA	2788
6	GTVC(W) KP-TEVTA	1143
7	DIT KP-TEVTA	4248
8	Other paid Programs	1412
9	GTVC(B) KP-STVET	10109
10	GTVC(W) KP-STVET	2744
TOTAL		39,190

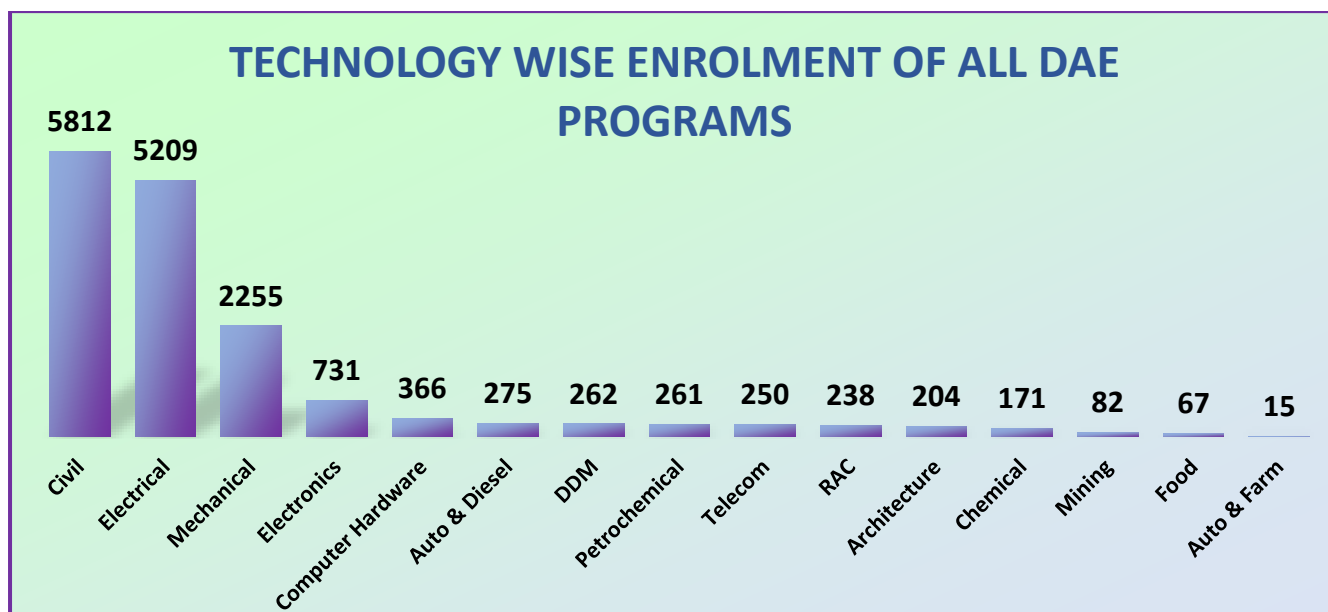


Figure 1: Technology wise enrolment of all DAE Programs

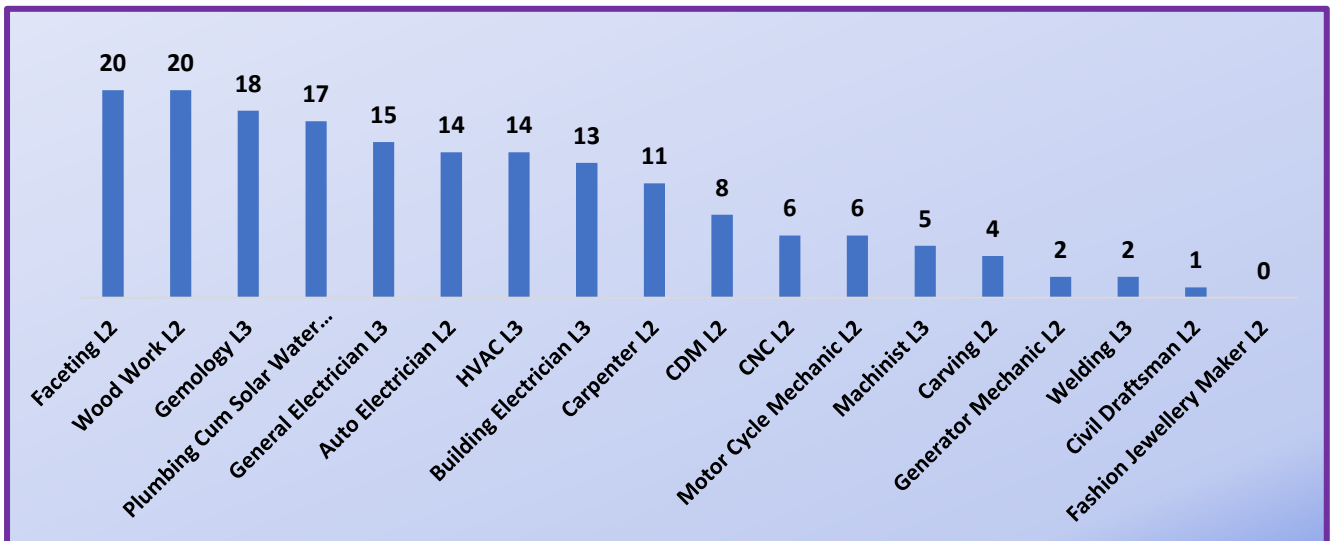
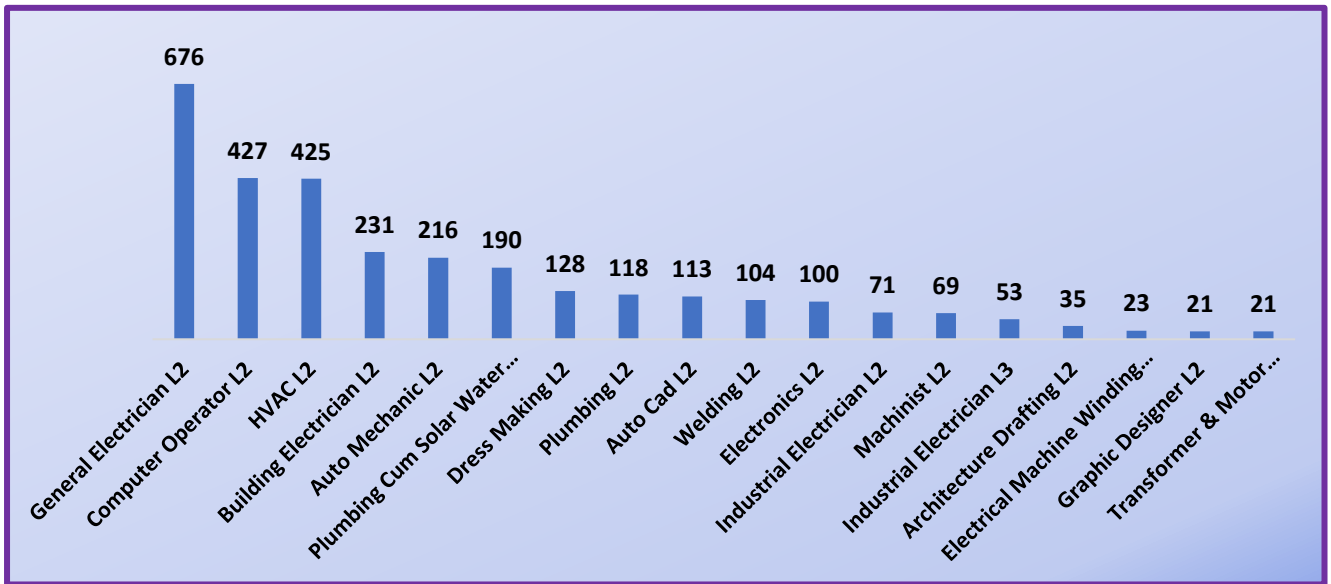


Figure 2: Trade wise CBT Enrolment (Boys)

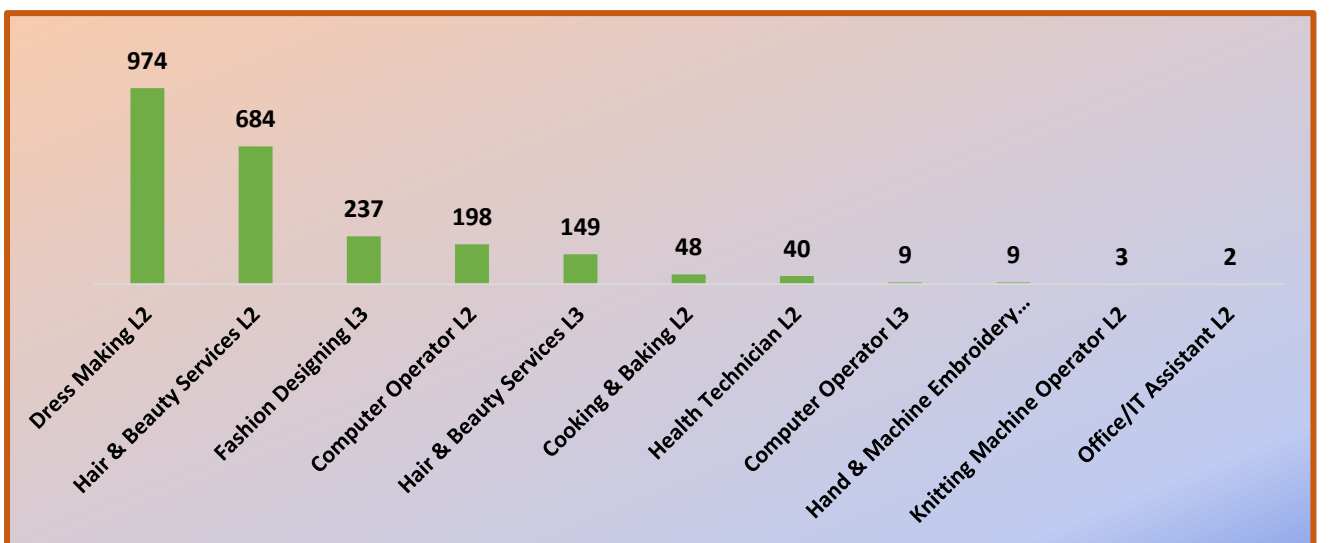


Figure 3: Trade Wise CBT Enrolment (Women)

WBT, Internship, Apprenticeship and Placement

Aside from providing technical and vocational training to the youth of Khyber Pakhtunkhwa, KP-TEVTA has been striving hard for placement and employability of the passed-out trainees. In this regard, 192 trainees have been attached with reputable organizations as interneers, and workplace-based trainees whereas 53 have been provided with apprenticeship opportunities during the year under review. Additionally, about 287 graduates have been placed/employed through different interventions during the reporting year. KP-TEVTA is focused on enhancing the placement of its graduates and a noticeable increase in the placement statistics are foreseen in upcoming years.

Vocational Counseling and Job Placement (VC&JP) Officers

The Management of KP-TEVTA found it essential to recruit Career Counselling and Job Placement officers who would be solely dedicated to reach out to local industries and establish linkages for better placement and employment opportunities for the graduates. For this purpose, KP-TEVTA has recruited **08 CC&JP officers** during the year under review. These officers have undergone detailed training by the Head Office to maximum delivery and target achievement. The long-term impact of this initiative will surely improve the employability ratio across the province and also minimize the gap between TEVT and industrial sector.

Job Fairs

All the KP-TEVTA Institutes are encouraged to organize job fairs and all the necessary support is provided to the institutes by the Head Office in this domain. Job fairs have proved to be an important intervention and activity to invite potential employers and provide placement opportunities to the passed-out trainees. During the year under review, a total of 06 job fairs were organized and as a result 78 students were placed with different industries.

Skill Section Interventions

After the 25th constitutional amendment, Federally Administrated Tribal Area (FATA) has been merged into Khyber Pakhtunkhwa Province. Resultantly Technical Education & Skill Development Training Institutes working under erstwhile FATA Development Authority were accordingly shifted to Industries, Commerce & Technical Education Department, Govt: of Khyber Pakhtunkhwa. The (IC&TE) entrusted the administrative control of the aforesaid Technical Education and Skills Section to KP-TEVTA, including all its assets and staff.

The skills development section, KP-TEVTA is primarily based on three components for imparting skills trainings to the deprived inhabitants of Ex-FATA by giving them an opportunity to become an entrepreneur and ultimately improving their livelihood. The components include;

- a. Government Women Skill Development Centers (GWSDCs) (Southern, Central, Northern)
- b. Institute Based Training (IBT)
- c. Field Internship Program (FIP)

The progress made by skill section during the year under review is appended in the table below:

Table 7 Skill Section Progress

S.No	Detail of Scheme	Cost	Target	Achieved
1	913158- Establishment of Women's Skills Development Centres in Northern Tribal Districts (Phase III)	185.00 Million	2800 Female Training	293 trained Women's of Newly Merged area already completed their 6-month course.
2	913147- Establishment of Women's Skills Development Centres in Central Tribal Districts	198.399 Million	5000 Female Training	Due to Covid-19 no physical activities done in 2020-21. While PC-1 expired in December 2020.
3	913148- Establishment of Women's Skills Development Centres in Southern Tribal Districts	199.303 Million	5000 Female Training	Due to Covid-19 no physical activities done in 2020-21. While PC-1 expired in December 2020.
4	913150- Field Youth Skills Through Field Internship Program Phase II	199.368 Million	4380 youth Training	118 trainees trained in field internship
5	913154- Career Building short courses for Tribal Districts in youth & Hospitality Management	197.332 Million	1500 youth Training	Due to Covid -19 pandemic no activities carried out in said PC-1 (The process of EOI for selection of institute is made by KP-TEVTA for new session. 2 Batch will be made for 2021-22)
6	913156- Tribal Districts Youth Skills Program in Health Courses (Phase III)	186.702 Million	260 youth Training	Advertisement done for the training of 260 youth in FY 2021-22, selection of the candidate already done KP TEVTA. MOU signed between KP-TEVTA and 5 Paramedic institutes notified by the procurement committee for the training in Paramedic courses. The courses will be started form October 2021.
7	Transforming Skills into Employment for North Waziristan	313.470 Million	1400 Youth	100 North Waziristan youth has shortlisted for Paramedic courses (100 youth of North Waziristan already been selected in various paramedic courses and will be train in already notified Paramedic institutes by the procurement committee.

Quality assurance

Keeping in view the focus on quality standards set by NAVTTC and National Vocational Qualification Framework (NVQF), the institutes are required to be accredited by reputable organizations. During the reporting year, 19 KP-TEVTA Institutes were accredited by NAVTTC, 27 more are being accredited while 06 institutes are also shortlisted for international accreditation by NAVTTC.

Capacity building:

The paradigm shift from conventional training to Competency Based Training (CBT) was the most vital aspect in development and upgradation of vocational education. Aside from modifying the existing and developing new curricula for newly introduced trades, the CBT concept also makes it mandatory for the faculty to be CBT compliant. As the concept was newly introduced back in 2015, KP-TEVTA, being the pioneer organization in its implementation, also arranged a number of trainings sessions for the faculty on CBT concept and assessment. During the year under review, a total of 226 teaching faculty have been trained in 26 training sessions.

Moreover, a comprehensive training plan has also been developed to cater for the skill upgradation trainings of the faculty. In collaboration with international TVET organizations, KP-TEVTA has also arranged foreign trainings for the faculty under which a total of 69 teaching and administrative staff has been trained till date.

Additionally, the 06- and 03-month mandatory training program held at Govt. Technical Teacher Training Centre (GTTTC) is conducted annually to provide both administrative and technical training to KP-TEVTA employees. A total of 48 staff has been trained under this program during the year under review.

Table 8 Staff Training

S#	Training Title	Trained Faculty
1	03 Months Mandatory Management Training	23
2	Aldermin LMS Training	25
3	One-day workshop on B.Tech Semester System Implementation	25
4	Consultative Workshop on Gender Mainstreaming	3
5	Training Course on Smart Public Service Delivery, Philippines	1
6	Auditing system in Pakistan	1
7	Diversity and Inclusion at Workplace	1
8	Problem Solving and Decision-Making Skills Training	1
9	Effective Team Management Training	1
10	CBT Methodology & Assessment Training for Teachers of GTVC(B) Gulbahar	19
11	Online training for instructors' level-III and assessor level-II (Batch-I)	21
12	online training for instructors' LEVEL-III and assessor LEVEL-II (Batch-II)	16
13	NBPT Seminar on Vocational Technology Exchanges for Pakistan	2
14	Training of Master Trainers on Fashion Designing Batch-I	3
15	Training of Master Trainers on Beauty Therapy	1
16	CPSC-LABTECH Training of Trainers on HVAC	1
17	Training of Master Trainers on Web Designing	9
18	New trends & Prospects in Library	1
19	Noting, Drafting and Computer Skills	1
20	Promotion of sustainable Development	1
21	Train-the-Trainers Session on HVAC	18
22	Office Procedure and Management Training	4
23	06-Months Mandatory Teachers Training	25
24	One week training course on noting, drafting, communication skill	1
25	Online Training on Industry and Industrial Zone Corporation	4
26	Consultative Workshop on Gender Mainstreaming	18
GRAND TOTAL		226

PUBLIC PRIVATE PARTNERSHIP

Public-private partnerships involve collaboration between government agencies and private organizations that can be used to finance, build, and operate projects. The Government of Khyber Pakhtunkhwa has always encouraged donor organizations in terms of their technical and logistic support to the Govt. Departments. In this regard, KP-TEVTA is working with different donor agencies since its inception in multiple domains which has boosted TVET activities in Khyber Pakhtunkhwa. So far, about 85 MoUs have been signed with different private sector organizations for their support in trainings, student placements and other relevant fields. The public and private organizations that have been collaborating with KP-TEVTA at both head office and institute level are listed below;

- TEVT Sector Support Programme (TEVT SSP)
- Hashoo Hunar Association
- BARG Engineering Pvt. Limited
- National ozone unit ministry of climate change, Islamabad
- Bilal & Fahad Technologies
- United transformer replacement workshop
- Solution of Technologies
- Auqaf, Hajj and Minority affairs Department
- National Vocational Technical Training Commission (NAVTTTC)
- Bureau of immigration & Overseas employment
- Employment through Creative Integration, Islamabad
- HELVETAS Swiss Intercooperation
- Sarhad Chamber of Commerce and Industries
- Trade Development Authority of Pakistan
- Global Expert Engineering Services
- Hikmat Pump Pvt. Limited
- Board of Technical Education (BTE) Peshawar
- Azad Kashmir TEVTA
- CFL EBM
- Bombay Chowpatty Peshawar
- City University Peshawar
- WSSP
- Frontier Foundry
- FF Steel
- English Biscuits Manufacturer

Major Collaborations:

TEVT SSP:

TVET SSP is striving to improve access, quality, equity and relevance of TVET. The KP-TEVTA at the regional level and NAVTTTC at the federal level have embarked upon a comprehensive reform in 2011 with the support of European Union and the Governments of Germany, the Netherlands and Norway. The first phase of the reform, which was based on the National Skills Strategy (NSS), has ended in December 2016. During this period a number of milestones were achieved such as National TVET Policy, National Vocational Qualifications Framework (NVQF) and the introduction of Competency Based Training & Assessment (CBT&A) etc.

The second phase of the TVET Sector Support Programme has been launched in January 2017 for another five years. The Programme is supported by the European Union, the Federal Republic of Germany and the Royal Norwegian Embassy. The overall objective of the Programme is to improve governance and private sector participation in the TVET sector to increase quality skill development that meets the demand of the labor market.

TSSP extended support in the following private sector TVET reforms to strengthened linkages between public and private sectors;

- The Programme has facilitated number of agreements executed by the GCT Peshawar and CoE Peshawar with assorted private sector for initiation of joint activities.
- 28 IMCs have been revitalized through active engagement of relevant BIAs for selection of appropriate IMC members. Two online capacity building sessions were organized for all the principals of the institutes, who were orientation on Standard Operating Procedures (SoPs) for judicious utilization of IMC funds. Moreover, couple of IMC meetings were organized at GATTC & Center of Excellence (GTTC) to acquaint the private sector members of IMC on their major roles in initiating joint activities through the platform of IMC. The program published the Annual Progress Report for IMCs for the year 2019-2020. The Programme successfully convened IMC competition among the potential IMC focused institutes and souvenirs were awarded in recognition to their services to those institutes who secured top three positions. Recently, Capacity development session was organized in the month of August for the STVET institutes of Abbottabad on major functions of IMC and Role of Private Sector in strengthening Public Private Partnership.

TVET SSP also furnished support in capacity building of the technical staff in following areas;

- 294 assessors were certified by TSSP till date including 42 this year and skills upgradation training is in pipeline for 70 skilled staff of KPTEVTA.
- 60 teachers were trained on methodology (instructor level 3, assessor level 2).
- 5 officials of CoE/KPTEVTA were capacitated on Management tools “Capacity works”
- 5 officials trained on development of “Operational Manual” of CoE

TEVT SSP has also extended its support for the operationalization of National Vocational Qualification Framework through following interventions;

- Around 59 labs in total were upgraded with contemporary tools and equipment out of which 21 labs have been upgraded in the current year.
- The programme supported amendment in the Rules & Regulations of KP-TEVTA to introduce CMTs, MT, CC&JP, master assessor LMI officer, CC&JP officer etc. in the system that pursues sustainability.
- The program transforming GTTC to Centre of Excellence, the first ever in Pakistan, in this connection, renovation of building has been completed, tools and equipment for 13 labs provided, organogram and HR structure of CoE has been also revised.

Employment and placement of TEVT sector graduates is also one of the major priorities of TVET SSP. For this purpose;

- Tracer study has been conducted to evaluate the employment status of CBT&A graduates.
- The Programme has developed National Employment Exchange Tool (NEXT) in consultation with NAVTTC to link skilled graduates with potential employers.

- The Programme also facilitated Job fair at GTVC Gulbahar & CoE Peshawar which attracted potential employers to hunt for the right skilled TVET graduates.

KPTEVTA was considered as a quickest entity to adopt TVET reforms in the region. CBT&A is the only mode of training being offered across the institutes. Hiring of 08 CC&JP officers has further strengthened the Public Private Partnership for further collaboration of joint activities. Training and certification of assessors is yet another significant milestone achieved. Certification of CMTs, MTs & Lead Assessors have paved a great way in sustainability of reforms through cascading approach.

HELVETAS Swiss Intercooperation

The Market and Employment Project (MEP) is being implemented in 3 districts of Khyber Pakhtunkhwa (KP) province namely Charsadda, Mohmand and Bajaur. The project is funded by the Ministry of Foreign Affairs, Royal Government of Netherlands and is being implemented by HELVETAS Swiss Intercooperation (HSI). The goal of the project is 'sustainable income-generating and livelihood opportunities have been created in a context sensitive manner, leading to jobs, income and more resilient communities.

Under the MoU signed between Market and Employment Project (MEP) of Helvetas Swiss Intercooperation (HSI) and Khyber Pakhtunkhwa Technical Education & Vocational Training Authority (KP-TEVTA) capacity building of TVET institutes as per Institutional Strengthening Plans and deliverance of skills training for youth jointly by MEP and KP-TEVTA in Charsadda, Mohmand and Bajaur were taken place. Following are the details of activities carried under the MoU;

Keeping the pandemic situation in consideration, KP - TEVTA was striving to start virtual classes for the trainees enrolled in technical institutes to continue learning process without any break. In this regard, 2 Trainings of Trainers (ToT) were conducted (one day each), on Learning Management System (LMS) to use online platforms Google Classroom. 29 Master Trainers were trained (27 Public and 2 Private institutes) and 4 staff members from KP – TEVTA. The training was also attended by Managing Director and Director Academic from KP – TEVTA. Besides these trainings, 8 online refresher sessions were conducted for back stopping support to the Master Trainers.

With support of the Project, a KP-TEVTA App was developed for KP-TEVTA, which is a mobile based application for the graduated students of TVET sector where they will learn about new opportunities and could be linked with the potential employers. Applications will be maintained by the VCJP Officers in the field on regular basis. They will add information regarding Employment Opportunities (Local / National / Foreign), internships, apprenticeship and other information related to the TVET Sector. KP-TEVTA Head Office will be able to assess through this application the rate of employment of TVET sector as well as the performance of VCJP Officers. This will also be useful for the employers to search relevant job seeker for their businesses and industries. App development is completed and handed over to KP TEVTA and MEP representatives. This app will be operational in KP and the Newly Merged Districts by 2021.

For smooth and uniform operations, Project is facilitating KP-TEVTA in developing operational manual for Academic Section focusing on Institutional Management. The operational manual will be developed according to the rules and regulations of the government. The manual will be approved by KP-TEVTA board and will further notify it to the institutes.

Training of 201 trainees (59 women [11 PwDs] and 142 men [23 PwDs]) in three public institutes of Mohmand and Bajaur initiated in the last quarter of 2019 and was expected to end by 2nd quarter of 2020. Due to COVID-19 all the educational institutions including technical and vocational training institutes were suspended several times after reviewing COVID-19 situation. All the educational institutions re-opened on 15th September 2020 with strict SoPs and the trainings (including apprenticeship) concluded at the end of 2020. All the skill graduated trainees are provided toolkits/

business startup support and linked with employers. Out of 201 trainees 65% are working with employers and 35% are self-employed.

4 certificate graduation ceremonies were conducted in three public TVET institutes of Bajaur and Mohmand. Keeping in view the current pandemic situation and to ensure COVID-19 SoPs, invitations were limited. The graduation ceremonies were attended by 201 trainees (59 women [11 with disabilities] and 142 men [23 with disabilities]), 2 Principals, Assistant Commissioner, Instructors and other staff members. The ceremonies were held in following TVET institutes;

- Government Women Vocational Training Centre (GWVTC), Khar, District Bajaur- 3 events held for 3 different trades (Dress Making and Designing, Knitting and Embroidery)
- Government Polytechnic Institute (GPI) Ekka Ghund Mohmand.

An agreement was signed with GCT Tangi, Charsadda for training 30 women in Digital Skills. The training course initiated on 16th June 2021 and will complete in December 2021. The following specialized contents are part of the training course;

- Search Engine Optimization
- Graphics Designing
- Classified Advertisements
- Amazon Virtual Assistant

Besides this, identification and mobilization outreach campaign of enrolling 175 trainees (70 women and 100 men) is initiated in GCT and WGTVC in Bajaur Khar and Leather Technology Institute in Charsadda for the following training courses in soft and hard skills. The skills / trades were selected on the basis of rapid market assessment. Following are the selected 6 trades;

- Dress Designing and Making (women and men)
- Chappal Making (men)
- Motorcycle Mechanic (men)
- Solar PV Technician (men)
- Adda Work (women)
- Digital Shelving and Freelancing (women)

Project has agreed to support KP-TEVTA in reviving the Leather Technology Institute (LTI), district Charsadda. Previously the institute was functioning under TDAP (Federal Govt), however, it has now been handed over to KP – TEVTA (Provincial). A detailed assessment of the current status of the institute was conducted to seek potential collaboration for the revitalization of LTI. During the assessment, there were several machineries in the institute that were nonfunctional. The machineries will be repaired and training courses initiated in the institute from July 2021 onwards.

Besides these, a progress and planning review meeting was held with Technical Education and Vocational Training Authority – Khyber Pakhtunkhwa (KP-TEVTA) under the chairmanship of Managing Director, KP-TEVTA. The institutes shared their progress for 2020 and planning for 2021 under Institutional Development Plans. The efforts of MEP were appreciated by the MD of KP-TEVTA and commented that the enrolment of their institute had increased due to lab up-gradation. They further added that they would in future need support of MEP in employability in terms of training their trainees in demand driven trades and build linkages with employers. A training will be arranged for the newly appointed JPOs (which is in process). The review meeting was attended by staff of KP-TEVTA (MD, Director Academics, Director Planning and Development and Director Monitoring,

Principals and Administrators of 5 TVET Institutes) and staff of MEP (Team Leader, Skill Coordinator, MEAL Manager and Field Coordinators).

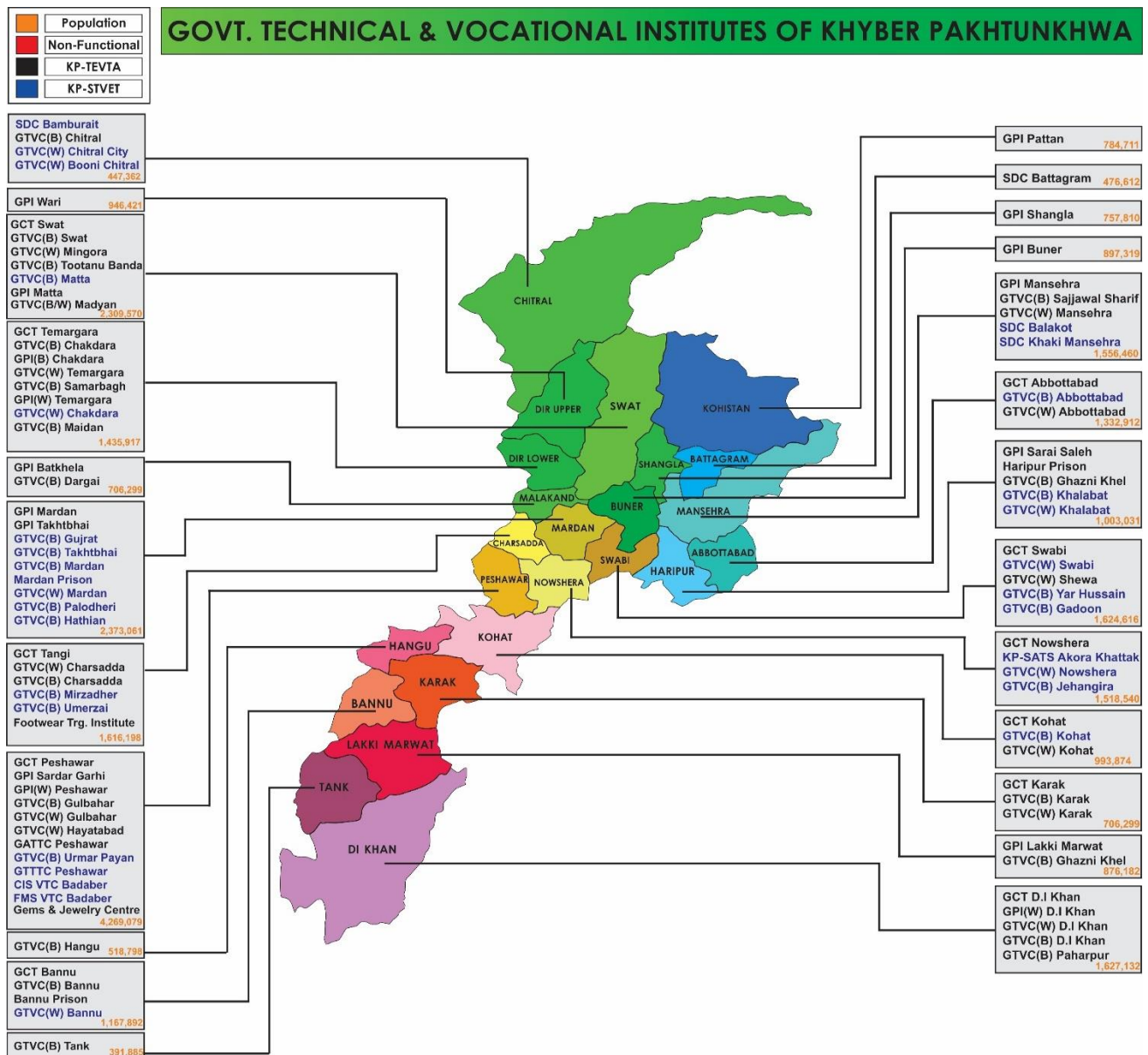
In collaboration with KP-TEVTA, process for holding a one-day dialogue on Prospectus, Policy and Reforms in July 2021 is initiated with relevant stakeholders of Technical and Vocational Institutes. The aim is to articulate meaningful improvements on daily operations, policies and reforms in vocational programme. The participants will include managerial staff from KP – TEVTA, Principals and Administrators of all Government Technical and Vocational Centers (GTVCs) and project staff.

INFRASTRUCTURE DEVELOPMENT

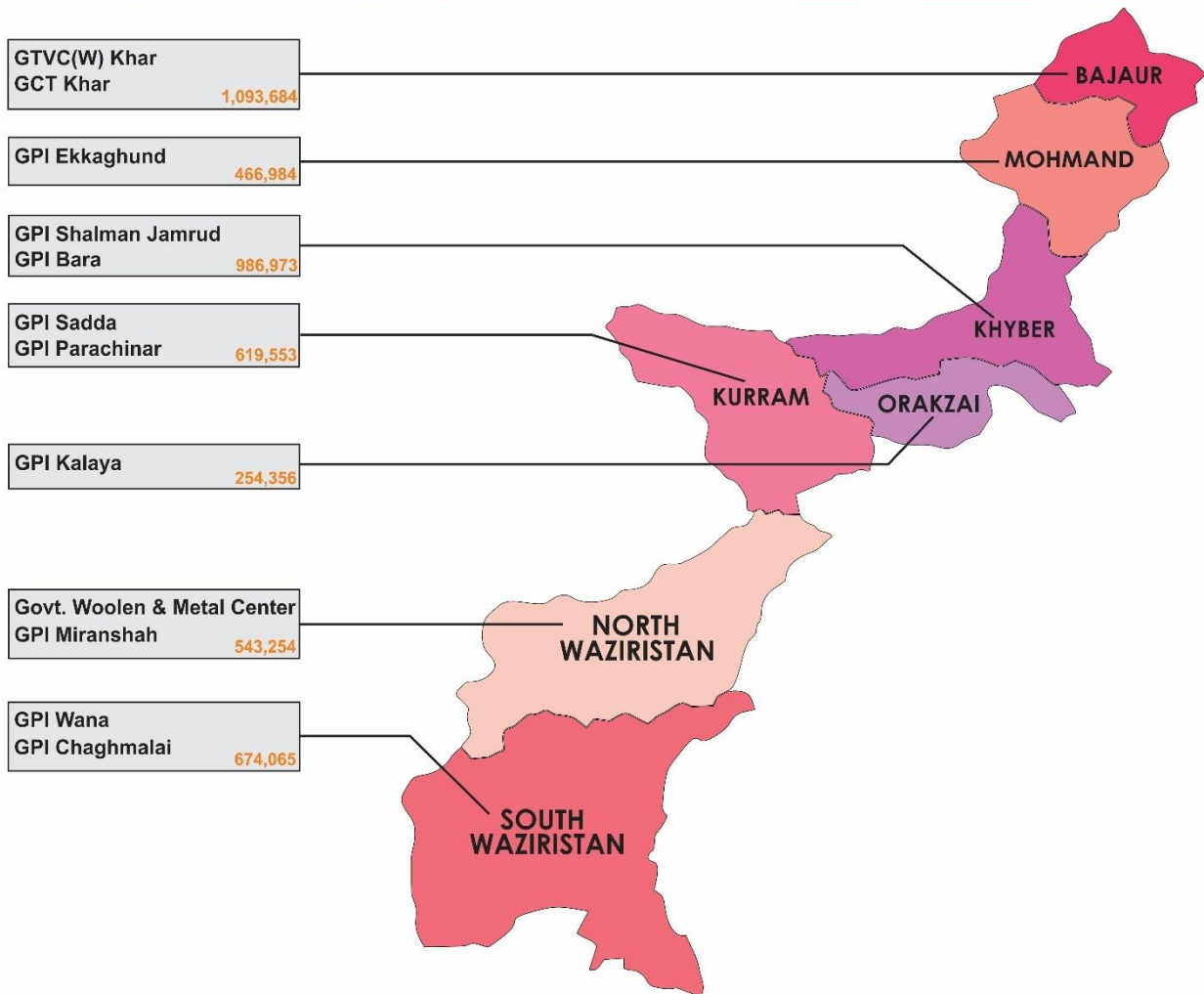
In order to enhance ease of access to the technical and vocational institutes, accommodate maximum possible trainees in these centers and develop infrastructure for the newly introduced trades and technologies according to the market needs. KP-TEVTA mainly has two sources of funding i.e., Regular Annual Development Plan (ADP) and TEVTA fund. The Regular ADP has a One Liner Scheme for Improvement & Development of Technical Education with allocated cost of Rs. 455.816 million for the financial year 2020-21. As per KP-TEVTA delegations of Powers 2015, the development projects are approved by the following forums in accordance with the project cost. However, the approval of projects reflected under ADP is the mandate of Provincial Developmental Working Party (PDWP).

The P&D section of KP-TEVTA acquired approval of 55 projects by the respective forums in FY 2020-21. A total of 40 projects are currently ongoing, 26 projects have been successfully completed whereas 23 more are proposed for approval by the competent forums during the year under review.

Institutes Maps



GOVT. TECHNICAL & VOCATIONAL INSTITUTES OF NEWLY MERGED DISTRICTS



KP-TEVTA Institutes

- 01 Government Technical Teachers Training College (GTTC)
- 01 Government Advance Technical Training Center (GATTC)
- 01 Foot Wear Training Institute
- 01 Gems & Jewelry Training Center
- 10 Government Colleges of Technology (Boys)
- 14 Government Polytechnic Institutes (Boys)
- 03 Government Polytechnic Institutes (Women)
- 36 Government Technical and Vocational Centers (Boys)
- 21 Government Technical and Vocational Centers (Women)
- 06 Skill Development Centers

NMD Institutes

- 01 Government College of Technology
- 09 Government Polytechnic Institutes
- 01 Government Woolen & Metal Center

- 01 Government Technical and Vocational Centers (Boys)

New Establishments

- Woolen Center Miranshah (Reconstruction)
- GTVC(W) Miranshah

Projects in Progress

- GTVC(B) Bannu
- GTVC(B) Bakhshali Mardan
- GTVC(B) Pind Kargu Khan
- Construction of building for GPI Matta
- GPI Mathra (Phase-I)
- Reconstruction of block at GCT Abbottabad
- Reconstruction of block at GCT Nowshera
- Reconstruction of building at GTVC(W) Bannu

Projects in pipeline

- Construction of building for GTVC(W) and GTVC(B) Matta Swat (Land Acquired)
- Establishment of GPI Urmar Bala
- Construction of building for leather technical institute (Land Acquired)
- Establishment of GTVC(W) at Tordher Swabi
- Upgradation of GTVC to GPI Battagram
- Establishment of college at Mathra (Phase-II)
- KP-Youth internship program in leading industries and MNCs.
- Scholarship program for strengthening of TVET system in Khyber Pakhtunkhwa
- Upgradation of GPI serai Saleh Haripur to Govt. college of technology (GCT)
- Establishment of GTVC(B) at Shabqadar and GTVC(W) at Rajjar Charsadda.

The works section of KP-TEVTA cares for the development, redesign and repair & maintenance of structures of all KP-TEVTA Institutes. It is because of the endeavors of the works section that today 14 (09 this year) institutes have access to clean water inside the institutes and centers through the installation of water filtration plants. This issue was generally conspicuous in institutes situated in southern part of Khyber Pakhtunkhwa. Besides that, the COVID-19 pandemic seriously influenced the education regime which required the arrangement of IT infrastructure in all institutes to deliver online lectures where possible. Moreover, the proactive approach of the section helped complete 54 (06 this year) projects well in time with an accumulative completion cost of PKR 65.6595 million (14.954 million this year) against the approved cost of PKR 93.7134 million (20.095 million this year) thus saving PKR 28.0539 million (5.141 million this year).

For a conducive training environment, the old and unrepairable furniture in the filed institutes have been replaced. So far, a total of 35 institutes have been provided with new furniture for classrooms and labs worth Rs. 143.695 million whereas 07 institutes were provided with new furniture worth Rs. 12.98 million during the year under review.

Lab Upgradation

KP-TEVTA, up until this point, has established a sum of 85 new PC labs with latest IT equipment including computers, projectors and printers. Moreover, equipment, machinery and furniture worth Rs. 457.551 million has been provided to 58 institutes for lab upgradation. During the year under review, a total of 31 projects were initiated out of which 26 projects have been completed successfully under which equipment / machinery / IT equipment / Teaching aid worth Rs. 177.805 million has been provided to 19 institutes. Following labs have been upgraded during the year under review;

- Electrical Lab at GCT Timergara, Kohat & Abbottabad.
- Civil Lab at GCT Nowshera
- Chemistry / Chemical Lab at GCT Timergara, Kohat, Abbottabad and Nowshera
- Physics Lab at GCT Timergara, Kohat, Abbottabad and Nowshera
- Electrical Lab at GPI Sardar Garhi and Mardan
- Electronics Lab at GPI Sardar Garhi and Mardan
- Petrochemical Lab at GPI Mardan
- Mechatronics Lab at GCT Bannu
- Mining Lab at GPI Buner
- Computer Lab at GPI Sardar Garhi and Mardan
- Physics Lab at GPI Sardar Garhi and Mardan
- Chemistry / Chemical Lab at GPI Sardar Garhi and Mardan
- Architecture Drafting, Machinist and Electrician Lab at GTVC(B) Tank
- Multimedia and Printers for computer lab for GPI Matta Swat, GTVC(B) Dargai, GPI Ghazni khel, GPI Mansehra, GPI Shangla, GPI Pattan Kohsitan, GTVC(B) Bannu, GTVC(B) Chakdara Dir Lower, GTVC(B) Chitral, GTVC(B) D.I Khan, Samar Bagha Dir Lower, GTVC(B) Ghazi Haripur, GTVC(B) Hangu, GTVC(B) Karak, GTVC(B) Mansehra, GTVC(B) Mingora Swat, GTVC(B) Paharpur D.I Khan and GTVC(B) Charsadda
- Computer lab at GTVC(B) Gulbahar
- Civil & Electrical Lab at GPI Pattan Kohistan, GPI Shangla, GPI Ghazni Khel, GPI Mansehra

HUMAN RESOURCE MANAGEMENT

The recruitment process initiated in FY 2020-21 for 104 Number of posts was finalized in the first quarter of 2021 and the required staff was consequently provided to the field Institutes well before the initiation of upcoming academic session i.e., 2021-22. Moreover, to compensate for the manpower requirement of staff at field Institutes, a total of 260 staff was hired under contingency plan and 80 staff under emergent plan as a stopgap arrangement during the year under review. Besides, a total of 46 class-IV positions were also filled against open merit. The BPS wise recruitment carried out during the year under is tabulated below;

Table 9 Regular Recruitment

S.No	Post / Designation	BPS	Recruitments
1	VC&JP Officer, Lecturers & Female Administrators	17	12
2	Trade instructor, Technical School Teachers & Junior Instructors	15	27
3	Jr. Office Assistant	14	07
4	Store Keeper	09	02
5	Shop Assistant	07	10
6	Shop attendant, Chowkidar, Cook, Naib Qasid, Sweeper, Mali, Bearer	03	46
TOTAL			104

FINANCIAL MANAGEMENT

Finance

The Finance Section being one of the most important pillars of KP-TEVTA plays an important role in streamlining the financial processes being utilized for achieving its goals and annual plans. The acquisition, management and disbursing the allocated funds are regarded as the prime obligations that fall under the domain of Finance section. Since meager financial resources are allocated to Technical Education, therefore, it is mandatory for the Section to have highly accurate non-developmental and developmental budget estimates in order to achieve academic activities at optimal level. The courses offered by KP-TEVTA Institutes (Both Technical & Vocational) require sufficient funding mainly due to the compulsion of providing training material which is yet another challenge towards self-sustainability of KP-TEVTA. Currently, KP-TEVTA is managing the fund deficit through previous year's savings and other interventions such as production units and other programs. Aside from that, the introduction of double entry accounting system and other automation interventions such as Enterprise Resource Planning (ERP) has enabled the Finance Section to work efficiently and paced up the operational activities both at Head Office and Institutes level. The budget summary for FY 2020-21 is depicted in the table given below.

Table 10 Budget Details for FY 2020-21

NON-DEVELOPMENTAL BUDGET			
CIVIL SERVANTS			
	Total receipts	Rev. Expenditure	
Salary Budget (Civil Servant) KP TEVTA	1287.488 (M)	1287.488 (M)	
Salary & Operational Budget (Civil Servant) NMD's	161.418 (M)	161.418 (M)	
SUB-TOTAL	1,448.906 (M)	1,448.906 (M)	
KP-TEVTA			
	Total Receipts	Total Expenditure	
Salary Budget (KP-TEVTA Employees)	628.499 (M)	310.012 (M)	
Operational Budget	300.835 (M)	214.923 (M)	
SUB-TOTAL	929.334 (M)	524.935 (M)	
KP-STVET			
	Total Receipts	Total Expenditure	
Salary Budget (Institute)	310.54 (M)	120.774 (M)	
Operational Budget (Institute)	54.29 (M)	54.29 (M)	
SUB-TOTAL	364.83 (M)	175.064 (M)	
TOTAL NON-DEVELOPMENTAL	2743.07 (M)	2148.906 (M)	
DEVELOPMENTAL BUDGET			
	Total Rev Receipts	Rev Expenditure	Balance
ADP Block Fund	319.225 (M)	65.756 (M)	253.469 (M)
ADP one liner	455.816 (M)	115.471 (M)	340.345 (M)
ADP Regular	519.641 (M)	94.547 (M)	425.094 (M)
ADP NMD (Newly merged Districts)	469.849 (M)	255.411 (M)	244.438 (M)
AIP Regular	5.250 (M)	-	5.250 (M)
TOTAL DEVELOPMENTAL	1769.781 (M)	501.185 (M)	1268.596 (M)
Grand Total (Dev + Non-Dev)	4512.851 (M)	2650.091 (M)	

Audit

In order to ensure transparency and to streamline the financial transaction both at Head office and institute level in accordance with the defined rules and regulations, the Audit section of KP-TEVTA is mandated to examine and evaluate the organization's framework surrounding risk management, control and governance processes to assess adequacy of design, proper implementation and operating effectiveness. During the year under review, the audit section successfully conducted the internal audit of 03 institutes. The audit section raised 31 audit paras with a proposed recovery of PKR 2.782 million. A brief summary of audit conducted during FY 2018-19, 2019-20 and 2020-21 is depicted in the chart below;

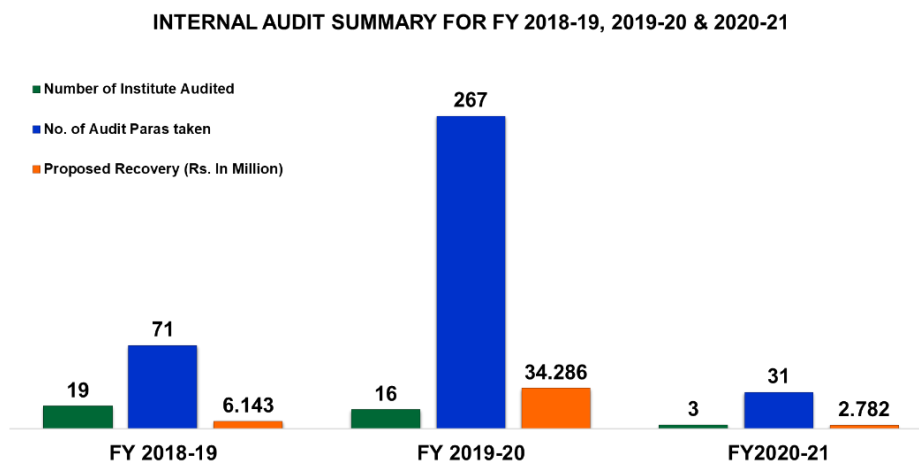


Figure 4: Audit Summary Since 2018

MONITORING & EVALUATION

Youth employment programmes, like any other type of public policy intervention, are designed to change the current situation of the target group and achieve specific results, like increasing employment or reducing unemployment. The key policy question is whether the planned results (outcomes) were actually achieved. Often, in fact, the attention of policy-makers and programme managers is focused on inputs and outputs, rather than on whether the programme is achieving its envisioned outcomes. For this purpose, Monitoring & Audit section of KP-TEVTA was established to ensure maximum transparency and periodic examination of the ongoing activities at field and head office level for information and policy decision making of the higher Management.

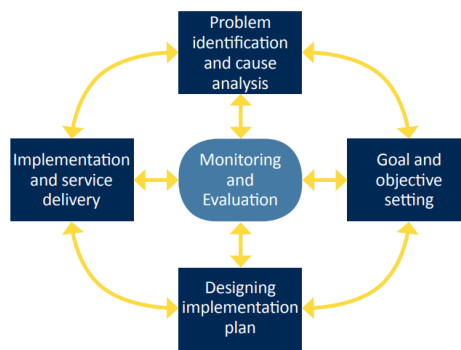


Figure 5: Role of M&E in policy cycle

The M&E section has adopted Result-Based Monitoring approach to achieve the defined goals and targets. Supported by the M&E plan and logical framework, the tangible outcomes are measured periodically through the data collected from field institutes and presented to the higher Management for informed decisions in order to avoid derailing from the defined objectives.

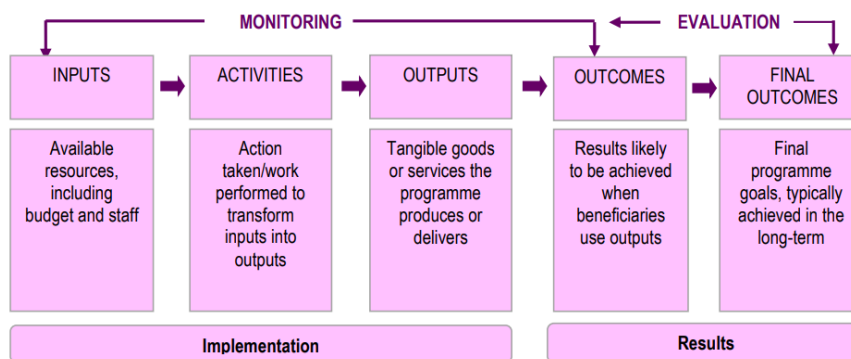


Figure 6: Result based monitoring process

The monitoring is carried out at field level by evaluating five essential domains, i.e., administrative status of institutes, staff management, academics, financial management, assets and infrastructure management within the broader parameters of KP-TEVTA’s mandate. Each of these domains carry pre-defined performance indicators that reflect the progress achieved by the any individual institute.

For the purpose each institute has its own monitoring cycle comprising of 03 monitoring visits i.e., preliminary visit, 1st follow-up visits and 2nd follow-up visit. The preliminary visits are conducted to the institutes to assess the present status and to establish a benchmark for upcoming visits. The progress of the institute is evaluated against the set benchmark thereafter in the 1st and 2nd follow-up visits.

The observations taken by the monitoring team are responded by the Institute Management within 27 days after approval of monitoring report from competent authority on an online M&E portal which is then made visible to all stakeholders for their respective inputs.

During the year review, a total of 28 visits were conducted to 28 field institutes comprising of 10 preliminary, 13 1st follow-up and 5 2nd follow-up visits. As a result, a total of 587 observations were raised and brought into the notice of KP-TEVTA Management, Senior Staff and Institutes' Management during monitoring visits;

After having detailed analysis of the observations/recommendations, the KP-TEVTA Management took on time / informed decisions wherein 336 observations were resolved, 180 observations are pending due to resource shortage or other external factors while actions on 71 observations are still going on. The tangible impact recorded in the light of Monitoring Visits can be observed as follows:

- i. Institutes were provided with modern equipment and machinery worth PKR 190.785 million
- ii. Institutes were provided with 105 qualified staff recruited through KP-TEVTA Regulation.
- iii. All the Institutes were provided staff on contingent basis to fill the staff gap for the ongoing session.
- iv. 46 support staff was provided to these Institutes.
- v. Repair work worth of PKR 12.85 million was carried out in these Institutes.
- vi. Water filtration plants installed at 09 institutes.
- vii. Practical list, lesson plans and other required planners/measures were displayed in lab/workshops of the visited Institutes.
- viii. Display and working methodology of the established libraries was improved.
- ix. Cleanliness was improved, disaster management training was conducted and equipment were installed in all the reported institutes.
- x. Attendance of students and teachers was improved.

ICT interventions:

The ICT section of KP-TEVTA adopted a proactive approach towards digitization of the systems and to increase efficiency and reduce process time in official correspondence. The Section has brought noticeable improvements and developments to the communication system during the year under review. In this context, the ICT section has successfully completed following interventions:

- 1) Enterprise Resource Planning (ERP) system
- 2) Alumni portal for record keeping of passed outs
- 3) KP-TEVTA Job portal app for increasing employment and placement of Passed outs
- 4) AI based attendance system at Head Office
- 5) Biometric installation in 78 institutes
- 6) CCTV installation with live feedback to Head Office in 52 institutes
- 7) Digital mapping of all KP-TEVTA Institutes.
- 8) Website development of all KP-TEVTA Institutes and Head Office
- 9) M&E reporting system

LITIGATION

The mandate of Litigation Section of KP-TEVTA is to safeguard the public interest in different courts of law by assisting the Law Officers & Courts through valuable comments and relevant record. Keeping in view the importance of litigation processes in Government Departments, the Government of Khyber Pakhtunkhwa vide Establishment Department notification has approved a Provincial Litigation Policy for all Administrative and Attached Formations for their compliance in letter and spirit. By dint of the said policy, the progress and efficiency of this section is quarterly reviewed and evaluated by following two committees

- Departmental Progress Review Committee (DPRC)
- Provincial Progress Review Committee (PPRC)

The progress of litigation section of KP-TEVTA is tabulated below;

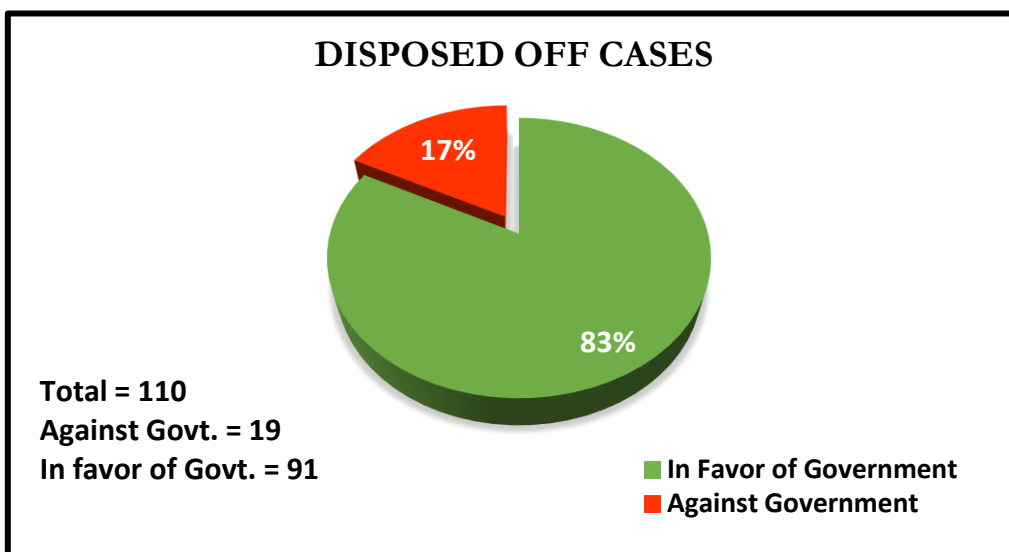


Figure 7: Disposed off Cases

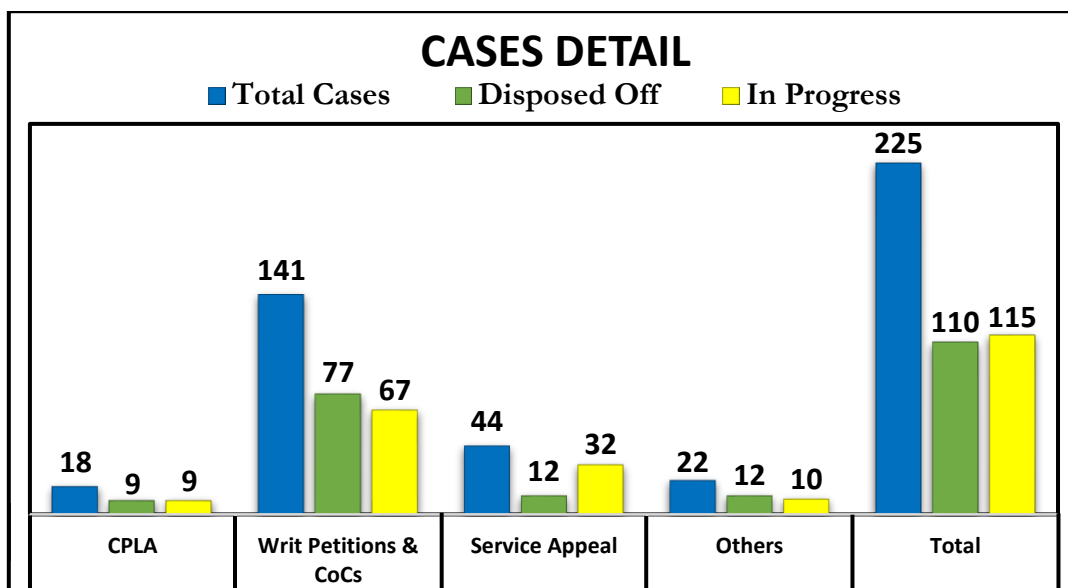


Figure 8: Cases Detail

RESPONSE TO COVID-19

As technical and vocational education involves 60 to 80 percent practical work unlike general education, it became a challenge to complete the academic session with COVID-19 restrictions. In view of the situation, the Management of KP-TEVTA arranged online classes at college level to cover the theory portion of technical courses wherever possible along with IT related courses at vocational level and ensured optimum utilization of the available resources and time.

E-learning

The COVID-19 has caused most of the educational institutes and centres to remain close for a considerable duration during the year under review. In response to this misfortune, KP-TEVTA shifted to an online mode of teaching–learning processes by introducing virtual learning in all of its Polytechnic Institutes in a phased manner. Relevant TVET teachers were oriented on Google Classroom Learning Management System with the financial assistance of HELVETAS Swiss Intercooperation and were entrusted with the responsibility to establish their own E-Learning Platforms at their respective institutes. At present, all Technical Institutes have established their own LMS systems and are imparting E-Lectures via Google Classroom Learning Management System.

Face Recognition Devices

The biometric devices available at the field institutes are also equipped with facial recognition system. This helped in maintaining the COVID-19 SoPs issued by the Government. Availability of the facial recognition-based attendance devices have been made mandatory and currently 78 institutes have these devices available and functional.

AI Fram Attendance

KP-TEVTA took another step towards maintaining discipline by installing Artificial intelligence-based attendance device at the head office. The AI fram device is capable of quickly scanning the facial features of multiple persons at a time with high accuracy and also constantly monitors the presence of an individual inside the building premises.

Vaccination

The vaccination drives as made mandatory by the Government was implemented both at institute and head office level. The instructions for vaccinating the staff members were followed immediately without any delay. So far, about 70% of all KP-TEVTA staff has been fully vaccinated. Aside from all staff, the vaccination of students has also been started at the institutes. Thus, KP-TEVTA along with its all-allied formations extended its full support in putting a stop to the spread of deadly virus.

Sanitizer Gates

KP-TEVTA Institutes are equipped with state-of-the-art machinery and tools which enabled it to manufacture sanitizer walk through gate through its own resources. These gates were manufactured at Govt. Advance Technical Training Centre and were installed within the same institute as prototypes. The use of these walk-through gates played a vital role in controlling the virus spread. The gate was equipped with sensors to spray the optimum amount of sanitizer without any human interaction.

CHALLENGES AND WAY FORWARD

Challenges

- Although Implementation of the skill Policy at National level requires huge funding for strengthening and expansion of the TVET infrastructure in the province. Nonetheless the financial allocation for TVET Sector does not commensurate with the targets set at national level. Currently, allocation for TVET is less than 1% of the overall budget of the province as compared to 3% budget allocated to General Education.
- Up-dation of the curriculum and the required labs is yet another challenge, which requires huge resources and expertise
- Despite the efforts being undertaken, the involvement of industry and trades is feeble in terms of internship, on the job training and placement of passed outs.
- Attracting youth, particularly women, to vocational trainings has remained a big challenge over the years due to which most of the training centers are running below capacity.
- Poor IT Infrastructure and shortage of the required IT literate/professionals in the institutes do not support the initiatives for computerization undertaken by KP-TEVTA.

Way Forward

KP-TEVTA is a corporate entity established with the aim to ensure adequate supply of skilled labor force in the job market covering local, national and international requirements. For the purpose, following measures are being taken to address the existing mismatch between supply and demand in the job market:

- Transforming the conventional TVET System into Competency Based Training and Assessment (CBT&A) where the training curricula are designed on the basis of standards followed in the workplace
- The involvement of private sector is being ensured in the affairs of TEVTA on macro and micro levels. Eight members of Board of Directors of KP-TEVTA are selected from industry and enterprise in private sector. At micro level, the nine members Institute Management Committees are comprised of five members from private sector including chairman of the Committee.
- Addressing the manpower requirement of CPEC, KP-TEVTA is in coordination with the KP-EZDMC and KP-BOIT to grab the projected employment opportunities in the ensuing economic zones of Khyber Pakhtunkhwa.
- To tap the existing potentials in terms of employment in Agriculture Sector, KP-TEVTA is introducing some trades for value addition to the agriculture product in deep rural areas of the province. For the purpose, KP-TVET is establishing partnership with International Funds for Agriculture Development (IFAD) for meaningful interventions in the targeted sectors.
- The passed-out students' tracking has always been a priority but at the same time a gray area as well. KP-TEVTA intends to strengthen its system for developing an organized database, where the passed-out students could be easily traced/tracked. For this purpose, eight JP&VC Offices are being established across the province. It is planned for future that each KP-TEVTA Institute will have its own JP&VC Office equipped with IT hardware, software and professional staff.

SUCCESS STORIES



Atif Khan
D.A.E Mechanical
GCT Tangi, Charsadda

I completed my Diploma of Associate Engineer in Mechanical Technology from Government College of Technology Tangi Charsadda in 2020. Soon after the announcement of results by Board of Technical Education, the Principal of the College provided all the passed-out students with Work-place Based Training opportunity by inviting Private Sector representatives to the College for selection interviews.

By the grace of Almighty Allah, prayers of my parents and hard work of my teachers, I got selected as a Work-place Based Trainee by Hikmat Pumps Pvt. Limited. After successful completion of my mandatory training, I was offered the Job of CNC Machine operator by the Company.

Today, I am earning Rs. 20,000/- a month through the skills I acquired at GCT Tangi and supporting my family. Aside from this, the company is also providing me free food, residence and transportation.



Mishbah Riaz
Post Matric Diploma
GTVC(W) Khalabat, Haripur

Since my childhood I had a keen interest in beauty and make-up. After completing my graduation, I decided to enhance my skills and pursue my interest. Luckily, in 2017, I came to know about Government Technical & Vocational Center Khalabat, Haripur. I visited the institute the very next day and got myself enrolled in Post Matric Diploma Course.

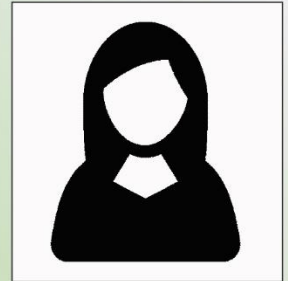
Apart from trade related skills, the staff at GTVC Women KTS also helped me in improving my communication and entrepreneurship skills. In this context, the institute also arranged real time practice workshops with the cooperation of local Industry.

After completion of my training, I started my career by offering door to door services which provided me with an in-depth understanding of the local market. This enabled me to start my own saloon "Amal Beauty Salon". Moreover, in 2018, I was selected as Beautician instructress at GTVC Women Swabi. In 2019, I was posted to GTVC Women Khalabat Haripur. Today, along with my job, I am also running my Saloon. Thus, GTVC Women Khalabat Haripur has not only provided me with a platform as a source of income but has also helped me pursue my interests.



Muhammad Suleman
General Electrician L-II
GTVC(B) D.I Khan

I completed my General Electrician CBT Level-II course from Government Technical and Vocational Center for Boys Dera Ismail Khan in 2019. During my time at the college, I was given opportunities to work as an internee with multiple electrical firms which helped me further polish my technical skills. After completing the course, I decided to open my own business for delivering electrical repair and maintenance services to my village Deen Pure, D.I Khan. The exposure and opportunities given by the Institute helped me a lot in successfully establishing and running my business. Alhamdulillah today I am earning a handsome amount through my business and supporting my family. Moreover, the local residents of my village no longer have to travel distant places to get electrical work as they are getting economical and satisfactory services within the village. I have also been able to expand my business and employed four of my fellow graduates through my business at Rs. 10,000/- a month.



Muneeba Bibi
Dress Making L-II
GTVC(W) Kohat

Ms. Muneeba Bibi, who belonged to a less-privileged family and was hardly able to continued her vocational training, successfully completed her course at this institute in Dress making Level II in session Fall 2020.

She was awarded with best student award for the session fall 2020 by the Chairman Institute Management Committee. Moreover, she also received cash prize by winning Inter college skill competition.

Today she is running her own stitching unit at her home and proudly earning sufficient amount through extending her services to the local community. Aside from that, she is also running a small-scale training center where she is providing training to other women of her community.

PICTORIAL GALLERY



17th Board of Directors Meeting



Inauguration Ceremony of GTVC(B/W) Madyan Swat



MoU Signing Ceremony with Energy & Power Department



MoU Signing Ceremony with WAPDA for Mohmand DAM Project



Closing Ceremony of Five-day Training Workshop Organized by HELVEAS Swiss Intercooperation



2nd IMC Competition among TEVTA Institutes



MoU Signing Ceremony with Corronet Foods, English Biscuits



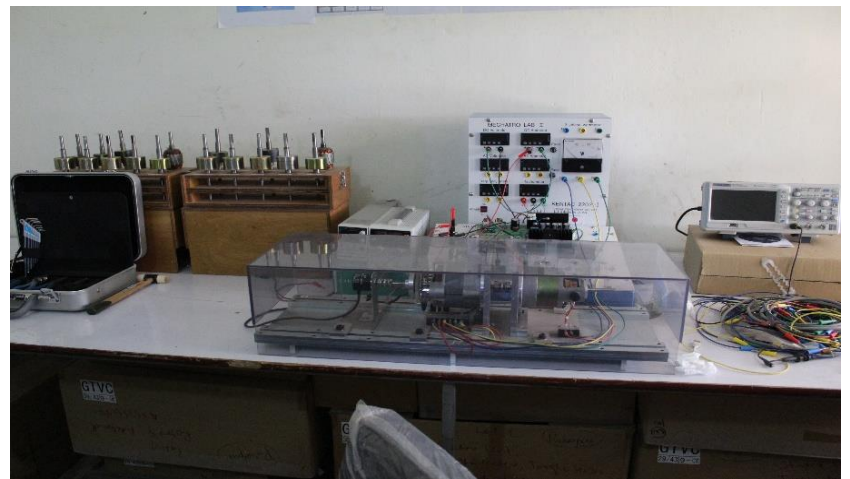
Skill Exhibition at GTVC(W) Charsadda



Machinist Shop GTVC(B) Ghazi Haripur



Computer Lab GTVC(W) D.I Khan



Electrical Trainers & Equipment GTVC(B) Paharpur D.I Khan

APPENDICES

Appendix 1: Academic Plan

Academic Calendar for the Academic Session 2020-21										
VOCATIONAL STREAM										
Dates	Activity	Month	Sun	Mon	Tue	Wed	Thu	Fri	Sat	
I. 1st Week of July II & III. 1st July	I. Prospectus Meeting GTVCs (Postponed due to COVID) II . Summer Vacations in Plain/Hot Areas III. Admissions Announcement (Fall Session)	Jul-20				1	2	3	4	
			5	6	7	8	9	10	11	
15th to 31st July	Summer Vacations in Cold/Snowy Areas		12	13	14	15	16	17	18	
			19	20	21	22	23	24	25	
			26	27	28	29	30	31 Eid al-Adha		
August	Admissions in Progress (Fall Session)		Aug-20							01 Eid al-Adha
		02 Eid al-Adha		3	4	5	6	7	8	
I. 15th Aug II. 10th Aug	I. End of Summer Vacations in Plain/Hot Areas II. Commencement of 03 Months Mandatory Training	9		10	11	12	13	14 Independence Day	15	
		I. & II. 4th & 5th week of Aug		I. Guest Lecture on Entrepreneurship (Spring Session) II. Intra Institute's Skill Competition	16	17	18	19	20	21
23	24				25	26	27	28	29 Ashura	
30 Ashura	31									
I & II. 1st Week Sep	I. Commencement of Classes (Fall Session) II. Summative Assessment (Spring Session)	Sep-20				1	2	3	4	5
				6	7	8	9	10	11	12

			13	14	15	16	17	18	19
			20	21	22	23	24	25	26
			27	28	29	30 Eid Milad un- Nabi			
							1	2	3
			4	5	6	7	8	9	10
			11	12	13	14	15	16	17
			18	19	20	21	22	23	24
Last week of Oct	Culture Day (Fall Session)		25	26	27	28	29	30	31
			1	2	3	4	5	6	7
10th Nov	Conclusion of 03 Months Mandatory Training		8	9 Iqbal's Day	10	11	12	13	14
			15	16	17	18	19	20	21
			22	23	24	25	26	27	28
			29	30					
					1	2	3	4	5
			6	7	8	9	10	11	12
			13	14	15	16	17	18	19
I. 25th-31st Dec II. 25th Dec to 31st Jan III. 25th to 31st Dec	I. Industrial Tour Subject to the availability of fund II. Winter Vacations in Cold/Snowy areas III. Winter Vacations in Plain/Hot areas		20	21	22	23	24	25 Quaid-e-azam Day/Christmas	26
			27	28	29	30	31		
1st Jan	Admissions Announcement (Spring Session)							1	2
			3	4	5	6	7	8	9
			10	11	12	13	14	15	16

			17	18	19	20	21	22	23
			24	25	26	27	28	29	30
31st Jan	Conclusion of winter vacations in Cold/Snowy Areas		31						
01st Feb	Commencement of classes in Cold/Snowy Areas	Feb-21		1	2	3	4	05 Kashmir Day	6
			7	8	9	10	11	12	13
I. & II. 3rd & 4th week of Feb	I. Guest Lecture on Entrepreneurship (Fall Session) II. Intra Institute's Skill Competition		14	15	16	17	18	19	20
			21	22	23	24	25	26	27
			28						
I. 1st March II. 1st Week of March	I. Commencement of Classes (Spring) II. Summative Assessment Fall Session	Mar-21		1	2	3	4	5	6
			7	8	9	10	11	12	13
3rd week March	Cultural Day (Spring Session)		14	15	16	17	18	19	20
			21	22	23 Pakistan Day	24	25	26	27
			28	29	30	31			
1st and 2nd Week of April	Teachers' Training Session	Apr-21					1	2	3
			4	5	6	7	8	9	10
Last Week of April	Culture Day (Spring Session)		11	12	13	14	15	16	17
			18	19	20	21	22	23	24
			25	26	27	28	29	30	
		May-21							01 Labour Day
			2	3	4	5	6	7	8

			9	10	11	12	13 Eid ul-Fitr	14 Eid ul-Fitr	15 Eid ul-Fitr
			16 Eid ul-Fitr	17	18	19	20	21	22
			23	24	25	26	27	28	29
			30						
		Jun-21		1	2	3	4	5	6
			7	8	9	10	11	12	13
			14	15	16	17	18	19	20
			21	22	23	24	25	26	27
			28	29	30				

Academic Planner for the Academic Session 2020-21

TECHNICAL STREAM

Dates	Activity	Month	Sun	Mon	Tue	Wed	Thu	Fri	Sat
01st-31st July,2020	I. Summer Vacations in Cold Areas II. Admissions in Process for the session 2020-21 (Subject to SSC Result Declaration)	Jul-20				1	2	3	4
			5	6	7	8	9	10	11
			12	13	14	15	16	17	18
			19	20	21	22	23	24	25
			26	27	28	29	30	31 Eid al-Adha	
01st-15th Aug, 2020	Admissions in Process Commencement of Classes in Cold Areas Subject to Govt. Notification in the Backdrop of Covid-19)	Aug-20							01 Eid al-Adha
			02 Eid al-Adha	3	4	5	6	7	8
			9	10	11	12	13	14 Independence Day	15
03rd week of Aug, 2020 Onwards	Commencement of 06-Months Mandatory Teachers Trg. (Under strict Covid-19 SOPs)		16	17	18	19	20	21	22

	Technical Skill Up-Gradation Trainings (Under strict Covid-19 SOPs)		23	24	25	26	27	28	29 Ashura
			30 Ashura	31					
01st September, 2020 Onwards	Opening of Institutes in Hot Areas/Orientation Session (Subject to Govt. Notification in the Backdrop of Covid-19)	Sep-20			1	2	3	4	5
			6	7	8	9	10	11	12
			13	14	15	16	17	18	19
			20	21	22	23	24	25	26
			27	28	29	30 Eid Milad un- Nabi			
01st-2nd Week of Oct, 2020	Intra-Institutes Sports Competition	Oct-20					1	2	3
			4	5	6	7	8	9	10
			11	12	13	14	15	16	17
03rd-04th Week of Oct, 2020	Intra-Institutes Skill Competition		18	19	20	21	22	23	24
			25	26	27	28	29	30	31
		Nov-20	1	2	3	4	5	6	7
			8	9	10	11	12	13	14
16th-30th Nov, 2020	Mid Term test (Cold Areas)		15	16	17	18	19	20	21
			22	23	24	25	26	27	28
			29	30					
		Dec-20			1	2	3	4	5
07th-19th Dec, 2020	Mid Term test (Hot Areas)		6	7	8	9	10	11	12
			13	14	15	16	17	18	19

I. 25th to 31st Dec, 2020 II. 25th Dec, 2020 to 28th Feb, 2021	I. Winter Vacations in Hot Areas (Ind. Visits/Study Tours) II. Winter Holidays in Cold Areas (Ind. Visits/Study Tours)		20	21	22	23	24	25 Quaid-e-azam Day/Christmas	26
			27	28	29	30	31		
Jan, 2021		Jan-21						1	2
			3	4	5	6	7	8	9
			10	11	12	13	14	15	16
			17	18	19	20	21	22	23
			24	25	26	27	28	29	30
			31						
03rd Week of Feb, 2021	Conclusion of 06-Months Mandatory Teachers Trg.	Feb-21		1	2	3	4	05 Kashmir Day	6
			7	8	9	10	11	12	13
			14	15	16	17	18	19	20
25th-27th Feb, 2021	Result Declaration of 06-Months Mandatory Teachers Trg.		21	22	23	24	25	26	27
			28						
01st March, 2021	Commencement of Classes in Cold Areas			1	2	3	4	5	6
02nd Week March	Inter-Institutes Skill Competition		7	8	9	10	11	12	13
			14	15	16	17	18	19	20
03rd-04th Week of March, 2021	Annual Activities(Cultural)	Mar-21	21	22	23 Pakistan Day	24	25	26	27
			28	29	30	31			
1st Week of April, 2021	Spring Holidays (Hot and Cold Areas)						1	2	3
			4	5	6	7	8	9	10
		Apr-21	11	12	13	14	15	16	17
			18	19	20	21	22	23	24
			25	26	27	28	29	30	
May, 2021	DAE Annual Examination	May-21							01 Labour Day

			2	3	4	5	6	7	8
			9	10	11	12	13 Eid ul-Fitr	14 Eid ul-Fitr	15 Eid ul-Fitr
			16 Eid ul-Fitr	17	18	19	20	21	22
			23	24	25	26	27	28	29
			30						
I. 1st Week of June, 2021 II. June, 2021 III. 15th June to 31st Aug, 2021	I. Prospectus Meeting II. Process of New Admissions; Advertisement (DAE Admissions + Reciprocal) III. Summer Vacations in Hot Areas	Jun-21		1	2	3	4	5	6
			7	8	9	10	11	12	13
			14	15	16	17	18	19	20
			21	22	23	24	25	26	27
			28	29	30				

LOGICAL FRAMEWORK

- Goal
- Objectives (Outcomes) = **3**
- Outputs = **10**
- Activities / Sub-activities = **75**

INTERVENTION / LOGIC	OBJECTIVELY VERIFIABLE INDICATORS	SOURCES OF VERIFICATION	ASSUMPTIONS
VISION (GOAL)			
<p>Prosperous and economically stable Khyber Pakhtunkhwa through competitive skilled work force for meeting domestic and global market demand</p>	<p>1. <i>Improved employment status of Youth lead to accelerating economic & industrial development in KPK (TBF-Tracer study once completed)</i></p> <p>2. <i>82 (38 this year) Employers are able to increase their productivity through recruiting TVET graduates trained on competency-based curricula and industry demand driven skills</i></p> <p>3. <i>Increased employment and productivity contributing to Reduction of Poverty in the Province (TBF-Tracer study once completed)</i></p>	<p>1) <i>Data from Labor market surveys</i></p> <p>2) <i>Tracing Studies</i></p> <p>3) <i>M&E Reports Economic surveys</i></p>	<p>a. Economic growth trends and political stability remain constant</p> <p>b. Government keeps momentum to move towards a demand and employer-led TVET system and continues towards diversification of the economy and ownership of enterprises.</p>

OBJECTIVE – 1 (Outcome)

<p>PROVIDING RELEVANT SKILLS FOR INDUSTRIAL & ECONOMIC DEVELOPMENT</p>	<ol style="list-style-type: none"> 1. 82 (38 this year) Employers able to recruit the skilled people in 15 (02 this year) identified priority sectors to enhance their productivity and competitiveness under NVQF 2. 82 (38 this year) employers/Sector Skill Councils satisfied with the knowledge, skills and attitude of the recruited people (TBF-tracer study once completed) 	<ol style="list-style-type: none"> 1) <i>M&E Reports</i> 2) <i>Academic Section Record</i> 3) <i>Institutes Record</i> 4) <i>NVQ registry</i> 	<ol style="list-style-type: none"> a. Economic growth trends, security situation and political stability remain constant. b. Relevant machinery, equipment, curricula and training materials as per the market demand are in place and being used. c. Full cooperation from involved Ministry, local authorities, private sector industries and KP-TEVTA Management and Institutions.
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OUTPUT - 1.1

<p>Competency Based Training (CBT) Curricula in all the Vocational institutes, in line with the National Vocational Qualification Frame work (NVQF) adopted.</p>	<ol style="list-style-type: none"> 1. 50 marketable trades identified for competency under new qualification framework 2. 78 Training modules/curricula designed and developed under new qualification framework 3. 1527 (226 this year) teachers trained and available for delivery of courses 4. 32 KP-TEVTA Institutes use competency-based curricula successfully. 5. 23319 (10525 this year) students graduated in 34 (05 this year) number of marketable trades under CBT. 6. 15 (02 this year) sectors covered (trade wise) 7. 82 (38 this year) employers collaborating with KP-TEVTA and offer Apprenticeships and jobs. 8. 202 (122 this year) awareness campaigns conducted about KP-TEVTA marketable training facilities in Institutions. 	<ol style="list-style-type: none"> 1) <i>M&E Reports</i> 2) <i>Academic Section Record</i> 3) <i>Institutes Record</i> 4) <i>NVQ registry</i> 	<ol style="list-style-type: none"> a. Relevant machinery, equipment, curricula and training materials as per the market demand are in place and being used. b. Full cooperation from involved Ministry, local authorities, private sector industries and KP-TEVTA Management and Institutions.
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ACTIVITIES / SUB-ACTIVITIES - 1.1			
1.1.1 Identify the list of trades for CBT implementation	<i>i. 50 CBT trades for CBT implementation prepared. ii. 34 (05 this year) CBT initiated in 32 Institutions</i>	1) M&E Reports 2) Academic Section Record 3) Institutes Record 4) NVQ registry	a. Relevant machinery, equipment, curricula and training materials as per the market demand are in place and being used. b. Full cooperation from involved Ministry, local authorities, private sector industries and KP-TEVTA Management and Institutions.
1.1.2 Conduct assessment of faculty for implementation of CBT	<i>172 (18 this year) teachers identified for implementation of CBT</i>		
1.1.3 Conduct IAGs meeting for review of competency standards	<i>08 (02 this year) consultative meetings conducted</i>		
1.1.4 Develop competency standards	<i>17 Competency standards developed</i>		
1.1.5 curricula extended under new qualification framework by NAVTTC	<i>336 (150 this year) curricula received for different trades (level wise) Level I – 22 Level II – 109 Level III – 94 Level IV – 62 Level V – 49</i>		
1.1.6 CBT orientation for Core Assessment team	<i>13 (03 this year) CBT orientations conducted for core assessment team</i>		
1.1.7 Train teachers in: CBT, CBT Assessment, Skill up gradation, teaching & learning material	<i>1527 (226 this year) teachers trained in: CBT, CBT Assessment, Skills up gradation, teaching & learning material</i>		
1.1.8 Involve private sector/ Industry in CBT implementation	<i>31 (07 this year) Industries/Private Sector Organizations identified for collaboration.</i>		
1.1.9 Awareness/orientation of industries	<i>i. 202 (122 this year) awareness events conducted (Electronic and Media, workshops, seminars, different events, radio talks, TV talks, Billboards, IT etc.) ii. 31 (07 this year) industries oriented/ involved</i>		
1.1.10 Forging MOUs with the private sector	<i>85 (48 this year) MOUs signed with Industries / Private Sector Organizations (34 trades /15 sectors covered)</i>		

OUTPUT - 1.2			
<p>Latest and advanced machinery and equipment used in local and international industry for KP-TEVTA Institutes procured.</p>	<p>1. <i>Rs.1917.2 (m) (Rs. 572.2 (m) this year) allocated and Rs.452.993 (m) (Rs. 27.623 (m) this year) approved for procurement of latest and advanced machinery and equipment for KP-TEVTA Institutes.</i></p> <p>2. (77) <i>58 KP-TEVTA Institutes provided with improved training facility, equipment and machinery.</i></p>	<p>1) Annual Budget of KP-TEVTA</p> <p>2) Progress Report of KP-TEVTA.</p> <p>3) Data Collected from KPTEVTA Institutes.</p> <p>4) M&E Reports Standard bidding document</p>	<p>a. Sufficiently budget/funds are available and releases are made timely.</p> <p>b. Government procedures of approval do not cause delays.</p> <p>c. Institutes' Management provides timely response as required for the tasks.</p> <p>d. Sufficiently qualified and motivated teachers are available in KP-TEVTA Institutions.</p>
ACTIVITIES / SUB-ACTIVITIES - 1.2			
<p>1.2.1 Conduct Institutional Assessment and Identification of technological gaps.</p>	<p><i>58 Institutions deficient of machinery and equipment (trade wise) identified</i></p>	<p>1) Annual Budget of KP-TEVTA</p> <p>2) Progress Report of KP-TEVTA.</p> <p>3) Data Collected from KPTEVTA Institutes.</p> <p>4) M&E Reports</p> <p>5) Standard bidding documents</p>	<p>a) Sufficiently budget/funds are available and releases are made timely.</p> <p>b) Government procedures of approval do not cause delays.</p> <p>c) Institutes' Management provides timely response as required for the tasks.</p> <p>d) Sufficiently qualified and motivated teachers are available in KP-TEVTA Institutions.</p>
<p>1.2.2 Identification of advanced machinery and equipment for market driven trades</p>	<p><i>Market survey conducted and advanced machinery and equipment for 58 qualifications identified</i></p>		
<p>1.2.3 Finalize specification and cost estimation for purchase of machinery</p>	<p><i>66 Specifications and cost estimates for purchase of machinery and equipment finalized</i></p>		
<p>1.2.4 Funds Allocation and Approval</p>	<p><i>Rs.1917.2 (m) (Rs. 572.2 (m) this year) allocated and Rs.452.993 (m) (Rs. 27.623 (m) this year) approved for the purchase of machinery.</i></p>		

1.2.5 Approval of PC-1 from the Competent Authority.	<i>72 (18 this year) PC-1 for purchase of machinery and equipment prepared and approved</i>		
1.2.6 Replacing of outdated/ obsolete machinery/ equipment with new machinery for CBT curricula	<i>i. 58 (24 this year) institutes provided with new machinery and equipment ii. 35 (07 this year) institutes provided with furniture for Rs. 143.695 (m) (Rs. 12.98 (m) this year).</i>		
1.2.7 Provide tools and equipment to Newly Constructed Institutes in rural areas	<i>Tools and equipment / furniture provided to 15 (06 this year) institutes in rural areas for Rs. 56.137 (m) (Rs. 34.767 (m) this year)</i>		
1.2.8 Recruitment of HSIs	<i>35 HSIs recruited out of 180 HSIs (Closed)</i>		
1.2.9 Repairing of repairable Machinery	<i>80% of old repairable machinery repaired and in use by end month of December2020.</i>		
1.2.10 Establishment & Upgradation of Labs/Workshop	<ol style="list-style-type: none"> <i>1. 04 20 Labs/Workshops upgraded.</i> <i>2. 14 85 Labs/Workshops established.</i> 		

OUTPUT - 1.3

<p>PRIVATE SECTOR ENGAGEMENT</p>	<p>1. 33 (06 this year) employment avenues created through PPP 2. 1725 (532 this year) graduates employed through PPP (training is continued)</p>	<p>1) P&D/Works section record 2) Academic Section Record 3) Institutes Record 4) Data Collected from KP-TEVTA Institutes.</p>	<p>a. Security situation remains favorable for conduction of activities. b. Full cooperation from involved Ministry, local authorities, private sector industries and KP-TEVTA Management and Institutions. c. Sufficiently budget/funds are available for Youth Training under Public-Private Sector Engagement</p>
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ACTIVITIES / SUB-ACTIVITIES - 1.3

<p>1.3.1 Identification & feasibility of projects for PPP</p>	<p>10 (02 this year) projects identified and designed for implementation.</p>	<p>1) P&D/Works Section record 2) Academic Section Record 3) Institutes Record 4) Data Collected from KP-TEVTA Institutes.</p>	<p>a. Security situation remains favorable for conduction of activities. b. Full cooperation from involved Ministry, local authorities, private sector industries and KP-TEVTA Management and Institutions. c. Sufficiently budget/funds are available for Youth Training under Public-Private Sector Engagement</p>
<p>1.3.2 Identification of organizations for PPP agreements and areas for private sector engagement</p>	<p>34 (07 this year) organizations identified for PPP.</p>		
<p>1.3.3 Approval of the Provincial Committee for PPP</p>	<p>33 projects approved by the Provincial Committee (04 proposals submitted, PPP node notified)</p>		
<p>1.3.4 Signing of MoUs for commencement of PPP/Projects</p>	<p>34 (07 this year) MOUs signed for commencement of PPP/ projects (04 proposals submitted, PPP node notified)</p>		

<p>1.3.5 Implementation of the PPP/Projects</p>	<p><i>i. 34 (07 this year) projects initiated</i> <i>ii. 34 (07 this year) Projects completed (Ongoing)</i> <i>iii. 12914 (120 this year) graduates trained</i> <i>iv. 1695 (532 this year) graduates employed</i></p>		
<p>OBJECTIVE – 2 (Outcome)</p>			
<p>IMPROVING ACCESS, EQUITY AND EMPLOYABILITY</p>	<p><i>1. 3.92% increase in number of KP-TVETA institutes (established and functional) in rural areas</i> <i>2. 40% increase in enrollment of disadvantaged segments at TVET institutes</i> <i>3. 1695 (532 this year) graduates employed/self-employed</i></p>	<p>1) Annual Progress Report of KP-TEVTA.</p> <p>2) Academic Section record.</p>	<p>a. Government continues to give high priority to TEVT and to ensure that TEVTA has sufficient (human and financial resources) to carry out its work effectively.</p> <p>b. Improved donor coordination to ensure alignment of KP-TEVTA Objectives with NSS.</p> <p>c. KPK TEVTA has rules and regulations in place (relevant policies, strategies, guidelines, systems etc) powers at the provincial level.</p> <p>d. TVET bodies – TTB, BTE and other TVET institutions adopt KP TEVTA.</p>

OUTPUT 2.1			
<p>Increased number of TVET institutes for men, women and persons with disabilities established and functionalized in urban, semi urban and rural areas.</p>	<p>1. 5% increase in number of marginalized persons 2. 17.24% increase in number of trades fulfilling community demands</p> <p>1. 03 institutes customized for addressing the community needs</p>	<p>1) Academic Section record</p> <p>2) Data Collected from KP-TEVTA Institutes.</p> <p>3) M&E Visits Reports</p>	<p>a. Government procedures of approval do not cause delays. b. KP-TEVTA and private TVET institutes are supportive of capacity building and revising curricula.</p> <p>a. Sufficiently qualified and motivated teachers are available in KP-TEVTA Institutions.</p>
ACTIVITIES / SUB-ACTIVITIES – 2.1			
<p>2.1.1 Conduct assessment and feasibility of institutes' infrastructure for adoption to inclusive education and training</p>	<p>24 (07 this year) Feasibility / assessment surveys conducted in 24 (07 this year) institutes' infrastructures completed</p>	<p>1) Academic Section record</p> <p>2) Data Collected from KP-TEVTA Institutes</p> <p>3) M&E Visits Reports</p>	<p>a. Government procedures of approval do not cause delays. b. KP-TEVTA and private TVET institutes are supportive of capacity building and revising curricula.</p> <p>c. Sufficiently qualified and motivated teachers are available in KP-TEVTA Institutions.</p>
<p>2.1.2 Develop projects for adoption to inclusive education and training</p>	<p>75 PC-1s (25 this year) of Rs. 6.161 Billion (Rs. 26 million this year) for repair and construction works for 61 (16 this year) institutes approved by the Competent Authority</p>		
<p>2.1.3 Implement projects for adoption to inclusive education and training</p>	<p>i. 113 (36 this year) Projects initiated ii. 65 (36 this year) projects implemented in 65 (36 this year) Institutes</p>		
<p>2.1.4 Implement deprived quota in regular training programs</p>	<p>5% of seats for disadvantage students allocated in regular training programs</p>		
<p>2.1.5 Identify relevant and geographical area specific trades in new institutes.</p>	<p>34 (5 this year) trades introduced/ initiated</p>		

OUTPUT 2.2

<p>Faculty exchange mechanism with the reputed national and international institutions for technology and skill enhancement explored and capacity building plans for the faculty formulated.</p>	<ol style="list-style-type: none"> 1. <i>Rs.27.320 (m) (Rs. 10 million this year) allocated and approved for capacity building of staff of KP-TEVTA Institutes.</i> 2. <i>08 KP-TEVTA staff trained in international organizations</i> 3. <i>1052 (226 this year) KP-TEVTA staff trained in national organizations</i> 	<ol style="list-style-type: none"> 1) Data Collected from KP-TEVTA Institutes and NAVTTC website 2) NVQ registry 3) Academic Section record 4) P&D / works Section record 5) M&E Reports 	<ol style="list-style-type: none"> a. Government procedures of approval do not cause delays. b. Sufficiently qualified and motivated teachers (Male & Female) are available in KP-TEVTA Institutions. c. Full cooperation from involved Ministry, local authorities, private sector industries and KP-TEVTA Management and Institutions.
<p>ACTIVITIES AND SUB-ACTIVITIES 2.2</p>			
<p>2.2.1 Devising of faculty exchange mechanism and approval by the competent authority</p>	<p><i>01 Faculty exchange mechanism devised and approved by the competent authority.</i></p>	<ol style="list-style-type: none"> 1) Data Collected from KP-TEVTA Institutes and NAVTTC website 2) NVQ registry 3) Academic Section record 4) P&D/ works Section record 5) M&E Reports 	<ol style="list-style-type: none"> a. Government procedure of approval does not cause delays. b. KP-TEVTA and private TVET institutes are supportive of capacity building and revising curricula. c. Sufficiently qualified and motivated teachers are available in KP-TEVTA Institutions.
<p>2.2.2 Identification of organizations/ Institutions for exposure visits</p>	<p><i>72 (37 this year) institutes identified and contacted for facilitating exposure visit</i></p>		
<p>2.2.3 Organizing exposure visits to reputed institutes</p>	<p><i>01 exposure visit conducted to 05 reputed institutes by 08 Faculty members.</i></p>		
<p>2.2.4 Identification of training needs of the faculty and staff</p>	<p><i>TNA conducted for the staff and 220 staff members identified to be sent for training in various domains</i></p>		
<p>2.2.5 Preparation of Capacity Building Plan for the faculty</p>	<p><i>03 Capacity Building Plans prepared and approved.</i></p>		

2.2.6 Funds allocation and approval for capacity building of the staff and faculty	1. PC-1 of Rs.40 (m) approved for capacity building of staff. (PC-1 Discarded) 2. Rs. 27.320 million (Rs. 10 million this year) approved for Staff Capacity Building.		
2.2.7 Identification of training institutes for the training	05 Training Institutes identified and contacted for training of the KP-TEVTA Staff.		
2.2.8 Conduction of training for staff.	1527 (226 this year) staff members trained in 26 fields.		
2.2.9 Performance evaluation of staff.	Performance evaluation of 158 (60 this year) staff members conducted		
OUTPUT 2.3			
Necessary arrangements for on-job training and apprenticeship/ internship training for the trainees and pass outs along-with systematic job placement mechanism made.	<ol style="list-style-type: none"> 1. 332 (53 this year) internships/apprenticeship offered to trainees 2. 24% increase in number of Job Placement Centers established and functionalized at Institutions level. 3. 18 (01 this year) commercial / production cum service centers established in 16 (01 this year) KP-TEVTA Institutes. 4. 277 graduates (Number of women and Number of disable) employed. 	<ol style="list-style-type: none"> 1) Academic Section record 2) P&D/works Section record 3) Data Collected from KP-TEVTA Institutes. 4) M&E Reports 	<ol style="list-style-type: none"> a. Sufficiently budget/funds are available and releases are made timely. b. KP-TEVTA and private TVET institutes are supportive of capacity building and revising curricula. c. Sufficiently qualified and motivated teachers are available in KP-TEVTA Institutions.

ACTIVITIES AND SUB-ACTIVITIES 2.3			
2.3.1. Formation and Notification of IMCs	<ul style="list-style-type: none"> i. Rules of Business for IMC framed and revised ii. 62 IMCs formed and notified. 		
2.3.2. Training and Operationalization of IMCs.	<ul style="list-style-type: none"> i. Rs.4.9 allocated for IMCs Rs. 6.7 (m) allocated and 1.1 (m) released (Indicator Revised) ii. 62 (05 this year) IMCs trained and operationalized. iii. 81 (07 this year) Project/programs initiated by IMCs 		
2.3.3 Placement of Students in apprenticeship with potential employers.	<ul style="list-style-type: none"> i. 12 industrial units identified for apprenticeship training ii. 332 (53 this year) students placed for apprenticeship training. iii. 330 (53 this year) apprentices placed on job 	<ul style="list-style-type: none"> 1) Academic Section record 2) P&D/works Section record 	<ul style="list-style-type: none"> a. Sufficiently budget/funds are available and releases are made timely. b. KP-TEVTA and private TVET institutes are supportive of capacity building and revising curricula.
2.3.4. Establishment and functionalization of Job Placement and Vocational Centers.	<ul style="list-style-type: none"> i. 24 (23 this year) JP&VCs established and functionalized through external resources. ii. No JP&VCs established and functionalized through KP-TEVTA own resources. iii. All Institutes provided with JP &VC services iv. (12 Job placement centers linked with job portals) Replaced with All KP-TEVTA Institutes linked with NEXT portal through VC&JP officers. 	<ul style="list-style-type: none"> 3) Data Collected from KP-TEVTA Institutes. 4) M&E Reports 	<ul style="list-style-type: none"> c. Sufficiently qualified and motivated teachers are available in KP-TEVTA Institutions.
2.3.5. Students Exposure visits to Industries.	<ul style="list-style-type: none"> i. Rs.10.852 (m) (3.53 million this year) allocated for industrial tours. ii. 130 (30 this year) industrial units identified for student tours. iii. 5097 (750 this year) students conducted exposure visits to industries. 		

<p>2.3.6. Providing Entrepreneurship training to Graduates</p>	<p>i. 75 (15 this year) Entrepreneurship trainings conducted. ii. 3500 (1500 this year) graduates imparted entrepreneurship training.</p>		
<p>2.3.7. Holding Product/Project Expo(s)</p>	<p>i. 30 (06 this year) Product/Project Expo(s) organized by the institutes. ii. 07 Product/Project Expo(s) organized by the KP-TEVTA. iii. Rs 0.61(m) (0.09 (m) this year) recovered through sale of products.</p>		

OBJECTIVE – 3 (OUTCOME)

<p>Assuring Quality</p>	<p>1. 07 Policies of the Provincial Government implemented 2. Quality and international standards of technical education and vocational trainings at KP-TEVTA Institutes ensured. 3. Approved Rules and Regulations are in place and being followed. 4. 36 (19 this year) Institutes and 158 (61 this year) Programs accredited with National and international bodies for ensuring quality 5. 109 (28 this year) M&E Reports Prepared and disseminated for informed decision making of the Management. 6. 01 Teachers Performance Evaluation System developed and functionalized in all KP-TEVTA Institutes</p>	<p>1) KP-TEVTA Head Office record 2) Board of Directors’ minutes 3) M&E Reports 4) NAVTTTC website 5) KP-TEVTA Legal Section record</p>	<p>a) Government of KP formulates and approves coherent policy framework for TEVT linked to National Development Planning. b) The Government of KP removes autonomy constrains for TVET institution improvement. c) The Government of KP capacitates TVET institute Management, technical, and administrative staff for policy, rules and regulations implementation.</p>
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OUTPUT 3.1			
<p>Quality assurance systems for KP-TEVTA Interventions in place and complied with</p>	<ol style="list-style-type: none"> 1. Quality policy for KP-TEVTA Head office laid down 2. Quality policy for KP-TEVTA Institutes laid down 3. -KP-TEVTA Rules, Regulations and Financial Rules are in place and complied with. 4. Internal control system is in place in KP-TEVTA Institutes. 5. 58 KP-TEVTA Institutes applying internal quality assurance systems in line with NSS 	<ol style="list-style-type: none"> 1) KP-TEVTA Annual Financial Reports. 2) KP-TEVTA Internal Audit Reports. 3) M&E Reports 	<ol style="list-style-type: none"> a. Regular internal as well as external audit are conducted periodically. b. M&E Visits are regular and Management acts efficiently on the recommendations.
ACTIVITIES AND SUB-ACTIVITIES 3.1			
<p>3.1.1 Revision and approval of KP-TEVTA Act</p>	<p><i>KP-TEVTA revised act is in place and being followed</i></p>	<ol style="list-style-type: none"> 1) KP-TEVTA Annual Financial Reports. 2) KP-TEVTA Internal Audit Reports 3) M&E Reports 	<ol style="list-style-type: none"> 1) Regular internal as well as external audit are conducted periodically 2) M&E Visits are regular and Management acts efficiently on the recommendations.
<p>3.1.2 Formulation and approval of KP-TEVTA Rules</p>	<p><i>Rules for KP-TEVTA prepared, approved and being followed</i></p>		
<p>3.1.3 Approval and notification of KP-TEVTA Regulations</p>	<p><i>Regulations for KP-TEVTA prepared, approved and being followed (Revised in 2019, 2020)</i></p>		
<p>3.1.4 Develop SOPs</p>	<p><i>04 SOPs for all major activities developed</i></p>		
<p>3.1.5 Develop Effective Internal Audit Mechanism.</p>	<ol style="list-style-type: none"> i. 38 (03 this year) internal audits conducted ii. 369 (31 this year) audit observations raised iii. 16 (05 this year) audit observations translated into actions (disciplinary, recovery etc.) 		

<p>3.1.6 Training of HO and Institutes' level staff on Financial Rules and Procedures and proper voucher system</p>	<p><i>i. 05 staff of HO and 00 Number of staff at Institutional level trained on FRP. ii. 05 staff members trained</i></p>		
<p>3.1.7 Development of data collection framework (Institutional Assessment Framework)</p>	<p><i>Data collection framework (Institutional Assessment Framework) developed and 1st Report generated</i></p>		
<p>3.1.8 Develop and finalize M&E system and framework based on KP province need and requirement- LFAs, KPIs, AWP, reporting template, M&E tools</p>	<p><i>M&E System for KP-TEVTA including LFAs, KPIs, AWP, reporting template, M&E tools developed</i></p>		
<p>3.1.9 Train staff (HO and Institutions) on M&E data collection framework (Institutional Assessment Framework)</p>	<p><i>133 (43 this year) staff trained at HO and Institutional level on M&E data collection framework (Institutional Assessment Framework)</i></p>		
<p>3.1.10 Conduct tracer study, market survey and impact analysis as needed</p>	<p><i>04 studies conducted and reports disseminated (Cost /student incurred, skill gap analysis and tracer study)</i></p>		

OUTPUT 3.2			
Government Technical Teachers Training Centre, Peshawar as Staff College up graded and linked to industry	1) <i>Rs.43.028 (m) Approved for Up Gradation of GTTTC.</i> 2) <i>341 (48 this year) Faculty Members trained as mandated under the APT rules</i> 3) <i>15 refresher courses offered</i> 4) <i>15 skill up-gradation trainings provided</i> 5) <i>08 (02 this year) Management trainings conducted</i> 6) <i>996 (48 this year) staff trained in 26 (02 this year) trainings (Management, teaching, skill)</i> 7) <i>00 extension services provided</i> 8) <i>06 industries linked with GTTTC</i>	1) KP-TEVTA Annual Financial Reports. 2) Academic Section Record. 3) KP-TEVTA Internal Audit Reports. 4) M&E Reports	a. Sufficiently qualified and motivated master trainers are available in GTTTC. b. Teachers' Performance Evaluation is conducted on regular basis. c. Management acts appropriately on the recommendations of performance evaluation reports.
ACTIVITIES AND SUB-ACTIVITIES 3.2			
3.2.1 Feasibility for up-gradation of GTTTC	<i>Feasibility completed worth Rs.43.028 (m) and shared with KP-TEVTA</i>	1) P&D/Works Section Record. 2) TSSP/GIZ Reports 3) KP-TEVTA Internal Audit Reports. 4) M&E Reports	a. Government procedure of approval does not cause delays. b. Government and Private Members of the KP-TEVTA BOD are supportive of capacity building and revising curricula.
3.2.2 Preparation of feasibility study and PC-1.	<i>PC-1 worth Rs.43.028 (m) approved by the competent authority.</i>		
3.2.3 Up-gradation of infrastructure	<i>Civil work completed</i>		
3.2.4 Up-gradation and extension of workshops and laboratories	<i>i. 08 (04 this year) existing labs/workshops upgraded</i> <i>ii. 13 labs/workshops established.</i>		
3.2.5 Refresher courses	<i>04 (01 this year) refresher courses conducted</i>		

3.2.6 Provision of skill up-gradation trainings	<i>i. 01 TNA conducted for skill upgradation ii. 379 (70 this year) staff members identified for skill up-gradation with types and number of courses</i>		
3.2.7 Management trainings	<i>08 (02 this year) Management training conducted for number of staff. (mandatory)</i>		
3.2.8 Provision of extension services	<i>58 (23 this year) individuals trained for local industries and companies.</i>		
3.2.9 Support staff training.	<i>01 TNA conducted for support staff training</i>		
3.2.10 Establishment of coordination mechanism with industries.	<i>21 (15 this year) coordination and planning meetings conducted with industries.</i>		
3.2.11 Launching of staff training according to the requirement of industries	<i>1527 (226 this year) staff members trained in modern teaching techniques.</i>		
OUTPUT 3.3			
All the institutions accredited (with the regional, national and international accrediting bodies)	<ol style="list-style-type: none"> 1) 36 (19 this year) KP-TEVTA Institutions accredited by NAVTTC 2) 158 (61 this year) Programs accredited by NAVTTC 3) 00 institutes accredited by international bodies (06 are being accredited) 4) 40 measures adopted for quality assurance in 27 KP-TEVTA Institutions. 	<ol style="list-style-type: none"> 1) NAVTTC Website 2) TSSP/GIZ Reports 3) Data Collected from KP-TEVTA Institutes. 4) M&E Reports 	<ol style="list-style-type: none"> a. Government procedures of approval do not cause delays. b. KP-TEVTA and private TVET institutes are supportive of capacity building and revising curricula. c. Sufficiently qualified and motivated teachers are available in KP-TEVTA Institutions.

ACTIVITIES AND SUB-ACTIVITIES 3.3

<p>3.3.1 Nomination of Institutes for accreditation</p>	<p>i. 11 regional committees constituted for self-assessment. ii. 59 Institutes self-assessed iii. 59 (20 this year) Institutes screened for accreditation</p>	<p>1) NAVTTC Website 2) TSSP/GIZ Reports 3) Data Collected from KP-TEVTA Institutes. 4) M&E Reports</p>	<p>a. Sufficiently budget/funds are available and releases are made timely. b. Institutes' Management provides timely response as required for the tasks. c. Security situation remains favorable for conduction of activities</p>
<p>3.3.2 Initiation of Accreditation</p>	<p>27 applications submitted for accreditation</p>		
<p>3.3.3 Coordinating with accrediting bodies</p>	<p>65 (10 this year) visits conducted No Institutes categorized in A 10 Institutes categorized in B 16 Institutes categorized in C 05 Institute categorized in D and 04 Institute categorized in E</p>		
<p>3.3.4 Taking corrective actions on deficiencies</p>	<p>40 corrective measures taken in 27 institutes.</p>		

OUTPUT 3.4

<p>Monitoring & Evaluation System in place and functional as per the requirements of KP-TEVTA</p>	<p>1) Active M&E system for quick information sharing, institutes assessment and evaluation 2) 40 (19 this year) informed decisions taken and implemented by KP-TEVTA Management on M&E reports</p>	<p>1) M&E Field Visits Reports. 2) M&E Section Record</p>	<p>a. KP-TEVTA Management provides the required support to M&E section. b. KP-TEVTA Management takes decisions on the recommendations of M&E findings and recommendations timely. c. KP-TEVTA Management retains trained M&E staff for sufficient period.</p>
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ACTIVITIES AND SUB-ACTIVITIES 3.4

<p>3.4.1 Building M&E team</p>	<p><i>Fully equipped M&E Section established at KP-TEVTA (with Human, Logistic and Financial resources).</i></p>	<p>1) M&E Field Visits Reports.</p> <p>2) M&E Section Record</p>	<p>a. KP-TEVTA Management provides the required support to M&E section.</p> <p>b. KP-TEVTA Management takes decisions on the recommendations of M&E findings and recommendations timely.</p> <p>c. KP-TEVTA Management retains trained M&E staff for sufficient period.</p>
<p>3.4.2 Establishment of M&E system</p>	<p><i>i. 10 Data Collection Tools, LFA, M&E Plan Prepared and followed.</i></p> <p><i>ii. Teachers Performance Evaluation System developed and functional in KP-TEVTA</i></p>		
<p>3.4.3. Generation of M&E reports for various levels</p>	<p><i>109 (28 this year) M&E Reports generated and submitted to KP-TEVTA Management.</i></p>		
<p>3.4.4 Taking remedial Actions</p>	<p><i>i. 11 corrective actions taken by Management</i></p> <p><i>ii. 10 punitive actions taken by Management</i></p>		



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