

Sustainable Social Inclusion Through TVET



Inclusive Vocational Counselling & Job Placement Programmes
Assistive Learning Technologies for TVET
Professional Development

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The Situation

There is a **big gap between educational sector and the job market** in Pakistan chiefly due to lack of attention to career prospects based on technical & vocational education

The UNESCO Institute for Statistics estimated in 2016 that around **25 percent of the Pakistani youth is illiterate where as 8.2 % is unemployed with no vocational and technical skills**

Pakistan's average **unemployment rate from 2012-17 is around 8.6%**, higher than India, Bangladesh, and China. This figure doesn't account for the millions that have given up looking for work and are categorised as **“discouraged workers”** by the World Bank.

Almost 65% of our population is dependent on the working population in Pakistan which is higher than China, India, and Iran, dwarfed only by Afghanistan, a country literally at war for decades.

Despite an increase in youth social incubation ventures, and the advent of institutes in the private sector, Technical & Vocational Education and Training (TVET) and skill based jobs are still marginal in our economy and Pakistan ranks **147 out of 188 countries in the Human Development Index**, lower than many developing countries in South Asia.

Employers taking proactive steps to make the workplace more inclusive complain that graduates from the local education system are not skilled enough in their chosen vocations. **Inability to compete on the basis of relevant skills, and competence** is a key factor in causing high youth unemployment, particularly for the disabled, who are on the side-lines of our society and virtually non-existent in Pakistan's labour force

A youth unemployment crises and increased age dependency, can have **serious social and political affects on a country**, the effects of which are fairly evident in Pakistan e.g. violence, extremism, abuse, crime, and civil unrest

Inclusive Employment in Pakistan

Pakistan is only utilising 22% of its female population in the labour force, which, apart from Iran & Afghanistan, is the lowest in our neighbourhood. The bulk of this employment is based in urban cities. **Women & girls between the ages of 14-19**, suffer the most at the hands of conservative community practices based on tradition and customs

Most qualified teachers and professionals in Sindh lack practical training, expertise, and knowledge needed to engage in effective vocational and career counselling for their students. This issue is particularly profound in the case of children & adolescents with Special Educational Needs (SEN), who need further customization to their career plans

There's a nationwide stigma among employers that people with disabilities will be **less competent and cost more to employ and train**. Consequently, many PWDs find it better to hide their disabilities in order to find and/or hold on to a job.

There are no credible estimates for unemployment rates for Persons with Disabilities in Pakistan, but a report by The Economist Intelligence Unit estimates the **annual economic losses of excluding Persons with Disabilities (PWDs) from the workforce alone to be as much as US\$ 11.9bn - 15.4bn, or 4.9 - 6.3% of Pakistan's GDP**

TVET: A remedy for Unemployment and Poverty

Inclusive, Industry Relevant, & Individualized Training and Career Paths

Social inclusion is the process of improving the terms on which individuals and groups take part in society including those disadvantaged on the basis of their identity – World Bank

Vocational counselling, or rehabilitation, is a set of services designed to develop the skills and ability to practice a vocation in a productive way. Those born with physical or cognitive impairments can also be taught how to perform in the workplace taking into consideration their abilities and challenges.

Learning a vocation is the **best chance** our unemployed youth has in achieving economic security through employment and/or entrepreneurship. Inclusive education benefits the entire educational process by change the training delivery methods to meet the needs of children with disabilities while promoting **Mentorship Roles** among the higher aptitude students

Vocational Trades like Plumbing, Electricians, and Carpenters are among the **highest paid occupations** in developed countries. The China Pakistan Economic Corridor (CPEC) is likely to bring about a large increase in demand for skilled labour in Pakistan



Introducing “Tarbiyat”

Vocational Counselling, Professional Development & Assistive Learning Technologies

Tarbiyat equips trainers, special educators, and professionals in general education and special needs schools with the **training & expertise needed** to provide new **career paths for their students based on technical & vocational education according to each student’s educational abilities and industry demand**. Based in Karachi, Pakistan, we deliver these capacity building measures through professional development, the use of **assistive learning technology**, and consultancy in key strategic goals

Tarbiyat’s Training of Trainers (TOT) Programmes are a **series of workshops** that teach staff in Special Educational Needs & General Education schools how to develop & implement outcome based **Vocational Counselling & Job Placement (VCJP) programmes** in an Inclusive Classroom set up

Pakistan needs to generate **millions of new jobs a year** if it wants to absorb the young people who are currently looking to join the workforce. These VCJP Programmes will be **competency based** and relate directly to labour demands from the local industry, Pakistan's National Vocational Qualifications Framework, Provincial Qualifications, and Employer Competency standards

Training of Trainers Programmes



Programme 1: Social Inclusion through TVET Empowerment

Foundational understanding and capacity to develop **market relevant** competency based Vocational Counselling & Job Placement (VCJP) programmes ensuring the necessary knowledge, skills and attitudes or values to be successful in real life in and out of the learning environment and the workplace

Programme 2: The TVET Pathway to Success & Gainful Employment

Enhances and fine-tunes the capacity of SEN and Mainstream school academic and management staff to independently develop effective VCJP programmes including sheltered industrial workshops, social entrepreneurship options, and forming sustainable industry partnerships

Programme 3: Tarbiyat's Turnkey Services

Tarbiyat's Guaranteed Success Turnkey Inclusive VCJP Programme, customised for your school/centre/training institute, including an Inclusive TVET based Curriculum and organizational sustainability model

Vocational Training through Virtual Simulation

Virtual Vocational Training (VVT) creates the perfect balance between gaining knowledge and building experience. It provides authentic simulated environments that enable trainees to respond to situations they might encounter in real workplace situations but in safe and controlled environments

This hands-on, experiential teaching method accelerates their learning process, improving their competency, and reducing the high costs associated with conventional training methods, both on the trainer and the student

Tarbiyat can provide **Scalable & Affordable Assistive Learning Technology** that makes it easier for **standardised vocational education** to be implemented across schools/institutes in both **urban & rural areas** for students of all abilities

Find all of Tarbiyat's Assistive Learning Technologies at:

https://drive.google.com/open?id=10B4MKB3UQgKYFoAdDNFLE_mK64zah5pj

Technology Partners



<https://www.mimbus.com/>



<http://digital-cartel.com>

Methodology – How it works



Introducing Vocational Education (Ages 4 - 8)



1 Day Workshop

Min 16 Participants (recommended for Parents/Guardians of SEN children, Professionals, and university/college students)

Investment: PKR 9,500 per participant

Workshop Topics	Description
Initial screening	Purpose, global standard procedures, & limitations of initial screening Differences between Screening and Assessment Formal and informal Assessments Standardized Admission Form for SEN Children and Adults
Early Intervention Plans	Standardised format including vocational education exercises Early vocational education for children How to develop strategies, activities, and lesson plans Disability Life Span
Professionals in Special Education	Classification of Professionals working with special educational needs; local and global perspective Roles and Job Descriptions of SEN Professionals in Early Education, General Education, and Special Education schools/institutes International qualifications and career opportunities in Pakistan

Tarbiyat Trades Framework Includes but is not limited to the following:

Trades of Focus from the National Vocational Qualifications Framework	Additional Trades (Provincial and/or Industry Partner Competency Certification)
Beauty Care (Beauty Therapy) Level 2	Automotive Spray Painting
Beauty Care (Skin Care) Level 3	Carpentry & Joinery
Beauty Care (Hair Styling) Level 3	Electrician
Hospitality (Waiter) Level 2	Industrial maintenance and control
Hospitality (Cook) Level 2	Office Assistant
Mechanical Technology (Welding) Level 2	Fast Food & Restaurant Kitchen Staff
Mechanical Technology (Welder & Fabricator) Level 2	Stitching
Information Technology (Computer Operator) Level 2	Block Printing & Screen Printing
Information Technology (Web Designing and Development) Level 3	Computer Repair
Information Technology (Call Centre Agent) Level 3	Hand & Machine Embroidery

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