

Third Party Validation Report

Benazir Bhutto Shaheed Youth Development
Program, Government of Sindh

Third Party Validation of BBSYDP Training
Programs under Phase VII (Batch II and III) -
SSDP and Government of Sindh (GOS)

May 2017

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1. Executive Summary

1.1. Program Overview

As per the contract dated 31 December 2015 signed between Provincial Coordination Unit Benazir Bhutto Shaheed Youth Development Program (BBSYDP), Govt. of Sindh and EY Ford Rhodes (formerly known as Ernst & Young Ford Rhodes Sidat Hyder), the overall scope and extent of the Third Party Validation (TPV) is to:

1. Validate curriculum achievement by TSPs as per agreed program guidelines.
2. Validate certification of trainees by external bodies.
3. Validate post training employment facilitation by TSPs as per agreed program guidelines.
4. Perform a perception survey on behalf of BBSYDP.

Based on the overall scope of the TPV and information shared with us by the program team, we understand that BBSYDP engaged 152 Training Service Providers (TSPs) for Phase VII (Batch II) SSDP, 10 TSP for Phase VII (Batch II) - GOS training, 215 TSPs for Phase VII (Batch III) - SSDP and 4 TSPs for Phase VII (Batch III) - GOS training Program covering the period from 26 February 2015 to 25 February 2016. These TSPs were selected in several locations / districts of Sindh using the World Bank's procurement guidelines for engagement of consultancy services dated January 2011 and SPPRA rules 2010. Trades were selected by program based on BBSYDP Training Need Assessment Document and can be broadly categorized into the following:

S.No.	Sectors		
1	Agro-Horticultural Trades	16	Jewellery
2	Arts & Handicraft	17	Leather Industry
3	Auto Engineering	18	Livestock & Fisheries Trades
4	Banking & Accounting/Business	19	Low Level Dynamic Trades for Small Industry / House Hold Focus Leading to Full / Part Time Business / Employment
5	Beautician	20	Sale & Marketing
6	Chemical Industry	21	Security
7	Civil Engineering	22	Sports
8	Construction	23	Textile, Garments, Embroidery & Tailoring
9	Engineering / Mechanical Trades (Basic Level Engineering) C&M	24	Teaching/Education
10	Entrepreneurship	25	Telecommunication
11	Food Industry	26	Transport
12	Garment Industry	27	Office Management
13	Health/Medical Services	28	Media
14	Hotel and Hospitality		
15	Information Technology		

This report describes the revised and consolidated result of our draft report submitted to BBSYDP on 31 December 2016. The draft report has been revised based on review of additional information provided for Not-Satisfactory / Not Validated Trades of Phase VII (Batch II and III) and Round - IV (referred as SSDP below), from 31 March 2017 to 16 May 2017 involving 368 TSPs covering 663 trades and Government of Sindh (GOS) training program involving (referred as GOS below) 13 TSPs

covering 62 trades as per terms of abovementioned contract. Our engagement included validation of following components:

- ▶ Validate curriculum achievement by TSPs as per agreed program guidelines;
- ▶ Validate certification of trainees by TSPs and external bodies;
- ▶ Validate post training employment facilitation by TSPs as per agreed program guidelines;
- ▶ Undertake a perception survey to identify perceptions of trainees in the sample training institutes to assess institutional maturity of the training partner as well as the potential for institutional development (this component is not covered in this interim report and will be issued as a separate report);
- ▶ Provide recommendation / suggestions for improvement (this component is not covered in this interim report and will be issued with the final report).

The following is the summary of key information relating to the entire validation exercise:

Title of the project:	Third party validation
Contract date:	31 December 2015
Training phase of validation:	Phase VII (Batch II and III)
Conducted by:	EY Ford Rhodes
Period covered in our scope of work	26 Feb 2015 to 25 Feb 2016
Areas covered	<ol style="list-style-type: none"> 1. Validation of curriculum achievement by TSPs as per agreed program guidelines; 2. Validation of certification of trainees by external bodies; 3. Validation of post training employment facilitation by TSPs as per agreed program guidelines.
Additional Institutes Validated in <u>Final Report</u>	<ul style="list-style-type: none"> ▶ SSDP Phase VII (Batch II) = 2 TSPs involving 2 trades and 90 Trainees ▶ GOS Training Program Phase VII (Batch II) = 1 TSP and 1 trades and 5 Trainees ▶ SSDP Phase VII (Batch III) = 3 TSPs involving 4 trades and 130 Trainees
Total Institutes Validated Through Agreed Procedure in <u>Draft Report</u>	<ul style="list-style-type: none"> ▶ SSDP Phase VII (Batch II) = 114 TSPs involving 195 trades and 6,766 Trainees ▶ GOS Training Program Phase VII (Batch II) = 9 TSP and 41 trades and 999 Trainees ▶ SSDP Phase VII (Batch III) = 191 TSPs involving 335 trades and 12,041 Trainees ▶ GOS Training Program Phase VII (Batch III) = 2 TSPs involving 5 trades and 215 Trainees
Total Institutes Not Validated Through Telephonic Interview Procedures in <u>Final Report</u>	<ul style="list-style-type: none"> ▶ SSDP Phase VII (Batch II) = 22 TSPs involving 26 trades and 646 Trainees ▶ GOS Training Program Phase VII (Batch II) = 2 TSPs involving 2 trades and 13 Trainees ▶ SSDP Phase VII (Batch III) = 19 TSPs involving 23 trades and 732 Trainees

	<ul style="list-style-type: none"> ▶ GOS Training Program Phase VII (Batch III) = 1 TSP involving 8 trades and 38 Trainees
Total institutes not validated (due to non-provision of required documentation from respective institutes)	<ul style="list-style-type: none"> ▶ SSDP Phase VII (Batch II) = 24 TSPs involving 40 trades ▶ GOS Training Program Phase VII (Batch II) = 1 TSP and 1 trade ▶ SSDP Phase VII (Batch III) = 16 TSPs involving 30 trades ▶ GOS Training Program Phase VII (Batch III) = 2 TSPs involving 12 trades
Date of submission of inception Report	5 May 2016
Date of submission of Final TPV Report	30 May 2017

1.2. Overview of the validation exercises

Our validation exercise results in this report arise from the procedures performed as per inception report approved by BBSYDP managed dated 5 May 2016, cover following components:

Component 1 - Validate curriculum achievement by TSPs as per agreed program guidelines;

To validate the curriculum achievement process, we prepared document review tool and interview form to evaluate and validate the performance of each TSP through desk and document review and telephonic interview of trainees on a sample basis. For this we reviewed relevant documents such as TSPs contract, curriculum of training & completion reports, tests results, status reports submitted by TSPs and PMRs monitoring reports by BBSYDP and contacted selected (sample basis) trainees and conducted interviews through telephone to inquire their experience from the trainings and validate the level attainment of curriculum against respective trade.

Component 2 - Validate certification of trainees by TSPs and external bodies;

After curriculum attainment validation, the second stage was to validate and verify that certificate of trainees has been issued by TSPs and external bodies (where applicable) at the end of each training. At the end of curriculum attainment, every TSP is required to conduct an examination and award certificates to graduated trainees. Certificates awarded by TSPs were either internal certificates issued directly by TSP, duly endorsed by the TSP and the issuance Board [(such as Trade Testing Board (TTB)] or by the external Board after conducting examination of trainees. For the certificate distribution TSPs conducted a final exam, organized certification distribution ceremony and issued training certificates to trainees on agreed format as per BBSYDP requirement.

To validate the certificate distribution process, we prepared a document review tools and interview form to evaluate and validate the performance of each TSPs through telephonic interview of trainees on a sample basis. For this purpose, we reviewed relevant documents such as TSPs contract, curriculum of training and completion reports, tests results, test papers, certificates distribution evidence (photographs and videos) status reports submitted by TSPs and monitoring reports by BBSYDP and contacted selected (sample basis) trainees to conduct interviews through telephone to inquire their experience from the trainings and validate the certification distribution and external endorsement and certification against respective trade by the TSPs. In certain cases where such endorsed certificate were not provided to us for review, we have considered alternate evidences i.e. receipt and fees submission evidence to / from respective certification authority.

Component 3 - Validate post training employment facilitation by TSPs as per agreed program guidelines

As per training contract with each TSP, each TSPs is required to provide employment facilitation to 40% for Phase VII (for PST Wing) of the total registered trainees.

As per the *BBSYDP program guidelines V section 'post training employment verification'*, a trainee would be treated as being employed if he is either:

Employment Criteria	Description
Direct / timescale basis	From unemployed to employ or from lower wages to higher wages
Self-basis	Establishment of business/entrepreneurship etc.
Indirect basis	When one is qualified in one field but gets employment in other field
Wage basis	When one is engaged in earnings on daily basis
Continued / Further Education	In case a trainee after completion of the training prefers for higher study instead of job or is unwilling to do a job such number of trainees

Employment Criteria	Description
	may be considered as employed

After certificate distribution validation, the third exercise was to validate and verify that TSPs have provided employment facilitation to at least 40% Phase VII (Batch II and III) of their assigned trainees. For employment facilitation process each TSP was required to conduct seminars, arrange interviews in a manner to facilitate trainees for employment, assist trainee for continuous education, preparation and submission of employment status on a prescribed format by BBSYSP of at least 40% for Phase VII (Batch II and III) trainees.

To validate the employment facilitation process, we prepared a document review tools and interview form to evaluate and validate the performance of each TSP through telephonic interview of trainees on a sample basis. For this we reviewed relevant documents such as employment status, evidence of employment, evidence of facilitation, evidence of seminar for facilitation, TSPs contract, and completion report submitted by TSPs to BBSYDP. Further we contacted selected trainees to conduct telephonic interviews to assess experience from the trainings and verification / validation of employment status provided and whether the TSPs provided employment facilitation and conducted seminars in this respect.

1.3. Summary of Key Common Findings

Key findings from desk reviews / documentation reviews:

- ▶ Training of trainers was not conducted in all the institutes;
- ▶ Attendance submitted by the TSP did not match with that mentioned in the PMR report of the same date in certain instances;
- ▶ In certain instances, completion report (indicating percentage completion) submitted by the TSP after the last PMR date was not in line with the average course completion period percentage;
- ▶ Instances were noted where evidence of certificate distribution was not provided by the respective TSPs;
- ▶ Tests planned in Training Time Lines were not conducted as per the plan; and
- ▶ TSP did not achieve minimum employment attainment requirement in certain instances.

Key findings from trainee interviews

- ▶ Some of the trainees we interviewed reported:
 - Incorrect trainer name(s), which may indicate that trainers who actually provided the training was different from the trainer whose CVs had been provided by TSP to the program;
 - Trainees were not provided with any curriculum / syllabus;
 - No certificates were distributed despite given the final examination; and
 - No facilitation was provided by the TSPs in employment.

Overall Assessment:

Phase	VII (Batch II)		VII (Batch III)		No. of trainees**	Total trades
Type	SSDP	GOS	SSDP	GOS		
Satisfactory trades*	139	32	253	1		425
No. of trainees**	4,746	704	9,134	195	14,971	
Not satisfactory trades*	58	10	86	4		158
No. of trainees**	2,110	300	3,037	20	5,275	
Could not be validated through telephonic interviews***	26	2	23	8		59
No. of trainees**	646	13	732	38	1,429	
Not validated****	40	1	30	12		83
No. of trainees**	1,124	24	943	106	2,197	
Total					23,872	725

*Please refer to Annexure 2 for definition / criteria to rate Trades satisfactory or not satisfactory, which has also been provided in abovementioned approved inception report.

** These figures have been obtained from the total of individual attendance sheet provided by respective TSP.

***This represents trades/institutes in which none of the trainees could be contacted for performing telephonic interview procedures due to which we were not able to validate the same. Please refer to Section 3.6 of our report for the details of Not Validated Institutes

**** This represents trades / institutes which have either been closed / terminated by BBSYDP or no data has been provided by respective TSPs for the purpose of our TPV. Please refer to Section 3.5 of our report for the details of Not Validated Institutes.

Overall Assessment of validated trades (TSP performance indicator-wise):

Phase	Trades and No. of Trainees	Rating for respective performance indicator						Combined Performance Rating*	
		Curriculum Attainment		Certification		Employment			
		Satisfactory	Not Satisfactory	Satisfactory	Not Satisfactory	Satisfactory	Not Satisfactory	Satisfactory	Not Satisfactory
Phase VII (Batch II) - SSDP	Trades	161	36	156	41	155	42	139	58
	No. of Trainees	5,634	1,222	5,326	1,530	5,349	1,507	4,746	2,110
Phase VII (Batch II) - GOS	Trades	42	0	32	10	42	0	32	10
	No. of Trainees	1,004	0	896	108	1,004	0	896	108
Phase VII (Batch III) - SSDP	Trades	309	30	278	61	286	53	253	86
	No. of Trainees	11,133	1,038	10,009	2,162	10,253	1,918	9,134	3,037
Phase VII (Batch III) - GOS	Trades	5	0	1	4	4	1	1	4
	No. of Trainees	215	0	195	20	210	5	195	20
Total	Trades	517	66	467	116	487	96	425	158
	No. of Trainees	17,986	2,260	16,426	3,820	16,816	3,430	14,971	5,275

*This is based on combined performance assessment (for all the 3 criterion as agreed with program team in inception report dated 5 May 2016).

Please refer to section 3 of the report for detailed TSP and trade wise validate status of trainings.

1.4. Validation Closing Meeting

The findings from the validation on draft report were formally shared with BBSYDP management on 31 December 2016 and comments / additional documents were received from the period from 31 March 2017 to 16 April 2017. Based on management comments / additional documents provided the validation on draft report closing meeting took place on 31 March 2017 with the following participants (to be updated based on meeting with management after review of draft report):

S. No.	Attendees	Designation
1.	Muhammad Sharif Shaikh	Provincial Coordinator BBSYDP
2.	Khan Muhammad Tunio	Deputy Provincial Coordinator PSTW Focal person BBSYDP
3.	Ali Akbar	Senior Manager Advisory, EY Ford Rhodes
4.	Yousuf Ali Abid	Manager Advisory, EY Ford Rhodes

2. Validation Scope and Description of Sample Selected

2.1 Scope of Work

As per the contract signed between Provincial Coordination Unit Benazir Bhutto Shaheed Youth Development Program, Govt. of Sindh and Ernst & Young Ford Rhodes Sidat Hyder, dated 31 December 2015 the scope and extent of the Third Party Validation (TPV) is to identify strengths and gaps in implementation and monitoring of the training program in Phase VII (Batch II and III) [SSDP R-V] to highlight areas for further improvement. Following is the brief outline of scope of work (as provided in the terms of reference / request for proposal):

The scope of work shall involve:

- I. Obtain understanding of overall design and objectives of the program.
- II. Provide an implementation plan (i.e. timeline, methodology, staffing, mobilization plan, training plan and validation tool in form of a questionnaire) for validations (as provided in this inception report).
- III. Verify that contracted training providers worked in the framework and scope of work provided to them.
- IV. Check method of certification and its relevance to national & international market.
- V. Validation of post training employment facilitation according to the specifications given in BBSYDP Program Guidelines-VII.
- VI. Provide recommendation / suggestions for improvement of program processes and controls.
- VII. Undertake a perception survey to identify perceptions of trainees in the sample training institutes regarding their perception of overall BBSYDP program.
- VIII. Submission of complete database in access / excel for all TPV components and an executive presentation to BBSYDP (if required) upon completion of assignment (this can be compiled based on and to the extent of information provided by BBSYDP management).

We understand that as per our scope of work, our validation work will be limited to following BBSYDP training program phase:

- 1) Phase VII R-IV - Batch II and III (725 trainings conducted by 381 TSPs for 23,872 trainees)

2.2 Work Performed

The following procedures were carried out (based on and to the extent of information available with the management) for each of the trades, as specified in approved inception report:

- ▶ Prepared a detailed list of all activities/ procedures to be covered in the validation exercise with focus on curriculum achievement, certification and employment facilitation by TSPs as per the agreed program guidelines;
- ▶ Developed detailed tools / work programs for validation of curriculum attainment, certification and employment facilitation; specifying the nature, timing, location and extent of procedures/ tasks in light of the provisions and above requirements;
- ▶ Prepared and Finalized the validation tool / work program as per the agreed program guidelines;
- ▶ Reviewed relevant documents such as TSPs contract, curriculum of training and completion reports, tests results, status reports, certification and employment status with supporting evidence submitted by TSPs and monitoring reports by BBSYDP;
- ▶ Developed a questionnaire for trainees and conducted telephonic interviews / surveys on a sample basis to assess experience from the trainings and curriculum completion, certification and employment facilitation by the TSPs;
- ▶ Devise a sampling strategy to select a representative sample from the registered trainee data provided by the management. Selected the sample based on such sampling approach;

- ▶ For the sample selected contacted selected trainees and conducted interviews through telephone.
- ▶ The following information was documented based on the above step:
 - Fill out the interview form
 - Identify non compliances /deviations.
 - Compile and collate results
- ▶ Compile and collate discrepancies from the above procedures and discuss with the management.

2.3 Sample Selection - Phase VII (Batch II) - SSDP

During this phase a desk review of the documentation related to all 223 trades was carried out by the validation team under Phase VII (Batch II) SSDP. Concurrently with the desk reviews a sample of 10 percent of trainees (as per sample size agreed in the inception report) was selected on a random basis from each trade for the telephonic interviews, as tabulated below:

S.No.	Institute	Trade	Number of Trainees attended	Sample	Number of successful calls / Trainees Interviewed (Note 1)
1	KASHAF Vocational Center Badin (PVII_BII_SI)	Stitching & Sewing	30	3	2
2	Marvui Welfare Organization vocational centreBadin (PVII_BII_SI)	Stitching & Sewing	40	4	2
		CIT major in Office Automation	25	3	1
3	PIFRO Badin (PVII_BII_SI)	Stitching & Sewing	30	3	1
4	Women Development Association Badin (PVII_BII_SI)	Stitching & Sewing	60	6	2
5	Benazir Institute of Vocational Training Mirpur Mathelo District Ghotki (PVII_BII_SI)	CIT major in Office Automation	25	3	2
		Stitching & Sewing	45	5	3
		Beautician	30	3	3
6	Crown Computer Academy of IT (PVII_BII_SI)	Stitching & Sewing	30	3	0
		Beautician	20	2	2
7	Future Institute of I. T and Business Management Ghotki (PVII_BII_SI)	CIT major in Web Designing & Development	20	2	2
8	Hope Technical And Vocational Training Institute Ghotki (PVII_BII_SI)	Stitching & Sewing	30	3	2
9	New Look Beauty Parlour Daharki Ghotki (PVII_BII_SI)	Beautician	25	3	3
		Stitching & Sewing	25	3	2
10	Tameer Ins of Sci & Tech Ubauro (PVII_BII_SI)	CIT major in Office Automation	20	2	2
		Stitching & Sewing	25	3	3
11	Glamour Institute of Information Technology Hussian Beli Road Ghotki (PVII_BII_SI)	Mobile Phone Repairing	40	4	4
		CIT major in Web Designing & Development	32	4	4

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S.No.	Institute	Trade	Number of Trainees attended	Sample	Number of successful calls / Trainees Interviewed (Note 1)
		Sales & Marketing	40	4	4
		Accounting & Book Keeping	40	4	4
		Electrician	40	4	4
12	Hafiz-UI-Millat Ins of IT & Business Administration Daharki, District Ghotki (PVII_BII_SI)	CIT major in Office Automation	60	6	6
		Electrician	44	5	5
13	High Tech Tech College Ghotki (PVII_BII_SI)	Wireman Cum Electrician	30	3	1
		Generator Mechanic	30	3	1
14	SiScom Computer MirpurMathelo (PVII_BII_SI)	CIT major in Office Automation	50	5	5
		Stitching & Sewing	22	3	3
15	HB Institute of Communication & Technical Jacobabad (PVII_BII_SI)	Stitching & Sewing	30	3	1
16	Millennium Youth Skills Development Training Center Jacobabad (PVII_BII_SI)	Beautician	20	2	0
		Stitching & Sewing	39	4	0
17	Computer World Institute of Information Technology District Larkana (PVII_BII_SI)	CIT major in Office Automation	50	5	5
18	COSST Larkana (PVII_BII_SI)	Sales & Marketing	49	5	5
		CIT major in Office Automation	50	5	5
19	Dubai Car Driving School Larkana (PVII_BII_SI)	Car Driving	50	5	2
20	Education Research and Development Association (ERADA) Sachal Colony Larkana (PVII_BII_SI)	Stitching & Sewing	50	5	1
		Beautician	20	2	1
21	Pakistan Community Development Council (PCDC) (PVII_BII_SI)	CIT major in Office Automation	25	3	0
		Beautician	25	3	1
		Stitching & Sewing	50	5	2

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S.No.	Institute	Trade	Number of Trainees attended	Sample	Number of successful calls / Trainees Interviewed (Note 1)
22	Talent Institute of IT Wagan Kamber (PVII_BII_SI)	Stitching & Sewing	39	4	4
		CIT major in Office Automation	35	4	4
23	Vocational Training Institute Kamber (Humaira Jarwar) (PVII_BII_SI)	Stitching & Sewing	50	5	1
		Beautician	25	3	1
24	Al-Ghouse Polytechnic Institute Karachi (PVII_BII_SI)	CIT major in Office Automation	32	4	4
25	Advance Education System (Pvt) Ltd. (PVII_BII_SI)	Banking with Teminor T24	40	4	2
26	Al-Faiz Institute of Information Technology Mauripur Karachi (PVII_BII_SI)	Stitching & Sewing	32	4	1
27	Beauty Care Beauty Parlour (PVII_BII_SI)	Beautician	40	4	2
28	Elahi Technical Institute Manzoor Colony Karachi (PVII_BII_SI)	Stitching & Sewing	50	5	5
		Beautician	30	3	3
29	Entrepreneurship & Management Excellence Center (EMEC) Institute of Business Management Karachi (PVII_BII_SI)	Early Childhood Education (ECE)	14	2	0
		Sales & Marketing	26	3	1
		Computerized Accounting	43	5	2
		CIT Skills Major in Web Applications	46	5	2
30	Newports Institute of Communications & Economics Kashmir Road Karachi (PVII_BII_SI)	CIT major in Office Automation	42	5	5
		Banking / Accounting & Auditing	40	4	1
		Sales & Marketing	31	4	2
31	Farah Industrial Home for Women (PVII_BII_SI)	Stitching & Sewing	38	4	3
32	Institute of Technical & Vocational Education (PVII_BII_SI)	Beautician	13	2	1
		Stitching & Sewing	30	3	3
33	Newports Institute of Communications &	Industrial Electronics	1	1	0

S.No.	Institute	Trade	Number of Trainees attended	Sample	Number of successful calls / Trainees Interviewed (Note 1)
	Economics Nazimabad Karachi (PVII_BII_SI)	Garments / Fashion Designing	50	5	5
		Certificate in Renewable Energy Technician	25	3	3
		Production Management	25	3	0
34	Mymar Welfare Society Karachi (PVII_BII_SI)	Beautician	20	2	2
		Stitching & Sewing	30	3	3
35	Nasiran Computer Intitute (PVII_BII_SI)	CIT major in Office Automation	30	3	1
36	Skill Tech International Shahrah-e-Faisal Campus Karachi (PVII_BII_SI)	CIT major in Office Automation	25	3	1
		Garments / Fashion Designing	25	3	2
37	The Zaamin Welfare Foundation (PVII_BII_SI)	Stitching & Sewing	50	5	1
38	Karachi Institute of Professional (PVII_BII_SI)	Sales & Marketing	50	5	5
		Accounting & Book Keeping	50	5	3
39	Al-Faiz Institute of Information Technology, Ibrahim Hyderi, Korangi, Karachi (PVII_BII_SI)	CIT major in Office Automation	39	4	2
		Stitching & Sewing	31	4	2
40	Blessing Institute of Information Technology / BIIT, Karachi (PVII_BII_SI)	CIT major in Office Automation	30	3	1
41	Rehber Development Organization (PVII_BII_SI)	Stitching & Sewing	30	3	3
42	S4S Academy & HRM Consultant (PVII_BII_SI)	Electrician	41	5	5
		Welding	39	4	4
43	Saba Beauty Parlour Lyari Karachi (PVII_BII_SI)	Beautician	30	3	2
44	Touch & Look Beauty Parlour Karachi (PVII_BII_SI)	Beautician	60	6	6
45	ZAS College of Art &	AutoCad	25	3	3

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S.No.	Institute	Trade	Number of Trainees attended	Sample	Number of successful calls / Trainees Interviewed (Note 1)
	Design Model Colony Malir Karachi (PVII_BII_SI)	CIT major in Multimedia Graphics	25	3	3
		Textile Designing	50	5	5
		Digital Art & Animation	50	5	5
46	Government Polytechnic Institute Women Korangi Karchi (VII_BIII_SI)	Beautician	35	4	1
		Garments / Fashion Designing	23	3	2
47	Aman Institute for Vocational Training	Automobile	42	5	0
		Fabrication, Welding & Pipework	11	2	0
		General Electric Mechanical	27	3	0
			25	3	0
		Referigerator / AC Mechanic	32	4	0
		CAD-CAM	7	1	0
		CAD-CIVIL	8	1	0
		Carpentry	4	1	0
	Entrepreneurship & Management Excellence Center (EMEC) Institute of Business Management Karachi (Electronics)	Electronics General	24	3	3
		Plumbing	2	1	0
49	World Memon Organization (WMO) (PVII_BII_SI)	Auto Mechanic	30	3	3
		Auto Air Conditioning	29	3	3
		Referigerator / AC Mechanic	25	3	3
		Electrician (Motor Rewinding)	7	1	1
		Electrician	55	6	1
		CIT major in Office Automation	39	4	2
		Generator Mechanic	29	3	1
		Lift Technician	12	2	1
		Welding 06-G Multi Welder	21	3	2
		Motorcycle Mechanic	19	2	1
		Hardware & Networking	29	3	1

S.No.	Institute	Trade	Number of Trainees attended	Sample	Number of successful calls / Trainees Interviewed (Note 1)
		Mobile Phone Repairing	30	3	1
		Plumber	14	2	1
		CIT major in Multimedia Graphics	29	3	1
		AutoCad	26	3	1
		Computerized Accounting	29	3	1
		Auto Electrician	25	3	3
		Basic Electronics	24	3	1
		Professional Cooking	40	4	3
		Beautician	40	4	1
		Textile Designing	29	3	1
		Hand / Machine Embroidery	50	5	1
50	Wazeer Khes Training Center (PVII_BII_SI)	Khess Making	30	3	1
51	Indus Vaelly Institute of IT (PVII_BII_SI)	CIT major in Office Automation	30	3	3
52	Iqra Beauty Parlour & Vocational Training Centre (PVII_BII_SI)	Beautician	20	2	1
		Stitching & Sewing	20	2	1
53	PRIMUS Institute of Information Technology Khairpur MIRs (PVII_BII_SI)	CIT major in Office Automation	29	3	1
54	AFAQ (Association for Academic Quality) (PVII_BII_SI)	Early Childhood Education (ECE)	65	7	1
55	AIMS, Khairpur (PVII_BII_SI)	Stitching & Sewing	30	3	3
		Office Management Skill	30	3	1
56	Blessing Institute of Information Technology / BIIT, Sukkur (PVII_BII_SI)	CIT major in Office Automation	40	4	4
57	Dreams Vocational & Beauty Parlour (PVII_BII_SI)	Stitching & Sewing	30	3	1
		Beautician	17	2	2
58	Government IT Training College Khairpur (PVII_BII_SII)	CIT major in Office Automation	40	4	1
		CIT major in Multimedia Graphics	39	4	1

S.No.	Institute	Trade	Number of Trainees attended	Sample	Number of successful calls / Trainees Interviewed (Note 1)
59	Gulshan Vocational Centre Malik Chowdagi (PVII_BII_SI)	Stitching & Sewing	30	3	1
60	Indus Institute of Design (PVII_BII_SI)	Applique Embroidery Work	40	4	1
61	PRIME Institute of Science & Technology (PVII_BII_SI)	Banking & Auditing	23	3	1
		CIT major in Office Automation	30	3	2
62	Saki Institute of Science & Technology Sukkur (PVII_BII_SI)	CIT major in Web Designing & Development	30	3	1
		Stitching & Sewing	30	3	1
63	Shaheen VTC (PVII_BII_SI)	Stitching & Sewing	30	3	1
64	Youth Empowerment Skill Development Centre (PVII_BII_SI)	Basket work/Handycrafts	30	3	0
		Stitching & Sewing	20	2	1
65	Childrens Welfare Organization, Kamber (PVII_BII_SI)	Stitching & Sewing	60	6	2
66	Helper Learning Resource Centre Larkana (PVII_BII_SI)	Stitching & Sewing	50	5	1
		Beautician	25	3	3
67	Islamabad Applique Larkana (PVII_BII_SI)	Stitching & Sewing	50	5	0
		CIT major in Office Automation	24	3	0
68	Mathini Women Development Organization Larkana (PVII_BII_SI)	Beautician	25	3	2
		Stitching & Sewing	40	4	1
69	Youth Action for Pakistan Larkana (PVII_BII_SI)	Beautician	40	4	1
		Stitching & Sewing	50	5	2
70	Brilliant Institute of Information Technology & Vocational Training Center, Larkana (PVII_BII_SI)	CIT major in Office Automation	32	4	4
		Stitching & Sewing	43	5	3
		Beautician	20	2	1
71	Dot Com Institute of Information Technology, Larkana	CIT major in Office Automation	25	3	3

S.No.	Institute	Trade	Number of Trainees attended	Sample	Number of successful calls / Trainees Interviewed (Note 1)
	(PVII_BII_SI)	Computerized Accounting	25	3	2
		Dot Net Programming	25	3	1
72	Advantech Institute of I.T. District Shikarpur (PVII_BII_SI)	CIT major in Office Automation	25	3	3
73	HMB Institute of Science & Technology (PVII_BII_SI)	CIT major in Office Automation	19	2	2
		Electrician	31	4	4
74	Hope Development Society (HDS) (PVII_BII_SI)	Stitching & Sewing	29	3	1
75	Human Development Society Lakhi Shikarpur (PVII_BII_SI)	Stitching & Sewing	50	5	5
76	Kainat Social Development Organization Maree Shopping Center District Shikarpur (PVII_BII_SI)	Stitching & Sewing	50	5	5
77	Technomen Institute of I. T. District Shikarpur (PVII_BII_SI)	CIT major in Office Automation	42	5	5
78	Bright Future Academy of Excellence Jhuddo Mirpurkhas (PVII_BII_SI)	Stitching & Sewing	20	2	2
79	Gul Maria Beauty Parlour and Training Center (PVII_BII_SI)	Stitching & Sewing	50	5	1
		Beautician	50	5	0
80	Paras Computer Academy Mirpurkhas (PVII_BII_SI)	CIT major in Office Automation	30	3	3
81	Shahbaz Communication Institute of Computer Technology Jhuddo. (PVII_BII_SI)	CIT major in Office Automation	30	3	3
82	Sun Rise Academy of Computer Science Jhuddo Mirpurkhas (PVII_BII_SI)	CIT major in Office Automation	40	4	4

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S.No.	Institute	Trade	Number of Trainees attended	Sample	Number of successful calls / Trainees Interviewed (Note 1)
83	Computer Community Development College Mehrabpur (PVII_BII_SI)	CIT major in Office Automation	30	3	1
84	Dharti Development Foundation (DDF) Naushero Feroze (PVII_BII_SI)	Stitching & Sewing	59	6	6
85	Jinnah Institute of Modern Science & Technology Moro Naushero Feroze (PVII_BII_SI)	CIT major in Office Automation	50	5	4
86	Misbah Institute of Youth skills development moro (PVII_BII_SI)	Stitching & Sewing	30	3	1
87	Modern institute of Information Technology MIT (PVII_BII_SI)	MCITP	20	2	2
		Dot Net Programming	20	2	2
88	National Institute of Commercial Education (NICE) Naushero Feroz (PVII_BII_SI)	Short Hand	30	3	3
89	New Kiran Hoor Manahil Beauty Parlor and Duaa Silaee Center (PVII_BII_SI)	Stitching & Sewing	20	2	2
		Beautician	10	1	1
90	Shaheed Benazir Bhutto Institute of Computer Science Padidan District Naushero Feroze (PVII_BII_SI)	CIT major in Office Automation	30	3	3
		Stitching & Sewing	50	5	5
91	Shaheed Mohtarma Benazir Bhutto Women Vocational Training Center Moro Nasushero Feroze (PVII_BII_SI)	Stitching & Sewing	72	8	3
		Beautician	25	3	1
92	Shan-e-Sindh VTC Naushero Feroze (PVII_BII_SI)	Electrician	30	3	0
		Stitching & Sewing	20	2	0
		Referigerator / AC Mechanic	21	3	3

S.No.	Institute	Trade	Number of Trainees attended	Sample	Number of successful calls / Trainees Interviewed (Note 1)
93	Shoukat Institute of Information Technology Tharoushah Naushero Feroze (PVII_BII_SI)	CIT major in Office Automation	28	3	2
94	Z Institute of Information Technology Moro District Naushero Feroze (PVII_BII_SI)	CIT major in Web Designing & Development	45	5	5
		CIT major in Office Automation	44	5	5
95	Zainab Memorial Center of Excellence Khahi memon District Naushero Feroze (PVII_BII_SI)	CIT major in Office Automation	30	3	1
		Auto Cad	30	3	3
96	Iqra College of Computer Science Sanghar (PVII_BII_SI)	CIT major in Office Automation	30	3	3
97	Sanghar Institute of Science & Tecnology (SisTech) Sanghar (PVII_BII_SI)	Stitching & Sewing	100	10	10
		CIT major in Office Automation	50	5	5
98	Government Monotechnic Institute for Girls Shaheed Benazirabad (Campus -II) (PVII_BII_SI)	Hand / Machine Embriodery	14	2	1
		Stitching & Sewing	20	2	2
99	Government Vocational Institute Women Nawabshah. (PVII_BII_SI)	Beautician	27	3	2
		Stitching & Sewing	48	5	2
		Hand / Machine Embriodery	50	5	1
100	Indus Institute of Information Technology Shaheed Benazirabad (PVII_BII_SI)	CIT major in Office Automation	30	3	3
101	Micron Institute of I.T Sakrand Shaheed Benazirabad (PVII_BII_SI)	CIT major in Office Automation	40	4	4
102	National Technical Institute for Girls Shaheed Benazirabad (PVII_BII_SI)	Stitching & Sewing	27	3	1

S.No.	Institute	Trade	Number of Trainees attended	Sample	Number of successful calls / Trainees Interviewed (Note 1)
103	Sakrand Institute of Technical Education Shaheed Benazirabad (PVII_BII_SI)	CIT major in Office Automation	30	3	3
104	Sindh Rural Development Organization-SRDO Sakrand (PVII_BII_SI)	CIT major in Web Designing & Development	30	3	1
105	Spectrum Institute of IT& English Language Shaheed Benazirabad (PVII_BII_SI)	CIT major in Office Automation	40	4	4
106	Techsys Solution Institute of IT Shaheed Benazirabad (PVII_BII_SI)	CIT major in Office Automation	30	3	3
107	MERIT College of Science & Technology MCST) (PVII_BII_SI)	Generator Mechanic	50	5	3
		Electrician	46	5	0
108	Mubashir Polytechnic Institute of Management & Technology (PVII_BII_SI)	Electrician	30	3	1
109	Raheela Vocational & Beauty Parlor Training Centre Gambat (PVII_BII_SI)	Mobile Phone Repairing	20	2	2
		Stitching & Sewing	19	2	0
110	Sachal Sarmast Development (PVII_BII_SI)	Stitching & Sewing	50	5	0
111	Sukkur Institute of Science & Technology (PVII_BII_SI)	CIT major in Office Automation	81	9	1
112	Technocrat College of IT & Business Administration Khairpur (PVII_BII_SI)	Financial Accounting	50	5	3
		Short Hand (Stenograhah)	50	5	2
113	Technocrat Institute of IT & BA (VII_BIII_SI)-Thari Mirwah	CIT major in Office Automation	25	3	1
114	Zenith Academy of Information Technology (PVII_BII_SI)	CIT major in Office Automation	30	3	3
115	City Computer Centre Khairpur (PVII_BII_SI)	CIT major in Office Automation	50	5	1

S.No.	Institute	Trade	Number of Trainees attended	Sample	Number of successful calls / Trainees Interviewed (Note 1)
116	Glance Institute of IT (PVII_BII_SI)	CIT major in Office Automation	40	4	1
117	City Social Welfare Association New Saeedabad Matiari (PVII_BII_SI)	Stitching & Sewing	50	5	2
		CIT major in Office Automation	40	4	3
118	Super Sys-tech Computers Umerkot (PVII_BII_SI)	CIT major in Office Automation	30	3	3
119	Super Sys-tech Computers -(Campus-II), Umerkot (VII_BIII_SI)	Hardware & Networking	30	3	3
		CIT major in Office Automation	29	3	3
120	Aims, Karachi	CIT major in Office Automation	60	6	3
Grand Total			7,502	799	477

Note 1: To achieve the 10% sample, on an average at least 50% of the total trainees were tried to be contacted from each trade. This was due to the fact that most of the contact numbers provided were either not correct switched off or did not belong to the concerned trainee.

2.4 Sample Selection - Phase VII (Batch II) - GOS Training Program

During this phase a desk review of the documentation related to all 44 trades was carried out by the validation team under Phase VII (Batch II) - GOS training program. Concurrently with the desk review a sample of 10 percent of trainees (as per sample size agreed in the inception report) was selected on a random basis from each trade for the telephonic interviews, as tabulated below:

S.No.	Institute	Trade	Number of Trainees attended	Sample	Number of successful calls / Trainees Interviewed (Note 1)
1	Memon Foundation Tando M. Khan (PVII_BII_SI)	ECG Technician	5	1	1
		Dialysis Technician	6	1	1
		X- Rays Technician	5	1	1
		Ultrasound Technician	5	1	1
		Lab Technician	8	1	1
		Operation Theater Technician	5	1	2
		Dispenser	8	1	1
		Physiotherapy Technicaian	7	1	1
2	The Hunar Foundation, Tando Allahyar	Plumbing IVQ 6161	50	5	5
		Fabrication & Welding Technology IVQ 2850	50	5	5
		Maintenance Technology IVQ 2850	25	3	3
		Electrical Home Appliances, UPS & Generator Repair IVQ 2850	25	3	3
		Electrical & Electronics Technology IVQ 2850	25	3	3
		Electrical Installation IVQ 2850	25	3	1
Motorcycle Mechanic	50	5	5		
3	Jinnah Sindh Medical University, Karachi	Emergency Medical Technician	99	10	2
4	Dr. Essa's Laboratory & Diagnostic Centre	Laboratory Technician	20	2	1

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S.No.	Institute	Trade	Number of Trainees attended	Sample	Number of successful calls / Trainees Interviewed (Note 1)
	Karachi (PVII_BII_SI)	Course			
5	Jinnah Sindh Medical University (Campus-II) Karachi (PVII_BII_SI)	Dispenser	93	10	2
6	PHMA Institute of Knitwear Technologies Karachi (PVII_BII_SI)	Advance Merchandising	25	3	2
		Garments / Fashion Designing	20	2	1
		Apparel Merchandising	25	3	1
		CIT major in Web Designing & Development	31	4	1
		Industrial Stitching & Pattern Making	20	2	2
7	The Hunar Foundation DMS Technical Institute Karachi (PVII_BII_SI)	Plumbing IVQ 6161	8	1	0
		CNC Machine Operator	15	2	2
		Maintenance Technology IVQ 2850	4	1	1
		Refrigeration & Air Conditioning IVQ 6161	14	2	1
		Electrical & Electronics Technology IVQ 2850	13	2	2
		Fabrication & Welding Technology IVQ 2850	15	2	1
8	Blessing School of Paramedics (BISP) Karachi (PVII_BII_SI)	Blood Bank Technician	10	1	1
		Operation Theatre Technician	20	2	2
		Dispenser	40	4	2
		Laboratory Technician	30	3	3
		Ultrasound Technician Course	10	1	1
		X-Ray Technician	20	2	1
		Physiotherapy	15	2	2

S.No.	Institute	Trade	Number of Trainees attended	Sample	Number of successful calls / Trainees Interviewed (Note 1)
		Technician			
9	Blessing School of Nursing/BSP (PVII_BII_SI)	Dispenser	40	4	2
		X-Ray Technician	20	2	1
		Operation Theatre Technician	30	3	3
		Laboratory Technician	30	3	1
		Blood Bank Technician	30	3	3
		Ultrasound Technician	6	1	1
		Neonatal, Intensive Care Unit (NICU) Technician [Gratuitous: CSR]	5	1	0
		ECG Technician [Gratuitous: CSR]	10	1	1
Grand Total			1,017	114	76

Note 1: To achieve the 10% sample, on an average at least 50% of the total trainees were tried to be contacted from each trade. This was due to the fact that most of the contact numbers provided were either not correct, switched off or did not belong to the concerned trainee.

2.5 Sample Selection - Phase VII (Batch III) - SSDP

During this phase a desk review of the documentation related to all 362 trades was carried out by the validation team under Phase VII (Batch III) - SSDP. Concurrently with the desk reviews a sample of 10 percent of trainees (as per sample size agreed in the inception report) was selected on a random basis from each trade for the telephonic interviews, as tabulated below:

S.No.	Institute	Trade	Number of Trainees attended	Sample	Number of successful calls / Trainees Interviewed (Note 1)
1	Nari Welfare Association Pyarro Lund Tando Allahyar (VII_BIII_SI)	Stitching & Sewing	50	5	3
2	Nari Welfare Association Chambar Tando Allahyar (VII_BIII_SI)	Stitching & Sewing	50	5	5
3	Nari Welfare Association Tando Allahyar (VII_BIII_SI)	Stitching & Sewing	50	5	5
4	Excellence Academy of Computer Science Dadu (VII_BIII_SI)	CIT major in Office Automation	30	3	3
5	Virtual Institute & Information Technology Matli District Badin (VII_BIII_SI)	CIT major in Web Designing & Development	30	3	3
6	Larr Development Association Badin (VII_BIII_SI)	Stitching & Sewing	30	3	3
7	DMT Institute of Science & Technology Matli District Badin (VII_BIII_SI)	CIT major in Web Designing & Development	40	4	1
8	HRDS women Skill Development Institute (VII_BIII_SI)	Chunri Making	30	3	3
		Applique Arts Design	28	3	3
9	Indus Institute of Science & Technology Badin (VII_BIII_SI)	CIT major in Office Automation	30	3	2
		CIT major in Web Designing & Development	30	3	3
10	PATH Development Network Badin (VII_BIII_SI)	Stitching & Sewing	30	3	1
11	SAM Welfare Organization Institute of Skill Development Centre Badin (VII_BIII_SI)	CIT major in Office Automation	30	3	3
12	Siyal Computer and	CIT major in	40	4	4

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S.No.	Institute	Trade	Number of Trainees attended	Sample	Number of successful calls / Trainees Interviewed (Note 1)
	Vocational Centre Matli District Badin (VII_BIII_SI)	Office Automation			
13	Soormi Development & Women Society (SWDS) Tando Bago Badin (VII_BIII_SI)	Stitching & Sewing	30	3	1
14	Young Sheedi Welfare Organization (YSWO) Hyderabad Bypass Road Badin (VII_BIII_SI)	Stitching & Sewing	50	5	5
15	Soormi Development & Women Society (SWDS) Talhar Badin (VII_BIII_SI)	Stitching & Sewing	30	3	2
16	Uni-Tech Badin Center (VII_BIII_SI)	Stitching & Sewing	17	2	2
		CIT major in Office Automation	20	2	1
		CIT major in Web Designing & Development	20	2	2
17	Life Style Beauty Parlour & Vocational Center Matli District Badin (VII_BIII_SI)	Stitching & Sewing	30	3	3
18	Youth Association for Rular Development (YARD) District Badin (VII_BIII_SI)	Electrician	25	3	3
		Mobile Repairing	22	3	3
19	CIDP Institute of Skill Development Tando Allahyar (VII_BIII_SI)	CIT major in Office Automation	50	5	5
20	Woman and Girls Development Centre Nasarpur Tando Allahyar (VII_BIII_SI)	Stitching & Sewing	50	5	3
		Beautician	30	3	2
21	Woman and Girls Development Centre Tando Allahyar (VII_BIII_SI)	Beautician	70	7	4
		Stitching & Sewing	80	8	4
22	Creative Academy of Computer Science Dadu (VII_BIII_SI)	CIT major in Office Automation	30	3	3
23	Noble Computer & English Coaching Center Dadu (VII_BIII_SI)	Short Hand	25	3	3
24	Rabia Beauty Parlour	Beautician	30	3	3

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S.No.	Institute	Trade	Number of Trainees attended	Sample	Number of successful calls / Trainees Interviewed (Note 1)
	& Sewing Center Dadu (VII_BIII_SI)				
25	Rockford Development Organization (Campus - I) Dadu (VII_BIII_SI)	CIT major in Office Automation	30	3	2
		Stitching & Sewing	30	3	0
26	Sawera Vocational Academy Sita Road Dadu (VII_BIII_SI)	Stitching & Sewing	60	6	5
27	New Ora-Tech. Dadu (VII_BIII_SI)-Sita	CIT major in Office Automation	40	4	4
28	Al-Ahmed Institute of Youth Skills Development Ghotki (VII_BIII_SI)	CIT major in Office Automation	35	4	1
29	Arfa Kareem Institute of IT & Technical Training Mirpur Mathelo District Ghotki (VII_BIII_SI)	CIT major in Office Automation	50	5	5
30	Arfa Kareem Institute of IT & Technical Training Mirpur Mathelo District Ghotki (VII_BIII_SI)	Wireman Cum Electrician	50	5	5
31	Arfa Kareem Institute of IT & Technical Training Mirpur Mathelo District Ghotki (VII_BIII_SI)	Mobile Phone Repairing	50	5	5
32	Cyber Village Academy of Information Technology Ghotki (VII_BIII_SI)	CIT major in Office Automation	40	4	4
		Welding 06-G Multi Welder	30	3	3
		Plumber	30	3	3
33	Dawn Institute of IT Sarhad Ghotki (VII_BIII_SI)	CIT major in Office Automation	60	6	2
34	Ghotki Vocational & Beautician Training Centre Ghotki (VII_BIII_SI)	Beautician	30	3	3
		Stitching & Sewing	40	4	4
35	Pakistan Chemical & Energy Sector Skill Development Company (PCESSDC), Ghotki (VII_BIII_SI)	Electrician	30	3	1
		Auto Mechanic	30	3	3
		Machinist	30	3	3
		Referigerator / AC Mechanic	30	3	1
36	AIMS, Hyderabad (PVII_BII_SI)	CIT major in Web Designing &	50	5	5

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S.No.	Institute	Trade	Number of Trainees attended	Sample	Number of successful calls / Trainees Interviewed (Note 1)
		Development			
37	Data Link Technologies, Saddar, Hyderabad (PVII_BII_SI)	CIT major in Web Designing & Development	50	5	1
38	SPARCO Technologies, Hyderabad (PVII_BII_SI)	CIT major in Office Automation	50	5	1
39	FAITH College of Information Technology Hyderabad (VII_BIII_SI)	AutoCad	30	3	3
		PHP	60	6	6
		Dot Net Programming	30	3	3
		Computerized Accounting	30	3	3
40	Stepping Stone Academy Hyderabad (VII_BIII_SI)	PHP Programing	25	3	1
		Dot Net Programming	25	3	1
41	Women Social Welfare Organization (WSWO) Sewing Institute Hyderabad (VII_BIII_SI)	Stitching & Sewing	30	3	1
42	Women Social Welfare Organization (WSWO) Sewing Institute Hyderabad (Campus-II) (VII_BIII_SI)	Stitching & Sewing	30	3	1
		Beautician	30	3	3
43	Alpha Solutions Hyderabad Campus (VII_BIII_SI)	Call Center	30	3	3
		CIT major in Office Automation	50	5	5
44	Gexton Education Hyderabad (VII_BIII_SI)	Mobile Application (Android)	35	4	4
	Gexton Education Hyderabad (VII_BIII_SI)	Android iPhone App: Devpt/Mobile Repairing	15	2	2
45	MIT Software Solution Hyderabad (VII_BIII_SI)	CIT major in Web Designing & Development	60	6	6
46	SZABIST ZABTECH GoR Colony Hyderabad (VII_BIII_SI)	CIT major in Multimedia Graphics	25	3	3
		Electrician	19	2	2
		Beautician	24	3	3
		PHP Programing	25	3	3
		Mobile Phone Repairing	21	3	3

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S.No.	Institute	Trade	Number of Trainees attended	Sample	Number of successful calls / Trainees Interviewed (Note 1)
47	SZABIST ZABTECH Sindh Museum Hyderabad (VII_BIII_SI)	Beautician	30	3	1
		Montessori Directress	27	3	1
48	Sindh Education Trust (SET) (VII_BIII_SI)	Office Management Skill	40	4	4
49	Aas Research Foundation (ARF) Jacobabad (VII_BIII_SI)	Stitching & Sewing	40	4	2
50	Baab-UI-Ilm Institute of I.T Ghrhi Khairo (VII_BIII_SI)	CIT major in Office Automation	50	5	5
		Electrician	30	3	2
51	Basic Skill Development Center Jacobabad (VII_BIII_SI)	CIT major in Office Automation	30	3	3
52	Bright Vision Vocational Institute Jatt Jacobabad (VII_BIII_SI)	Beautician	30	3	2
		Stitching & Sewing	40	4	0
53	Community Advancement & Support Welfare Association (CASWA) Jacobabad (VII_BIII_SI)	Stitching & Sewing	80	8	1
54	Community Development Netwrok Organization Jacobabad (VII_BIII_SI)	Stitching & Sewing	50	5	1
55	Creative Multimedia JCD (VII_BIII_SI)	CIT major in Office Automation	30	3	0
56	Faith Institute of Skills & Development Inst. Thull (VII_BIII_SI)	CIT major in Office Automation	40	4	4
57	Iqra Institute of I.T & Vocational Center Jacobabad (VII_BIII_SI)	Stitching & Sewing	50	5	3
58	Jacobabad Institute of Skill Development (VII_BIII_SI)	Stitching & Sewing	50	5	1
59	Late Haji Abdul Wahab Qureshi Institute of I.T VTC Jacobabad (VII_BIII_SI)	Beautician	20	2	0
		Stitching & Sewing	50	5	0
		CIT major in Office Automation	30	3	0
60	Roshni Development	Beautician	20	2	1

S.No.	Institute	Trade	Number of Trainees attended	Sample	Number of successful calls / Trainees Interviewed (Note 1)
	Foundation Thull (VII_BIII_SI)	Stitching & Sewing	30	3	1
		CIT major in Office Automation	30	3	3
61	Royal Institute of I.T Management & development Jacobabad (VII_BIII_SI)	CIT major in Office Automation	60	6	1
62	Saleem Computer Training Institute (SCTI) Thull Jacobabad (VII_BIII_SI)	CIT major in Office Automation	30	3	1
63	Savera Institute of I.T Thull Jacobabad (VII_BIII_SI)	Stitching & Sewing	40	4	2
		CIT major in Office Automation	30	3	2
		Electrician	30	3	1
64	Digi Tech Insisute of IT Dadu (VII_BIII_SI)	CIT major in Office Automation	40	4	4
		Beautician	30	3	3
65	DotCom Institute of IT Mehar (VII_BIII_SI)	CIT major in Office Automation	40	4	4
		Beautician	30	3	3
66	New Ora-Tech. Mehar (VII_BIII_SI)	CIT	30	3	3
67	Sufi's Computer Institute Dadu (VII_BIII_SI)	CIT major in Office Automation	60	6	6
68	Badah Bright Enterprises Vocational Center Dadu (VII_BIII_SI)	Stitching & Sewing	40	4	4
		Beautician	40	4	4
69	Al Mustafa Institute of Computer Science & English Language Taluka Kotri District Jamshoro (VII_BIII_SI)	CIT major in Office Automation	25	3	3
70	Mehran Skills Development Centre SUECH Jamshoro (VII_BIII_SI)	Generator Mechanic	50	5	5
		Accounting & Book Keeping	30	3	3
71	Scholars' Education System Jamshoro (VII_BIII_SI)	CIT major in Office Automation	30	3	3
		Beautician	30	3	1
72	NSDO Vocational Training Centre Larkana (VII_BIII_SI)	Mobile Phone Repairing	30	3	2
		Beautician	40	4	3

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S.No.	Institute	Trade	Number of Trainees attended	Sample	Number of successful calls / Trainees Interviewed (Note 1)
		Stitching & Sewing	50	5	2
		Electrician	30	3	3
73	Al-Faiz Institute of Information Technology Lyari Karachi (PVII_BII_SI)	CIT major in Office Automation	25	3	1
		Electrician	25	3	1
		Generator Mechanic	25	3	3
		UPS Repairing	22	3	1
74	Educator Computer Institute & College (PVII_BII_SI)	CIT major in Web Designing & Development	80	8	8
75	Najmaaz Computer Institute & Training Center Karachi (VII_BIII_SI)-Orangi	CIT major in Office Automation	28	3	1
76	Saba's Beauty Parlour (VII_BIII_SI)-Gulshan Campus	Beautician	28	3	3
77	Aaj Acedemy Landhi (VII_BIII_SI)	CIT major in Office Automation	25	3	3
78	Government Vocational School for Girls Landhi # 3 Karachi (VII_BIII_SI)	Beautician	35	4	4
		Garments / Fashion Designing	25	3	3
79	Yamnaz Hair & Beauty Saloon (VII_BIII_SI)	Beautician	30	3	1
80	Vocational Training Center (Girls) New Karachi (VII_BIII_SI)	Beautician	20	2	1
		Stitching & Sewing	20	2	1
81	Women Development Foundation Pakistan (PVII_BII_SI)	Beautician	25	3	3
		Stitching & Sewing	40	4	1
82	SOS Technical Training Institue (Infaq Foundation Campus) (VII_BIII_SI)	Turner	32	4	4
		General Electrician	44	5	2
		Welding / Welder	7	1	1
		Motorcycle Mechanic	15	2	1
		Refrigerator & AC	23	3	3
		Auto mechanic	9	1	1
		CIT major in Office Automation	30	3	2
83	Institute of Early Childhood Education & Development (IECED) Karachi (VII_BIII_SI)	Early Childhood Education (ECE)	53	6	3
84	K & N Technologies	AutoCad	50	5	3

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S.No.	Institute	Trade	Number of Trainees attended	Sample	Number of successful calls / Trainees Interviewed (Note 1)
	Gulistan-e-Jauhar Karachi (VII_BIII_SI)				
85	Skill Tech International Dalmia Karachi (VII_BIII_SI)	System Administrator	30	3	1
		Industrial Automation Technician	30	3	1
		Auto Cad	30	3	2
86	Clyde School of Arts & Design Karachi (VII_BIII_SI)	Textile Designing	17	2	1
		Fashion Designing	15	2	1
87	Estanara Institute (VII_BIII_SI)	Beautician	20	2	2
88	Laiba Beauty Saloon (VII_BIII_SI)	Beautician	30	3	1
89	New Standard Computer SITE Karachi (VII_BIII_SI)	CIT major in Office Automation	40	4	1
90	Najmaaz Computer Institute & Training Center Karachi II (VII_BIII_SI)	CIT major in Office Automation	30	3	1
		Stitching & Sewing	30	3	1
92	Vocational Training Center (Girls) North Karachi (VII_BIII_SI)	Stitching & Sewing	26	3	3
		Beautician	33	4	3
93	National Institute of Culinary Arts and Hotel Management Arts Council Karachi (VII_BIII_SI)	Culinary Arts Certificate	30	3	3
		Baking & Pastry Arts Diploma	30	3	3
94	Danish Children Academy (VII_BIII_SI)	Stitching & Sewing	20	2	1
		Beautician	20	2	2
95	Karachi Institute of Professional Studies (KIPS Campus-II), Karachi (VII_BIII_SI)	Sales & Marketing	30	3	3
		CIT major in Multimedia Graphics	30	3	2
96	SKB Technologies (Aptech DHA) (VII_BIII_SI)	Mobile Application (Android)	50	5	5
97	Al-Quresh Institute & Coaching Center PIPRI Karachi (VII_BIII_SI)	Beautician	30	3	3
		Mobile Phone Repairing	30	3	3
		Stitching & Sewing	50	5	0
98	Jillani Education Welfare Lyari Karachi (VII_BIII_SI)	Beautician	50	5	2
		CIT major in Office Automation	49	5	2
99	Shayan Vocational Center (VII_BIII_SI)	Stitching & Sewing	40	4	1

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S.No.	Institute	Trade	Number of Trainees attended	Sample	Number of successful calls / Trainees Interviewed (Note 1)
		Beautician	40	4	2
100	Karigar Training Institute (Guarantee) Limited (VII_BIII_SI)	Electrician	17	2	2
		Motorcycle Mechanic	9	1	1
		Pipe Fitter & Plumber	4	1	1
		Refrigeration & Air Conditioning	15	2	2
101	Institute of Technical & Vocational Education, PIPRI, Karachi (Campus-I) (VII_BIII_SI)	Stitching & Sewing	36	4	1
102	Bakhtawar Bhutto Institute of Skills & Development, Kandhkot (PVII_BII_SI)	CIT major in Office Automation	59	6	1
103	Challenger Institute of I.T Kashmir@Kandhkot (VII_BIII_SI)	CIT major in Office Automation	30	3	1
104	Hi Tech Computer Center Kashmir (VII_BIII_SI)	CIT major in Office Automation	40	4	1
105	Karam Rasool Vocational Training Institute Kashmir (VII_BIII_SI)	Hand / Machine Embroidery	30	3	3
		Stitching & Sewing	40	4	2
106	New Mehran Development Organization Ghouspur District Kashmir (VII_BIII_SI)	Stitching & Sewing	40	4	0
		CIT major in Office Automation	30	3	1
107	Shah Latif Institute of Information Technology (VII_BIII_SI)	CIT major in Office Automation	40	4	2
108	Soofi Sachal Sarmast Welfare Association Primary School Tangwani (VII_BIII_SI)	Stitching & Sewing	30	3	0
109	Sufi Sachal Sarmast Welfare Association Rasadar Road Kandkot (VII_BIII_SI)	Stitching & Sewing	30	3	0
110	Institute of Shaheed Benazir Bhutto Human Resource	Beautician	40	4	4
		Stitching & Sewing	40	4	1

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S.No.	Institute	Trade	Number of Trainees attended	Sample	Number of successful calls / Trainees Interviewed (Note 1)
	Skills Development Guddu District Kashmore@Kandhkot (VII_BIII_SI)				
111	Marwa Vocational Training Centre (VII_BIII_SI)	Stitching & Sewing	30	3	2
112	New Iqra Institute of Computer & Coaching Academy Sobhodero (VII_BIII_SI)	CIT major in Office Automation	60	6	1
113	Oxford Learning Center (OLC) (VII_BIII_SI)	CIT major in Office Automation	20	2	2
		Stitching & Sewing	40	4	1
		Beautician	20	2	3
114	Government IT Training College Kotdiji (VII_BIII_SI)	CIT major in Office Automation	43	5	2
115	MERIT College of Science & Technology (MCST) Ranipur (PVII_BII_SI)	Generator Mechanic	50	5	2
		CIT major in Office Automation	30	3	1
		Wireman cum Electrician	50	5	1
116	Mubashir Model School & IT Institute Gambat District Khairpur (VII_BIII_SI)	CIT major in Office Automation	60	6	1
117	New Roshani VTC Aghra (VII_BIII_SI)	Stitching & Sewing	25	3	0
118	Roshni Vocational & Beauty Parlour Training Centre (VII_BIII_SI)	Stitching & Sewing	30	3	0
		Beautician	30	3	0
119	Sabheeta Academy of Computer Science & IT Gambat Khairpur (VII_BIII_SI)	CIT major in Office Automation	50	5	1
		CIT major in Office Automation	60	6	1
120	The Experts TVET (Technical & Vocational Education Training Reforms) (VII_BIII_SI)	Stitching & Sewing	40	4	1
		Beautician	30	3	1
121	Government IT Training Center Gambat (VII_BIII_SI)	CIT major in Office Automation	50	5	1
122	Bakhtawar Vocational Training Center	Beautician	30	3	3
		Hand Embroidery	30	3	1

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S.No.	Institute	Trade	Number of Trainees attended	Sample	Number of successful calls / Trainees Interviewed (Note 1)
	District Khairpur (VII_BIII_SI)	Stitching & Sewing	30	3	1
		Rilly & Applique Work	30	3	2
123	Benazir Beauty & Vocational Training Centre (VII_BIII_SI)	Beautician	30	3	1
		Stitching & Sewing	30	3	0
124	English Language Academy & Vocational Center (VII_BIII_SI)	Stitching & Sewing	20	2	1
		CIT major in Office Automation	20	2	1
125	Grace Ideal Institute of IT Sukkur (VII_BIII_SI)	CIT major in Office Automation	60	6	1
126	Oxford Institute of Computer Science & Information Technology Khairpur (VII_BIII_SI)	CIT major in Office Automation	30	3	2
		Stitching & Sewing	30	3	3
127	Technocrat College of IT & Business Administration Faiz Ganj Khairpur (VII_BIII_SI)	Stitching & Sewing	50	5	5
128	WEDO - Sindhu Vocational Training Centre Khairpur (PVII_BII_SI)	Beautician	30	3	3
129	Roshni Foundation Institute Shahdadt (VII_BIII_SI)	Stitching & Sewing	50	5	5
		Beautician	30	3	2
		CIT major in Office Automation	30	3	1
130	Sawera Women Vocational Center Kamber (VII_BIII_SI)	CIT major in Office Automation	40	4	4
		Stitching & Sewing	46	5	1
		Beautician	30	3	1
131	Sawera Women Vocational Center Nasirabad (VII_BIII_SI)	Stitching & Sewing	40	4	3
		Beautician	30	3	1
		CIT major in Office Automation	30	3	1
132	Government Vocational Institute (Boys) Akil Larkana (PVII_BII_SI)	CIT major in Office Automation	25	3	2
		Electrician	25	3	3
		Plumber	25	3	3
133	Elegant Vocational Centre (PVII_BII_SI)	Beautician	40	4	0
		CIT major in Office Automation	40	4	2

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S.No.	Institute	Trade	Number of Trainees attended	Sample	Number of successful calls / Trainees Interviewed (Note 1)
134	Larkana Institute of Computer Science & IT Resham Gali District Larkana (VII_BIII_SI)	CIT major in Office Automation	30	3	1
135	Magnific College of I. T. Ratodero District Larkana (VII_BIII_SI)	CIT major in Office Automation	50	5	2
136	The BAST (Pvt) Ltd (Brilliance Foundation Larkana) (VII_BIII_SI)	Dot Net Programming	35	4	4
		Computerized Accounting	40	4	1
137	VIP Beauty Parlour Larkana (VII_BIII_SI)	Beautician	50	5	1
138	Badah Bright Enterprises Vocational Centre Dokri District Larkana (VII_BIII_SI)	Stitching & Sewing	75	8	2
		Beautician	25	3	2
139	Hi Tech Vocational Training Institute Lakhi (VII_BIII_SI)	CIT major in Office Automation	25	3	2
		Stitching & Sewing	33	4	2
140	Hi Tech Vocational Training Institute Shikarpur (VII_BIII_SI)	CIT major in Office Automation	25	3	1
		Stitching & Sewing	40	4	1
141	Qayoom Mangi Welfare Development Organzation (VII_BIII_SI)	Stitching & Sewing	50	5	1
142	Sarttiyoon Vocational And Information Technology Centre Shikarpur (VII_BIII_SI)	Stitching & Sewing	50	5	1
		Beautician	25	3	1
143	Technocrat College of IT & Business Adminstration Shikarpur. (VII_BIII_SI)	Financial Management	25	3	3
		CIT major in Office Automation	25	3	3
144	Touheed Training Center (VII_BIII_SI)	CIT major in Office Automation	25	3	3
		Stitching & Sewing	40	4	1
145	DIN Development Institutions Network Maree Shopping Centre Old Saddar Shikarpur (VII_BIII_SI)	Stitching & Sewing	53	6	1
146	DIN Development	Stitching &	50	5	1

S.No.	Institute	Trade	Number of Trainees attended	Sample	Number of successful calls / Trainees Interviewed (Note 1)
	Institutions Network Channa Mohalla Khanpur Shikarpur (VII_BIII_SI)	Sewing			
147	Al-Shahbaz Vocational Training Institute & Skill Development Program Bhan Saeedabad District Jamshoro (VII_BIII_SI)	Stitching & Sewing	50	5	0
148	New Ora Tec Jamshoro (VII_BIII_SI)	CIT major in Office Automation	30	3	3
		Mobile Phone Repairing	30	3	3
149	Future's Inn Kotri (VII_BIII_SI)	CIT major in Office Automation	30	3	3
150	Ghulam Farooque Institute of Science & Technology Mirpurkhas (VII_BIII_SI)	Stitching & Sewing	20	2	2
		Beautician	15	2	2
151	Chicks School Mirpurkhas (VII_BIII_SI)	CIT major in Office Automation	25	3	2
		Beautician	25	3	1
152	Idraak Institute of Aptitude & Science Mirpurkhas (VII_BIII_SI)	CIT major in Web Designing & Development	30	3	3
		CIT major in Office Automation	30	3	3
153	Wish Beauty Parlour & Training Center Mirpurkhas (VII_BIII_SI)	Beautician	40	4	2
154	Nazeer Hussain Institute of Engineering, Mirpurkhas (VII_BIII_SI)	CIT major in Office Automation	64	7	2
155	3IT Iqra Institute of Information Technology Bhiria City Naushero Feroze (VII_BIII_SI)	CIT major in Office Automation	50	5	5
156	Bhittai Welfare & Development Association (VII_BIII_SI)	Stitching & Sewing	30	3	1
		Handicraft	18	2	1
157	Mehrabbpur Institute	CIT major in	30	3	3

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S.No.	Institute	Trade	Number of Trainees attended	Sample	Number of successful calls / Trainees Interviewed (Note 1)
	of Information Technology (MIIT) (VII_BIII_SI)	Office Automation			
158	M. Z. Institute of Youth Skills Development Moro Campus-II Naushero Feroze (VII_BIII_SI)	Stitching & Sewing	50	5	3
159	Surhan Institute of Computer Science Naushero Feroze (VII_BIII_SI)	CIT major in Multimedia Graphics	30	3	1
		CIT major in Office Automation	27	3	1
160	Hasnain Institute of Information Technology Moro District Naushero Feroze (VII_BIII_SI)	CIT major in Office Automation	50	5	5
161	Indus Computer Centre (VII_BIII_SI)	CIT major in Office Automation	50	5	1
161	Rehman Computer Institute Moro District Naushero Feroze (VII_BIII_SI)	CIT major in Office Automation	40	4	1
162	Modern Institute of Science & Technology (MIST), Naushero Feroze (VII_BIII_SI)	Networking,	30	3	3
		Electrician	30	3	3
		CIT major in Office Automation	30	3	3
163	Gateway College of Computer & Management Science Sanghar (VII_BIII_SI)	Office Management Skill	30	3	3
		CIT major in Office Automation	30	3	3
164	Sky Tech Computer College Sanghar (VII_BIII_SI)	CIT major in Web Designing & Development	30	3	2
		Hardware & Networking	30	3	3
		CIT major in Office Automation	30	3	3
165	National Institute of Computer Education Shahdadpur District Sanghar (VII_BIII_SI)	CIT major in Office Automation	40	4	3
166	Junaid Institute of Modern & Sciences Technology Sanghar (VII_BIII_SI)	Beautician	30	3	3
		CIT major in Office Automation	50	5	0
		Mobile Phone Repairing	26	3	1
167	Jazba Agri Mechanical Workshop Shaheed	Auto Mechanic	20	2	1
		Welding	20	2	2

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S.No.	Institute	Trade	Number of Trainees attended	Sample	Number of successful calls / Trainees Interviewed (Note 1)
	Benazirabad (VII_BIII_SI)				
168	Women Awareness & Development Association (WADA) Sakrand Road Shaheed Benazirabad (VII_BIII_SI)	Office Management Skill	49	5	1
		CIT major in Office Automation	50	5	5
		Beautician	47	5	2
169	SZABIST ZABTech (ITVE) Shaheed Benazirabad (VII_BIII_SI)	ASP with SQL	40	4	4
		CIT major in Web Designing & Development	40	4	4
		Retail Marketing	40	4	4
		Mobile Phone Repairing	39	4	4
		Beautician	40	4	2
		Electrician	40	4	4
170	Friends Social Skill Development (VII_BIII_SI)	CIT major in Office Automation	20	2	1
		Stitching & Sewing	30	3	1
171	Self Help Socy (SHS) (VII_BIII_SI)	Stitching & Sewing	30	3	1
172	Classic Academy of Computer Science District Larkana (PVII_BII_SI)	Beautician	30	3	2
		Computerized Accounting	35	4	4
		CIT major in Office Automation	35	4	3
173	Misbah Vocational Training Center Larkana (VII_BIII_SI)	Stitching & Sewing	40	4	2
		Beautician	30	3	0
		CIT major in Office Automation	30	3	3
174	Sonheri Vocational Training & Computer Center Larkana (VII_BIII_SI)	CIT-Major in Office Automation	30	3	3
		Beautician	30	3	2
		Stitching & Sewing	40	4	4
175	Badah Bright Enterprises Vocational Centre Badah District Larkana (VII_BIII_SI)	Stitching & Sewing	100	10	10
176	Marhaba Welfare Trust Larkana (VII_BIII_SI)	Stitching & Sewing	30	3	1
		Beautician	20	2	1
177	SZABIST ZABTech (iTIVT) Sachal Colony District Larkana (VII_BIII_SI)	CIT major in Web Designing & Development	49	5	1
		AutoCad	49	5	2

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S.No.	Institute	Trade	Number of Trainees attended	Sample	Number of successful calls / Trainees Interviewed (Note 1)
		CIT major in Office Automation	51	6	4
		Sales & Marketing	50	5	1
		Mobile Phone Repairing	50	5	5
		Beautician	50	5	2
		Fashion Designing	51	6	1
178	Susi Vocational Training Center Ratodero District Larkana (VII_BIII_SI)	Stitching & Sewing	98	10	1
179	Mehran Vocational & I. T. Training Institute Larkana (VII_BIII_SI)	Stitching & Sewing	40	4	1
		Beautician	28	3	0
		CIT major in Office Automation	30	3	1
180	Muhammadi Training Center (VII_BIII_SI)	Stitching & Sewing	40	4	1
		Beautician	25	3	2
181	Orion Soft Technologies Khairpur (VII_BIII_SI)	CIT major in Office Automation	50	5	3
182	S. K. Institute of IT & English Language Sukkur (VII_BIII_SI)	CIT major in Office Automation	40	4	1
183	Shah Latif Computer & English Language Center Rohri Sukkur (VII_BIII_SI)	CIT major in Office Automation	30	3	1
		Computerized Accounting	40	4	2
184	Sindh College of Science & Commerce Technology Sukkur (VII_BIII_SI)	CIT major in Office Automation	20	2	2
		Mobile Phone Repairing	20	2	2
		Financial Accounting	30	3	3
185	Sukkur Institute of Business Administration (IBA) (VII_BIII_SI)	CCNA	44	5	3
		Banking & Auditing	43	5	2
		Early Childhood Education (ECE)	33	4	4
		Entrepreneurship	39	4	3
186	Sukkur Institute of Construction Management and Technology (SICMAT) (VII_BIII_SI)	Electrician	30	3	2
		AutoCad	30	3	3
		Civil Surveyor	30	3	2
186	The Experts Technical & Vocational Education Training Reforms (TVET)	Stitching & Sewing	30	3	2

S.No.	Institute	Trade	Number of Trainees attended	Sample	Number of successful calls / Trainees Interviewed (Note 1)
	(VII_BIII_SI)				
187	Comsit Computer College Sukkur (VII_BIII_SI)	CIT major in Office Automation	40	4	1
188	Unitech Jamshoro (VII_BIII_SI)	CIT major in Web Designing & Development	25	3	3
		Stitching & Sewing	8	1	0
		Beautician	12	2	0
189	Al-Mehran Rural Development Organization (AMRDO) Matiari (VII_BIII_SI)	Stitching & Sewing	50	5	3
190	Mehran Skill Development Institute (MSDI) Matiari (VII_BIII_SI)	CIT major in Office Automation	30	3	3
191	Style Inn Beauty Parlour & Tailoring Center Hala District Matiari (VII_BIII_SI)	Beautician	30	3	0
192	Nari Information Technology & Vocational Institute Tando M. Khan (VII_BIII_SI)	Beautician	22	3	3
		Stitching & Sewing	25	3	3
193	SZABIST ZAB Tech Institute of Technical & Vocational Education (ITVE) Tando Muhammad Khan (VII_BIII_SI)	CIT major in Web Designing & Development	47	5	5
		MCITP	32	4	4
		Computerized Accounting	32	4	4
		Mechanic (Electronics)	36	4	4
		CIT major in Office Automation	50	5	5
		Beautician	19	2	0
194	Pakistan IT Solution Thatta (VII_BIII_SI)	CIT major in Web Designing & Development	35	4	1
195	Perfect Montessori System Thatta (VII_BIII_SI)	Early Childhood Education (ECE)	50	5	2
		CIT major in Office Automation	50	5	5
196	Woman and Girls Development Centre Gharo Thatta (VII_BIII_SI)	Stitching & Sewing	59	6	3
		Beautician	60	6	4

S.No.	Institute	Trade	Number of Trainees attended	Sample	Number of successful calls / Trainees Interviewed (Note 1)
197	Thar Computer & English Lunguge Accademy (PVII_BII_SI)	CIT major in Office Automation	30	3	1
		Stitching & Sewing	30	3	1
		Hand / Machine Embriodery	10	1	1
198	Allama Iqbal Open University Umerkot (VII_BIII_SI)	CIT major in Office Automation	83	9	1
199	Binoria Technical Institute	CIT	50	5	4
		Electrician	25	3	1
		Carpenter	25	3	2
		Stitching & Sewing	89	9	5
Grand Total			12,903	1337	817

Note 1: To achieve the 10% sample, on an average at least 50% of the total trainees were tried to be contacted from each trade. This was due to the fact that most of the contact numbers provided were either not correct, switched off or did not belong to the concerned trainee.

2.6 Sample Selection - Phase VII (Batch III) - GOS Training program

During this phase a desk review of the documentation related to the 13 trades was carried out by the validation team under Phase VII - GOS Training Program. Concurrently with the desk reviews a sample of 10 percent of trainees (as per sample size agreed in the inception report) was selected on a random basis from each trade for the telephonic interviews, as tabulated below:

S.No.	Institute	Trade	Number of Trainees attended	Sample	Number of successful calls / Trainees Interviewed (Note 1)
1	Isra University (Isra Islamic Foundation) Hyderabad (PVII_BII_SI)	Dispenser Course	5	1	0
		ECG Technician Course	5	1	0
		D.S.A Technician Course	5	1	1
		Anesthesia Technician Course	5	1	1
		Ophthalmology Technician Course	5	1	0
		Laboratory Technician	5	1	1
		X-Ray Technician	5	1	0
		Operation Theatre Technician	4	1	0
		Ultrasound Technician Course	5	1	0
		Blood Bank Technician	5	1	1
		Pediatrics Technician Course	4	1	0
Physiotherapy Technician Course	5	1	0		
2	National Institute of Leather Technology (NILT), Karachi	Leather Technology	195	20	1
Grand Total			253	32	5

Note 1: To achieve the 10% sample, on an average at least 50% of the total trainees were tried to be contacted from each trade. This was due to the fact that most of the contact numbers provided were either not correct, switched off or did not belong to the concerned trainee.

3. Validation Status

3.1 Phase VII (Batch II) - SSDP

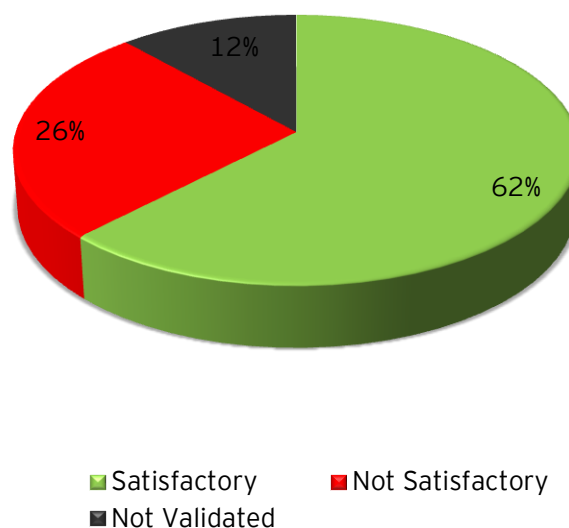
3.1.1 Overall / Combined assessment of TSP performance indicators - curriculum attainment, certification and employment facilitation

Based on our validation exercise of the level of curriculum attainment, certification and employment facilitation of 223 trades conducted by 129 TSPs using the information shared by the program team, the following provides our overall assessment of such trades:

- ▶ 139 trades (representing 62 percent of the total trades) have been rated as **'satisfactory'** based on the results from procedures performed by the validation team. Such trades have either low / medium risk findings as detailed in Annexure 3 below.
- ▶ 58 trades (representing 26 percent of the total trades) have been rated as **'not satisfactory'** based on the results from procedures performed by the validation team. Such trades have medium / high risk findings as detailed in Annexure 3 below.
- ▶ 26 trades (representing 12 percent of the total trades) have been rated as **'not validated through telephonic procedure'**.

For detail of not validated trades please refer to section 3.6 of our report.

Trades



Please refer to the following sections for details of content of this report:

Particular	Section Reference
Validation scope and description of sample selected	Section 3
Definition of satisfactory and non-satisfactory	Annexure 1
Agreed procedures performed for validation.	Annexure 2
Analysis and overall findings from the validation procedures performed for SSDP VII (Batch II) training	Annexure 3

3.1.2 Our assessment for each trade SSDP Phase VII (Batch II) (Individual and Combined Performance Rating)

3.1.2.1 Institute Validated through Agreed Procedures

Following table provides list name of TSPs and respective trades which have been rated as 'Satisfactory' or 'Not Satisfactory' based on validation procedures performed as detailed in Section 2 and criteria defined in Annexure 2 to this report. For details of findings against each TSP/trade kindly refer to Annexure 3 to the report:

S.No.	Institute	Trade	District	Trainees Attended	CA	CV	EF	Combined Performance Rating
1	KASHAF Vocational Center Badin (PVII_BII_SI)	Stitching & Sewing	Badin	30	S	S	NS	Not Satisfactory
2	Marvui Welfare Organization vocational centreBadin (PVII_BII_SI)	Stitching & Sewing	Badin	40	NS	NS	NS	Not Satisfactory
3	Marvui Welfare Organization vocational centreBadin (PVII_BII_SI)	CIT major in Office Automation	Badin	25	NS	NS	NS	Not Satisfactory
4	PIFRO Badin (PVII_BII_SI)	Stitching & Sewing	Badin	30	S	S	S	Satisfactory
5	Women Development Association Badin (PVII_BII_SI)	Stitching & Sewing	Badin	60	NS	NS	NS	Not Satisfactory
6	Benazir Institute of Vocational Training Mirpur Mathelo District Ghotki (PVII_BII_SI)	CIT major in Office Automation	Ghotki	25	S	S	S	Satisfactory
7	Benazir Institute of Vocational Training Mirpur Mathelo District Ghotki (PVII_BII_SI)	Stitching & Sewing	Ghotki	45	S	S	S	Satisfactory
8	Benazir Institute of Vocational Training Mirpur Mathelo District Ghotki (PVII_BII_SI)	Beautician	Ghotki	30	S	S	S	Satisfactory
9	Crown Computer Academy of IT (PVII_BII_SI)	Beautician	Ghotki	20	S	S	S	Satisfactory

S.No.	Institute	Trade	District	Trainees Attended	CA	CV	EF	Combined Performance Rating
10	Future Institute of I. T and Business Management Ghotki (PVII_BII_SI)	CIT major in Web Designing & Development	Ghotki	20	S	S	S	Satisfactory
11	Hope Technical And Vocational Training Institute Ghotki (PVII_BII_SI)	Stitching & Sewing	Ghotki	30	S	S	S	Satisfactory
12	New Look Beauty Parlour Daharki Ghotki (PVII_BII_SI)	Beautician	Ghotki	25	S	S	S	Satisfactory
13	New Look Beauty Parlour Daharki Ghotki (PVII_BII_SI)	Stitching & Sewing	Ghotki	25	S	S	S	Satisfactory
14	Tameer Ins of Sci & Tech Ubauro (PVII_BII_SI)	CIT major in Office Automation	Ghotki	20	S	S	S	Satisfactory
15	Tameer Ins of Sci & Tech Ubauro (PVII_BII_SI)	Stitching & Sewing	Ghotki	25	S	S	S	Satisfactory
16	Glamour Institute of Information Technology Hussian Beli Road Ghotki (PVII_BII_SI)	Mobile Phone Repairing	Ghotki	40	S	S	S	Satisfactory
17	Glamour Institute of Information Technology Hussian Beli Road Ghotki (PVII_BII_SI)	CIT major in Web Designing & Development	Ghotki	32	S	S	S	Satisfactory
18	Glamour Institute of Information Technology Hussian Beli Road Ghotki (PVII_BII_SI)	Sales & Marketing	Ghotki	40	S	S	S	Satisfactory
19	Glamour Institute of Information Technology Hussian Beli Road Ghotki (PVII_BII_SI)	Accounting & Book Keeping	Ghotki	40	S	S	S	Satisfactory
20	Glamour Institute of Information Technology Hussian Beli Road Ghotki (PVII_BII_SI)	Electrician	Ghotki	40	S	S	S	Satisfactory

S.No.	Institute	Trade	District	Trainees Attended	CA	CV	EF	Combined Performance Rating
21	Hafiz-Ul-Millat Ins of IT & Business Administration Daharki, District Ghotki (PVII_BII_SI)	CIT major in Office Automation	Ghotki	60	S	S	S	Satisfactory
22	Hafiz-Ul-Millat Ins of IT & Business Administration Daharki, District Ghotki (PVII_BII_SI)	Electrician	Ghotki	44	S	S	S	Satisfactory
23	High Tech Tech College Ghotki (PVII_BII_SI)	Wireman Cum Electrician	Ghotki	30	S	S	S	Satisfactory
24	High Tech Tech College Ghotki (PVII_BII_SI)	Generator Mechanic	Ghotki	30	S	S	S	Satisfactory
25	SiScom Computer MirpurMathelo (PVII_BII_SI)	CIT major in Office Automation	Ghotki	50	S	S	S	Satisfactory
26	SiScom Computer MirpurMathelo (PVII_BII_SI)	Stitching & Sewing	Ghotki	22	S	S	S	Satisfactory
27	HB Institute of Communication & Technical Jacobabad (PVII_BII_SI)	Stitching & Sewing	Jacobabad	30	S	S	S	Satisfactory
28	Computer World Institute of Information Technology District Larkana (PVII_BII_SI)	CIT major in Office Automation	Larkana	50	S	NS	S	Not Satisfactory
29	COSST Larkana (PVII_BII_SI)	Sales & Marketing	Larkana	49	S	S	S	Satisfactory
30	COSST Larkana (PVII_BII_SI)	CIT major in Office Automation	Larkana	50	S	S	S	Satisfactory
31	Dubai Car Driving School Larkana (PVII_BII_SI)	Car Driving	Larkana	50	NS	NS	NS	Not Satisfactory
32	Education Research and Development Association (ERADA) Sachal Colony Larkana (PVII_BII_SI)	Stitching & Sewing	Larkana	50	S	NS	S	Not Satisfactory

S.No.	Institute	Trade	District	Trainees Attended	CA	CV	EF	Combined Performance Rating
33	Education Research and Development Association (ERADA) Sachal Colony Larkana (PVII_BII_SI)	Beautician	Larkana	20	S	NS	S	Not Satisfactory
34	Pakistan Community Development Council (PCDC) (PVII_BII_SI)	Beautician	Kambar @Shahd adkot	25	S	NS	S	Not Satisfactory
35	Pakistan Community Development Council (PCDC) (PVII_BII_SI)	Stitching & Sewing	Kambar @Shahd adkot	50	S	NS	S	Not Satisfactory
36	Talent Institute of IT Wagan Kamber (PVII_BII_SI)	Stitching & Sewing	Kambar @Shahd adkot	39	S	S	S	Satisfactory
37	Talent Institute of IT Wagan Kamber (PVII_BII_SI)	CIT major in Office Automation	Kambar @Shahd adkot	35	S	S	S	Satisfactory
38	Vocational Training Institute Kamber (Humaira Jarwar) (PVII_BII_SI)	Stitching & Sewing	Kambar @Shahd adkot	50	NS	NS	S	Not Satisfactory
39	Vocational Training Institute Kamber (Humaira Jarwar) (PVII_BII_SI)	Beautician	Kambar @Shahd adkot	25	NS	NS	S	Not Satisfactory
40	Al-Ghouse Polytechnic Institute Karachi (PVII_BII_SI)	CIT major in Office Automation	Karachi	32	S	S	S	Satisfactory
41	Advance Education System (Pvt) Ltd. (PVII_BII_SI)	Banking with Teminor T24	Karachi	40	NS	NS	NS	Not Satisfactory
42	Al-Faiz Institute of Information Technology Mauripur Karachi (PVII_BII_SI)	Stitching & Sewing	Karachi	32	NS	S	S	Not Satisfactory
43	Beauty Care Beaurty Parlour (PVII_BII_SI)	Beautician	Karachi	40	S	S	NS	Not Satisfactory
44	Elahi Technical Institute Manzoor Colony Karachi (PVII_BII_SI)	Stitching & Sewing	Karachi	50	NS	S	NS	Not Satisfactory
45	Elahi Technical Institute Manzoor Colony Karachi (PVII_BII_SI)	Beautician	Karachi	30	NS	S	NS	Not Satisfactory

S.No.	Institute	Trade	District	Trainees Attended	CA	CV	EF	Combined Performance Rating
46	Newports Institute of Communications & Economics Kashmir Road Karachi (PVII_BII_SI)	CIT major in Office Automation	Karachi	42	NS	NS	NS	Not Satisfactory
47	Newports Institute of Communications & Economics Kashmir Road Karachi (PVII_BII_SI)	Banking / Accounting & Auditing	Karachi	40	NS	NS	NS	Not Satisfactory
48	Newports Institute of Communications & Economics Kashmir Road Karachi (PVII_BII_SI)	Sales & Marketing	Karachi	31	NS	NS	NS	Not Satisfactory
49	Farah Industrial Home for Women (PVII_BII_SI)	Stitching & Sewing	Karachi	38	S	S	S	Satisfactory
50	Institute of Technical & Vocational Education (PVII_BII_SI)	Beautician	Karachi	13	S	S	S	Satisfactory
51	Institute of Technical & Vocational Education (PVII_BII_SI)	Stitching & Sewing	Karachi	30	S	NS	S	Not Satisfactory
52	Newports Institute of Communications & Economics Nazimabad Karachi (PVII_BII_SI)	Garments / Fashion Designing	Karachi	50	NS	NS	NS	Not Satisfactory
53	Newports Institute of Communications & Economics Nazimabad Karachi (PVII_BII_SI)	Certificate in Renewable Energy Technician	Karachi	25	NS	NS	NS	Not Satisfactory
54	Mymar Welfare Society Karachi (PVII_BII_SI)	Beautician	Karachi	20	S	NS	S	Not Satisfactory
55	Mymar Welfare Society Karachi (PVII_BII_SI)	Stitching & Sewing	Karachi	30	S	S	S	Satisfactory
56	Nasiran Computer Intitute (PVII_BII_SI)	CIT major in Office Automation	Karachi	30	S	NS	S	Not Satisfactory
57	Skill Tech International Shahrahe-Faisal Campus Karachi (PVII_BII_SI)	CIT major in Office Automation	Karachi	25	S	S	S	Satisfactory

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S.No.	Institute	Trade	District	Trainees Attended	CA	CV	EF	Combined Performance Rating
58	Skill Tech International Shahrahe-Faisal Campus Karachi (PVII_BII_SI)	Garments / Fashion Designing	Karachi	25	S	S	S	Satisfactory
59	The Zaamin Welfare Foundation (PVII_BII_SI)	Stitching & Sewing	Karachi	50	S	S	S	Satisfactory
60	Karachi Institute of Professional (PVII_BII_SI)	Sales & Marketing	Karachi	50	S	S	S	Satisfactory
61	Karachi Institute of Professional (PVII_BII_SI)	Accounting & Book Keeping	Karachi	50	S	S	S	Satisfactory
62	Al-Faiz Institute of Information Technology, Ibrahim Hyderi, Korangi, Karachi (PVII_BII_SI)	CIT major in Office Automation	Karachi	39	S	S	S	Satisfactory
63	Al-Faiz Institute of Information Technology, Ibrahim Hyderi, Korangi, Karachi (PVII_BII_SI)	Stitching & Sewing	Karachi	31	S	S	S	Satisfactory
64	Blessing Institute of Information Technology / BIIT, Karachi (PVII_BII_SI)	CIT major in Office Automation	Karachi	30	S	S	S	Satisfactory
65	Rehber Development Organization (PVII_BII_SI)	Stitching & Sewing	Karachi	30	S	S	S	Satisfactory
66	S4S Academy & HRM Consultant (PVII_BII_SI)	Electrician	Karachi	41	NS	NS	NS	Not Satisfactory
67	S4S Academy & HRM Consultant (PVII_BII_SI)	Welding	Karachi	39	NS	NS	NS	Not Satisfactory
68	Saba Beauty Parlour Lyari Karachi (PVII_BII_SI)	Beautician	Karachi	30	S	S	S	Satisfactory
69	Touch & Look Beauty Parlour Karachi (PVII_BII_SI)	Beautician	Karachi	60	S	S	NS	Not Satisfactory
70	ZAS College of Art & Design Model Colony Malir Karachi (PVII_BII_SI)	AutoCad	Karachi	25	NS	NS	NS	Not Satisfactory

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S.No.	Institute	Trade	District	Trainees Attended	CA	CV	EF	Combined Performance Rating
71	ZAS College of Art & Design Model Colony Malir Karachi (PVII_BII_SI)	CIT major in Multimedia Graphics	Karachi	25	NS	NS	NS	Not Satisfactory
72	ZAS College of Art & Design Model Colony Malir Karachi (PVII_BII_SI)	Textile Designing	Karachi	50	NS	NS	NS	Not Satisfactory
73	ZAS College of Art & Design Model Colony Malir Karachi (PVII_BII_SI)	Digital Art & Animation	Karachi	50	NS	NS	NS	Not Satisfactory
74	Government Polytechnic Institute Women Korangi Karchi (VII_BIII_SI)	Beautician	Karachi	35	S	S	S	Satisfactory
75	Government Polytechnic Institute Women Korangi Karchi (VII_BIII_SI)	Garments / Fashion Designing	Karachi	23	S	S	S	Satisfactory
76	World Memon Organization (WMO) (PVII_BII_SI)	Auto Mechanic	Karachi	30	S	S	S	Satisfactory
77	World Memon Organization (WMO) (PVII_BII_SI)	Auto Air Conditioning	Karachi	29	S	S	S	Satisfactory
78	World Memon Organization (WMO) (PVII_BII_SI)	Referigerator / AC Mechanic	Karachi	25	S	S	S	Satisfactory
79	World Memon Organization (WMO) (PVII_BII_SI)	Electrician (Motor Rewinding)	Karachi	7	S	S	S	Satisfactory
80	World Memon Organization (WMO) (PVII_BII_SI)	Electrician	Karachi	55	S	S	S	Satisfactory
81	World Memon Organization (WMO) (PVII_BII_SI)	CIT major in Office Automation	Karachi	39	S	S	S	Satisfactory
82	World Memon Organization (WMO) (PVII_BII_SI)	Generator Mechanic	Karachi	29	S	S	S	Satisfactory
83	World Memon Organization (WMO) (PVII_BII_SI)	Lift Technician	Karachi	12	S	S	S	Satisfactory

S.No.	Institute	Trade	District	Trainees Attended	CA	CV	EF	Combined Performance Rating
84	World Memon Organization (WMO) (PVII_BII_SI)	Welding 06-G Multi Welder	Karachi	21	S	S	S	Satisfactory
85	World Memon Organization (WMO) (PVII_BII_SI)	Motorcycle Mechanic	Karachi	19	S	S	S	Satisfactory
86	World Memon Organization (WMO) (PVII_BII_SI)	Hardware & Networking	Karachi	29	S	S	S	Satisfactory
87	World Memon Organization (WMO) (PVII_BII_SI)	Mobile Phone Repairing	Karachi	30	S	S	S	Satisfactory
88	World Memon Organization (WMO) (PVII_BII_SI)	Plumber	Karachi	14	S	S	S	Satisfactory
89	World Memon Organization (WMO) (PVII_BII_SI)	CIT major in Multimedia Graphics	Karachi	29	S	S	S	Satisfactory
90	World Memon Organization (WMO) (PVII_BII_SI)	AutoCad	Karachi	26	S	S	S	Satisfactory
91	World Memon Organization (WMO) (PVII_BII_SI)	Computerized Accounting	Karachi	29	S	S	S	Satisfactory
92	World Memon Organization (WMO) (PVII_BII_SI)	Auto Electrician	Karachi	25	S	S	S	Satisfactory
93	World Memon Organization (WMO) (PVII_BII_SI)	Basic Electronics	Karachi	24	S	S	S	Satisfactory
94	World Memon Organization (WMO) (PVII_BII_SI)	Professional Cooking	Karachi	40	S	S	S	Satisfactory
95	World Memon Organization (WMO) (PVII_BII_SI)	Beautician	Karachi	40	S	S	S	Satisfactory
96	World Memon Organization (WMO) (PVII_BII_SI)	Textile Designing	Karachi	29	S	S	S	Satisfactory
97	World Memon Organization (WMO) (PVII_BII_SI)	Hand / Machine Embroidery	Karachi	50	S	S	S	Satisfactory
98	Wazeer Khes Training Center (PVII_BII_SI)	Khes Making	Khairpur	30	S	S	S	Satisfactory

S.No.	Institute	Trade	District	Trainees Attended	CA	CV	EF	Combined Performance Rating
99	Indus Vaelly Institute of IT (PVII_BII_SI)	CIT major in Office Automation	Khairpur	30	S	S	S	Satisfactory
100	Iqra Beauty Parlour & Vocational Training Centre (PVII_BII_SI)	Beautician	Khairpur	20	S	S	S	Satisfactory
101	Iqra Beauty Parlour & Vocational Training Centre (PVII_BII_SI)	Stitching & Sewing	Khairpur	20	S	S	S	Satisfactory
102	PRIMUS Institute of Information Technology Khairpur MIRs (PVII_BII_SI)	CIT major in Office Automation	Khairpur	29	S	S	S	Satisfactory
103	AFAQ (Association for Academic Quality) (PVII_BII_SI)	Early Childhood Education (ECE)	Sukkur	65	S	NS	S	Not Satisfactory
104	AIMS, Khairpur (PVII_BII_SI)	Stitching & Sewing	Khairpur	30	S	S	S	Satisfactory
105	AIMS, Khairpur (PVII_BII_SI)	Office Management Skill	Khairpur	30	S	S	S	Satisfactory
106	Blessing Institute of Information Technology / BIIT, Sukkur (PVII_BII_SI)	CIT major in Office Automation	Sukkur	40	S	S	S	Satisfactory
107	Dreams Vocational & Beauty Parlour (PVII_BII_SI)	Stitching & Sewing	Khairpur	30	S	S	S	Satisfactory
108	Dreams Vocational & Beauty Parlour (PVII_BII_SI)	Beautician	Khairpur	17	S	S	S	Satisfactory
109	Government IT Training College Khairpur (PVII_BII_SII)	CIT major in Office Automation	Khairpur	40	S	S	S	Satisfactory
110	Government IT Training College Khairpur (PVII_BII_SII)	CIT major in Multimedia Graphics	Khairpur	39	S	S	S	Satisfactory
111	Gulshan Vocational Centre Malik Chowdagi (PVII_BII_SI)	Stitching & Sewing	Khairpur	30	S	S	S	Satisfactory
112	Indus Institute of Design (PVII_BII_SI)	Applique Embroidery Work	Khairpur	40	S	S	S	Satisfactory

S.No.	Institute	Trade	District	Trainees Attended	CA	CV	EF	Combined Performance Rating
113	PRIME Institute of Science & Technology (PVII_BII_SI)	Banking & Auditing	Sukkur	23	S	S	S	Satisfactory
114	PRIME Institute of Science & Technology (PVII_BII_SI)	CIT major in Office Automation	Sukkur	30	S	S	S	Satisfactory
115	Saki Institute of Science & Technology Sukkur (PVII_BII_SI)	CIT major in Web Designing & Development	Sukkur	30	S	S	S	Satisfactory
116	Saki Institute of Science & Technology Sukkur (PVII_BII_SI)	Stitching & Sewing	Sukkur	30	S	S	S	Satisfactory
117	Shaheen VTC (PVII_BII_SI)	Stitching & Sewing	Khairpur	30	S	S	S	Satisfactory
118	Youth Empowerment Skill Development Centre (PVII_BII_SI)	Stitching & Sewing	Khairpur	20	S	S	S	Satisfactory
119	Childrens Welfare Organization, Kambar @Shahdadkot (PVII_BII_SI)	Stitching & Sewing	Kambar @Shahdadkot	60	S	S	S	Satisfactory
120	Helper Learning Resource Centre Larkana (PVII_BII_SI)	Stitching & Sewing	Larkana	50	S	NS	NS	Not Satisfactory
121	Helper Learning Resource Centre Larkana (PVII_BII_SI)	Beautician	Larkana	25	S	NS	NS	Not Satisfactory
122	Mathini Women Development Organization Larkana (PVII_BII_SI)	Beautician	Larkana	25	S	S	S	Satisfactory
123	Mathini Women Development Organization Larkana (PVII_BII_SI)	Stitching & Sewing	Larkana	40	S	S	S	Satisfactory
124	Youth Action for Pakistan Larkana (PVII_BII_SI)	Beautician	Larkana	40	S	S	S	Satisfactory
125	Youth Action for Pakistan Larkana (PVII_BII_SI)	Stitching & Sewing	Larkana	50	S	S	S	Satisfactory

S.No.	Institute	Trade	District	Trainees Attended	CA	CV	EF	Combined Performance Rating
126	Brilliant Institute of Information Technology & Vocational Training Center, Larkana (PVII_BII_SI)	CIT major in Office Automation	Larkana	32	S	S	S	Satisfactory
127	Brilliant Institute of Information Technology & Vocational Training Center, Larkana (PVII_BII_SI)	Stitching & Sewing	Larkana	43	S	S	S	Satisfactory
128	Brilliant Institute of Information Technology & Vocational Training Center, Larkana (PVII_BII_SI)	Beautician	Larkana	20	S	S	S	Satisfactory
129	Dot Com Institute of Information Technology, Larkana (PVII_BII_SI)	CIT major in Office Automation	Larkana	25	S	S	S	Satisfactory
130	Dot Com Institute of Information Technology, Larkana (PVII_BII_SI)	Computerized Accounting	Larkana	25	S	S	S	Satisfactory
131	Dot Com Institute of Information Technology, Larkana (PVII_BII_SI)	Dot Net Programming	Larkana	25	S	S	S	Satisfactory
132	Advantech Institute of I.T. District Shikarpur (PVII_BII_SI)	CIT major in Office Automation	Shikarpur	25	S	S	NS	Not Satisfactory
133	HMB Institute of Science & Technology (PVII_BII_SI)	CIT major in Office Automation	Shikarpur	19	S	S	S	Satisfactory
134	HMB Institute of Science & Technology (PVII_BII_SI)	Electrician	Shikarpur	31	S	S	S	Satisfactory
135	Hope Development Society (HDS) (PVII_BII_SI)	Stitching & Sewing	Shikarpur	29	S	NS	S	Not Satisfactory
136	Human Development Society Lakhi Shikarpur (PVII_BII_SI)	Stitching & Sewing	Shikarpur	50	S	S	S	Satisfactory

S.No.	Institute	Trade	District	Trainees Attended	CA	CV	EF	Combined Performance Rating
137	Kainat Social Development Organization Maree Shopping Center District Shikarpur (PVII_BII_SI)	Stitching & Sewing	Shikarpur	50	S	S	S	Satisfactory
138	Technomen Institute of I. T. District Shikarpur (PVII_BII_SI)	CIT major in Office Automation	Shikarpur	42	S	S	S	Satisfactory
139	Bright Future Academy of Excellence Jhuddo Mirpurkhas (PVII_BII_SI)	Stitching & Sewing	Mirpurkhas	20	S	S	S	Satisfactory
140	Gul Maria Beauty Parlour and Training Center (PVII_BII_SI)	Stitching & Sewing	Mirpurkhas	50	S	NS	NS	Not Satisfactory
141	Paras Computer Academy Mirpurkhas (PVII_BII_SI)	CIT major in Office Automation	Mirpurkhas	30	S	S	NS	Not Satisfactory
142	Shahbaz Communication Institute of Computer Technology Jhuddo. (PVII_BII_SI)	CIT major in Office Automation	Mirpurkhas	30	S	S	S	Satisfactory
143	Sun Rise Academy of Computer Science Jhuddo Mirpurkhas (PVII_BII_SI)	CIT major in Office Automation	Mirpurkhas	40	S	S	S	Satisfactory
144	Computer Community Development College Mehrabpur (PVII_BII_SI)	CIT major in Office Automation	Naushehro Feroze	30	S	S	S	Satisfactory
145	Dharti Development Foundation (DDF) Naushero Feroze (PVII_BII_SI)	Stitching & Sewing	Naushehro Feroze	59	S	S	S	Satisfactory
146	Jinnah Institute of Modern Science & Technology Moro Naushero Feroze (PVII_BII_SI)	CIT major in Office Automation	Naushehro Feroze	50	S	S	S	Satisfactory
147	Misbah Institute of Youth skills development moro (PVII_BII_SI)	Stitching & Sewing	Naushehro Feroze	30	S	S	S	Satisfactory

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S.No.	Institute	Trade	District	Trainees Attended	CA	CV	EF	Combined Performance Rating
148	Modern institute of Information Technology MIT (PVII_BII_SI)	MCITP	Naushe hro Feroze	20	S	S	S	Satisfactory
149	Modern institute of Information Technology MIT (PVII_BII_SI)	Dot Net Programming	Naushe hro Feroze	20	S	S	S	Satisfactory
150	National Institute of Commerical Education (NICE) Naushero Feroz (PVII_BII_SI)	Short Hand	Naushe hro Feroze	30	S	S	NS	Not Satisfactory
151	New Kiran Hoor Manahil Beauty Parlor and Duaa Silae Center (PVII_BII_SI)	Stitching & Sewing	Naushe hro Feroze	20	NS	S	NS	Not Satisfactory
152	New Kiran Hoor Manahil Beauty Parlor and Duaa Silae Center (PVII_BII_SI)	Beautician	Naushe hro Feroze	10	NS	NS	NS	Not Satisfactory
153	Shaheed Benazir Bhutto Institute of Computer Science Padidan District Naushero Feroze (PVII_BII_SI)	CIT major in Office Automation	Naushe hro Feroze	30	S	S	S	Satisfactory
154	Shaheed Benazir Bhutto Institute of Computer Science Padidan District Naushero Feroze (PVII_BII_SI)	Stitching & Sewing	Naushe hro Feroze	50	S	S	S	Satisfactory
155	Shaheed Mohtarma Benazir Bhutto Women Vocational Training Center Moro Nasushero Feroze (PVII_BII_SI)	Stitching & Sewing	Naushe hro Feroze	72	S	NS	NS	Not Satisfactory
156	Shaheed Mohtarma Benazir Bhutto Women Vocational Training Center Moro Nasushero Feroze (PVII_BII_SI)	Beautician	Naushe hro Feroze	25	S	NS	NS	Not Satisfactory

S.No.	Institute	Trade	District	Trainees Attended	CA	CV	EF	Combined Performance Rating
157	Shan-e-Sindh VTC Naushero Feroze (PVII_BII_SI)	Refrigerator / AC Mechanic	Naushe hro Feroze	21	S	S	NS	Not Satisfactory
158	Shoukat Institute of Information Technology Tharoushah Naushero Feroze (PVII_BII_SI)	CIT major in Office Automation	Naushe hro Feroze	28	S	S	NS	Not Satisfactory
159	Z Institute of Information Technology Moro District Naushero Feroze (PVII_BII_SI)	CIT major in Web Designing & Development	Naushe hro Feroze	45	S	S	S	Satisfactory
160	Z Institute of Information Technology Moro District Naushero Feroze (PVII_BII_SI)	CIT major in Office Automation	Naushe hro Feroze	44	S	S	S	Satisfactory
161	Zainab Memorial Center of Excellence Khahi memon District Naushero Feroze (PVII_BII_SI)	CIT major in Office Automation	Naushe hro Feroze	30	S	S	NS	Not Satisfactory
162	Zainab Memorial Center of Excellence Khahi memon District Naushero Feroze (PVII_BII_SI)	Auto Cad	Naushe hro Feroze	30	S	S	NS	Not Satisfactory
163	Iqra College of Computer Science Sanghar (PVII_BII_SI)	CIT major in Office Automation	Sanghar	30	S	S	S	Satisfactory
164	Sanghar Institute of Science & Tecnology (SisTech) Sanghar (PVII_BII_SI)	Stitching & Sewing	Sanghar	100	S	S	S	Satisfactory
165	Sanghar Institute of Science & Tecnology (SisTech) Sanghar (PVII_BII_SI)	CIT major in Office Automation	Sanghar	50	S	S	S	Satisfactory
166	Government Monotechnic Institute for Girls Shaheed Benazirabad (Campus -II) (PVII_BII_SI)	Hand / Machine Embriodery	Shaheed Benazira bad	14	NS	NS	NS	Not Satisfactory

S.No.	Institute	Trade	District	Trainees Attended	CA	CV	EF	Combined Performance Rating
167	Government Monotechnic Institute for Girls Shaheed Benazirabad (Campus -II) (PVII_BII_SI)	Stitching & Sewing	Shaheed Benazirabad	20	NS	NS	NS	Not Satisfactory
168	Government Vocational Institute Women Nawabshah. (PVII_BII_SI)	Beautician	Shaheed Benazirabad	27	S	S	S	Satisfactory
169	Government Vocational Institute Women Nawabshah. (PVII_BII_SI)	Stitching & Sewing	Shaheed Benazirabad	48	S	S	S	Satisfactory
170	Government Vocational Institute Women Nawabshah. (PVII_BII_SI)	Hand / Machine Embroidery	Shaheed Benazirabad	50	S	S	S	Satisfactory
171	Indus Institute of Information Technology Shaheed Benazirabad (PVII_BII_SI)	CIT major in Office Automation	Shaheed Benazirabad	30	NS	NS	NS	Not Satisfactory
172	Micron Institute of I.T Sakrand Shaheed Benazirabad (PVII_BII_SI)	CIT major in Office Automation	Shaheed Benazirabad	40	S	S	S	Satisfactory
173	National Technical Institute for Girls Shaheed Benazirabad (PVII_BII_SI)	Stitching & Sewing	Shaheed Benazirabad	27	S	NS	S	Not Satisfactory
174	Sakrand Institute of Technical Education Shaheed Benazirabad (PVII_BII_SI)	CIT major in Office Automation	Shaheed Benazirabad	30	S	S	S	Satisfactory
175	Sindh Rural Development Organization-SRDO Sakrand (PVII_BII_SI)	CIT major in Web Designing & Development	Shaheed Benazirabad	30	S	NS	NS	Not Satisfactory
176	Spectrum Institute of IT& English Language Shaheed Benazirabad (PVII_BII_SI)	CIT major in Office Automation	Shaheed Benazirabad	40	S	S	S	Satisfactory
177	Techsys Solution Institute of IT Shaheed Benazirabad (PVII_BII_SI)	CIT major in Office Automation	Shaheed Benazirabad	30	S	S	S	Satisfactory

S.No.	Institute	Trade	District	Trainees Attended	CA	CV	EF	Combined Performance Rating
178	MERIT College of Science & Technology MCST) (PVII_BII_SI)	Generator Mechanic	Khairpur	50	S	S	S	Satisfactory
179	Mubashir Polytechnic Institute of Management & Technology (PVII_BII_SI)	Electrician	Khairpur	30	S	S	S	Satisfactory
180	Raheela Vocational & Beauty Parlor Training Centre Gambat (PVII_BII_SI)	Mobile Phone Repairing	Khairpur	20	S	S	S	Satisfactory
181	Sukkur Institute of Science & Technology (PVII_BII_SI)	CIT major in Office Automation	Sukkur	81	S	S	S	Satisfactory
182	Technocrat College of IT & Business Administration Khairpur (PVII_BII_SI)	Financial Accounting	Khairpur	50	S	S	S	Satisfactory
183	Technocrat College of IT & Business Administration Khairpur (PVII_BII_SI)	Short Hand (Stenograhar)	Khairpur	50	S	NS	S	Not Satisfactory
184	Technocrat Institute of IT & BA (VII_BIII_SI)-Thari Mirwah	CIT major in Office Automation	Khairpur	25	S	S	S	Satisfactory
185	Zenith Academy of Information Technology (PVII_BII_SI)	CIT major in Office Automation	Sukkur	30	S	S	S	Satisfactory
186	City Computer Centre Khairpur (PVII_BII_SI)	CIT major in Office Automation	Khairpur	50	S	S	S	Satisfactory
187	Glance Institute of IT (PVII_BII_SI)	CIT major in Office Automation	Sukkur	40	S	S	NS	Not Satisfactory
188	City Social Welfare Association New Saheedabad Matiari (PVII_BII_SI)	Stitching & Sewing	Matiari	50	S	NS	S	Not Satisfactory
189	City Social Welfare Association New Saheedabad Matiari (PVII_BII_SI)	CIT major in Office Automation	Matiari	40	S	S	S	Satisfactory

S.No.	Institute	Trade	District	Trainees Attended	CA	CV	EF	Combined Performance Rating
190	Super Sys-tech Computers Umerkot (PVII_BII_SI)	CIT major in Office Automation	Umerkot	30	S	S	S	Satisfactory
191	Super Sys-tech Computers -(Campus-II), Umerkot (VII_BIII_SI)	Hardware & Networking	Umerkot	30	S	S	S	Satisfactory
192	Super Sys-tech Computers -(Campus-II), Umerkot (VII_BIII_SI)	CIT major in Office Automation	Umerkot	29	S	S	S	Satisfactory
193	Aims, Karachi	CIT major in Office Automation	Karachi	60	NS	S	NS	Not Satisfactory
Grand Total				6,717				

CA= Curriculum Attainment
 CV=Certificate Verification
 EF= Employment Facilitation
 S = Satisfactory
 NS=Not Satisfactory

3.1.2.2 Institute Having Self Certifying Status OR may be admissible for the condition of payment from Board under its contract

For the verification of training certificates, we reviewed the external body certificates / endorsements along with the supporting documents and correspondence of TSPs with external certification body(s). However, we noted that, some institutes did not obtain certificates from external body (such as Trade Testing Board 'TTB') or got their internal certificates endorsed from such external body.

In this respect we received an e-mail from BBSYDP dated June 1, 2017, in which we were informed that institutes which have proof of status as authorized certificate awarding body or have an arrangement with BBSYDP/BBSHRDB as certifying body are admissible for condition of payment under their contracts. Accordingly, certificates provided by such institutes may be treated as being issued from a external certifying body for the purpose of third party validation.

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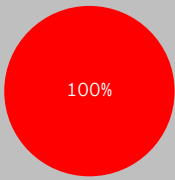
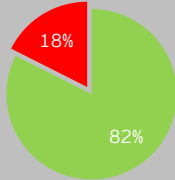
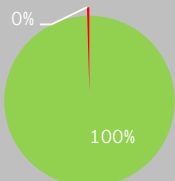
S.No	Institute	Trade	District	Trainees Attended	CA	CV	EF	Combined Performance Rating
1	Entrepreneurship & Management Excellence Center (EMEC) Institute of Business Management Karachi (PVII_BII_SI)	Sales & Marketing	Karachi	26	S	S	S	Satisfactory
2	Entrepreneurship & Management Excellence Center (EMEC) Institute of Business Management Karachi (PVII_BII_SI)	Computerized Accounting	Karachi	43	S	S	S	Satisfactory
3	Entrepreneurship & Management Excellence Center (EMEC) Institute of Business Management Karachi (PVII_BII_SI)	CIT Skills Major in Web Applications	Karachi	46	S	S	S	Satisfactory

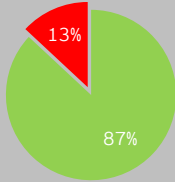
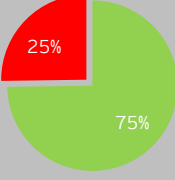
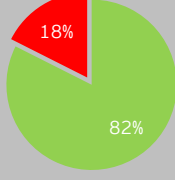
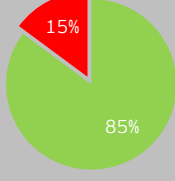
S.No	Institute	Trade	District	Trainees Attended	CA	CV	EF	Combined Performance Rating
4	Entrepreneurship & Management Excellence Center (EMEC) Institute of Business Management Karachi (Electronics)	Electronics General	Karachi	24	S	S	NS	Not Satisfactory
Grand Total				139				

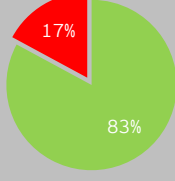
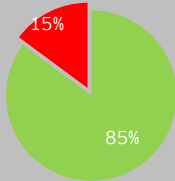
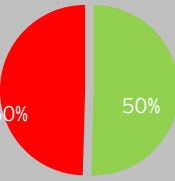
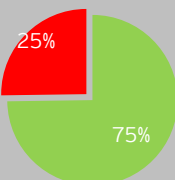
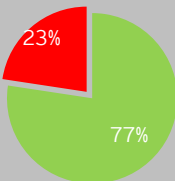
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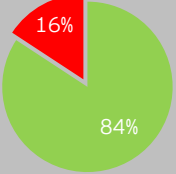
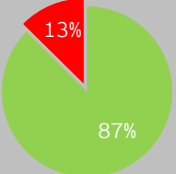
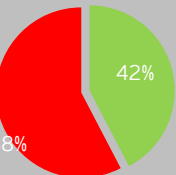
3.1.3 Summary of key findings

Based on our validation exercise of curriculum attainment, certification and employment facilitation of 223 trades following is the summary of key findings:

S. No.	Key Findings	
	Description	Trade Percentage
Findings from our desk review of documentation		
1.	<p>As per the contract each training institute is required to conduct a train the trainer (TOT) / refresher session for their trainers before the training is provided to the trainees.</p> <p>However, during our desk review we were not provided with any documentary evidence that the TOT session was conducted by the institutes before start of the training session for any of the 223 trades under SSDP.</p>	 <p>100%</p> <p>■ No Exception ■ Exception</p> <p>This exception was noted in 100% of trades</p>
2.	<p>As per the program guidelines, monitoring will be conducted by the BBSYDP monitoring team on a regular basis and Progress Monitoring Report (PMR) will be prepared by the team which will also include among other things the attendance count as at the date of monitoring which should be duly signed by the BBSYDP monitor and the institute.</p> <p>During our review, where we compared attendance records as per PMR report with attendance records provided by the respective TSP to the BBSYDP, we noted that in 183 out of 223 trades, the count of trainees as per the attendance submitted by the TSP did not match with that mentioned in the PMR report of the same date.</p>	 <p>82%</p> <p>18%</p> <p>■ No Exception ■ Exception</p> <p>This exception was noted in 18% of trades</p>
3.	<p>As per the program guidelines, monitoring will be conducted by the BBSYDP monitoring team on a regular basis and Progress Monitoring Report (PMR) will be prepared which will include among other things course completion percentage (%) as of the date of monitoring and should be duly signed by the BBSYDP monitor and the institute representative.</p> <p>As part of our desk review, we noted the course completion report (indicating percentage completion) submitted by the TSP after the last PMR date was not in line with the average course completion period percentage as reported in the previous reports. This was noted for 1 out of 223 trades.</p> <p>Further, no evidence was provided to substantiate if any extra training classes were conducted to achieve the</p>	 <p>100%</p> <p>0%</p> <p>■ No Exception ■ Exception</p> <p>This exception was noted in 0% of trades</p>

S. No.	Key Findings	
	Description	Trade Percentage
	reported increased course completion percentages.	
4.	As per training contract each institute is required to achieve minimum employment attainment requirement (40% trainees for Phase VII (Batch II) respectively). During our desk review we noted that for 19 out of 223 trades, minimum employment attainment criteria were not achieved.	 <p>■ No Exception ■ Exception This exception was noted in 13% of trades</p>
<p>Findings from interviews with selected sample of trainees:</p> <p>For the 223 trades carried out under SSDP, having a total population of 7,442 trainees, we contacted a sample of 793 trainees and organized telephone calls with the trainees to obtain their direct input on the program. Further our interview questions focused on trainees' assessment of the level of curriculum attainment, certification, employment facilitation and quality of program. During our telephonic interview with such selected trainees we noted following key findings:</p>		
1.	We noted that for 56 out of 223 trades, some of the selected trainees reported incorrect trainer name(s), which may indicate that trainers who actually provided the training was different from the trainers whose CVs have been provided by TSP to the program.	 <p>■ No Exception ■ Exception This exception was noted in 25% of trades</p>
2.	We noted that for 39 out of 223 trades, some of the selected trainees either reported that the equipment / consumables were not provided or reported that raw materials for training was not provided and they had to bring the same at their own expenses.	 <p>■ No Exception ■ Exception This exception was noted in 18% of trades</p>
3.	We noted that for 33 out of 223 trades, some of the selected trainees reported that they did not observe monitoring team visiting the institute, whilst they were attending the training.	 <p>■ No Exception ■ Exception This exception was noted in 15% of trades</p>

Key Findings		
S. No.	Description	Trade Percentage
4.	We noted that for 38 out of 223 trades, some of the selected trainees either a) reported that they did not appear in the final examination but their results was made available OR b) reported a different result from what is reported by the TSPs to the program.	 <p>■ No Exception ■ Exception</p> <p>This exception was noted in 17% of trades</p>
5.	We noted that for 33 out of 223 trades, attendance reported by some of the selected trainees did not match with the attendance reported by the TSP.	 <p>■ No Exception ■ Exception</p> <p>This exception was noted in 15% of trades</p>
6.	We noted that for 110 out of 223 trades, some of the selected trainees reported that they were not provided with Certificate.	 <p>■ No Exception ■ Exception</p> <p>This exception was noted in 50% of trades</p>
7.	We noted that for 56 out of 223 trades, some of the selected trainees reported that there were no arrangements made by TSP for their employment.	 <p>■ No Exception ■ Exception</p> <p>This exception was noted in 25% of trades</p>
8.	We noted that for 118 out of 223 trades, some of the selected trainees reported that they were not provided with any books or manuals.	 <p>■ No Exception ■ Exception</p> <p>This exception was noted in</p>

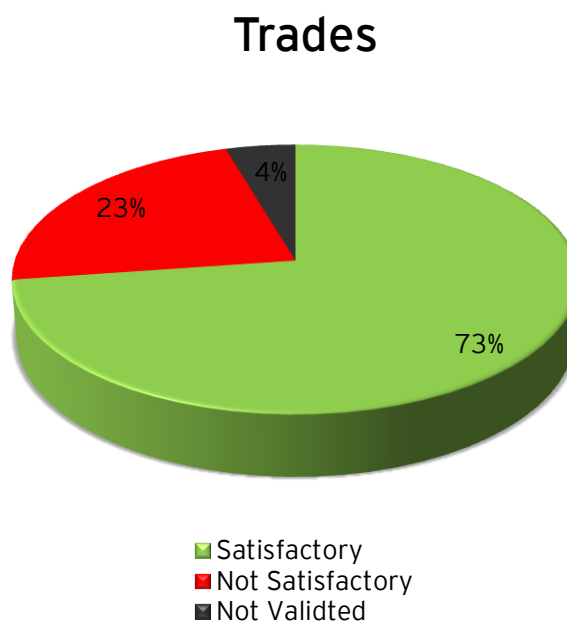
S. No.	Key Findings	
	Description	Trade Percentage
		23% of trades
9.	We noted that for 35 out of 223 trades, trainee reported incorrect training period.	 <p>■ No Exception ■ Exception</p> <p>This exception was noted in 16% of trades</p>
10.	We noted that for 28 out of 223 trades, trainees reported incorrect number of test conducted as compared with TSP/BBSYDP records.	 <p>■ No Exception ■ Exception</p> <p>This exception was noted in 13% of trades</p>
11.	We noted that for 128 out of 223 trades, some of the selected trainees reported that no certificate distribution ceremony was held.	 <p>■ No Exception ■ Exception</p> <p>This exception was noted in 58% of trades</p>

3.2 Phase VII (Batch II) - GOS Training Program

3.2.1 Overall / Combined assessment of TSP performance indicators - curriculum attainment, certification and employment facilitation

Based on our validation exercise of the level of curriculum attainment, certification and employment facilitation of 44 trades conducted by 9 TSPs using the information shared by the program team, the following provides our overall assessment of such trades:

- ▶ 32 trades (representing 73 percent of the total trades) have been rated as **'satisfactory'** based on the results from procedures performed by the validation team. Such trades have either low / medium risk findings as detailed in Annexure 4 below.
- ▶ 10 trades (representing 23 percent of the total trades) have been rated as **'not satisfactory'** based on the results from procedures performed by the validation team. Such trades have medium / high risk findings as detailed in Annexure 4 below.
- ▶ 2 trades (representing 4 percent of the total trades) have been rated as **'not validated through telephonic procedure'**. For detail of not validated trades please refer to section 3.6 of our report.



Please refer to the following sections for the details of content of this report:

Particular	Section Reference
Scope of work and work performed	Section 3
Definition of satisfactory and non-satisfactory	Annexure 1
Agreed procedures performed for validation.	Annexure 2
Analysis and overall findings from the validation procedures performed for Phase VII (Batch II) - GOS training program	Annexure 4

3.2.2 Our assessment for each trade GoS Phase VII (Batch II) (Individual and Combined Performance Rating)

3.2.2.1 Institute Validated through Agreed Procedures

Following table provides list name of TSPs and respective trades which have been rated as 'Satisfactory' or 'Not Satisfactory' based on validation procedures performed as detailed in Section 2 and criteria defined in Annexure 2 to this report. For details of findings against each TSP/trade kindly refer to Annexure 4 to the report:

S.No.	Institute	Trade	District	Trainees Attended	CA	CV	EF	Combined Performance Rating
1	Memon Foundation Tando M. Khan (PVII_BII_SI)	ECG Technician	Tando Muhammad Khan	5	S	S	S	Satisfactory
2	Memon Foundation Tando M. Khan (PVII_BII_SI)	Dialysis Technician	Tando Muhammad Khan	6	S	NS	S	Not Satisfactory
3	Memon Foundation Tando M. Khan (PVII_BII_SI)	X- Rays Technician	Tando Muhammad Khan	5	S	NS	S	Not Satisfactory
4	Memon Foundation Tando M. Khan (PVII_BII_SI)	Ultrasound Technician	Tando Muhammad Khan	5	S	NS	S	Not Satisfactory
5	Memon Foundation Tando M. Khan (PVII_BII_SI)	Lab Technician	Tando Muhammad Khan	8	S	NS	S	Not Satisfactory
6	Memon Foundation Tando M. Khan (PVII_BII_SI)	Operation Theater Technician	Tando Muhammad Khan	5	S	S	S	Satisfactory
7	Memon Foundation Tando M. Khan (PVII_BII_SI)	Dispenser	Tando Muhammad Khan	8	S	NS	S	Not Satisfactory
8	Memon Foundation Tando M. Khan (PVII_BII_SI)	Physiotherapy Technician	Tando Muhammad Khan	7	S	S	S	Satisfactory
9	The Hunar Foundation, Tando Allahyar	Plumbing IVQ 6161	Tando Allahyar	50	S	S	S	Satisfactory

S.No.	Institute	Trade	District	Trainees Attended	CA	CV	EF	Combined Performance Rating
10	The Hunar Foundation, Tando Allahyar	Fabrication & Welding Technology IVQ 2850	Tando Allahyar	50	S	S	S	Satisfactory
11	The Hunar Foundation, Tando Allahyar	Maintenance Technology IVQ 2850	Tando Allahyar	25	S	S	S	Satisfactory
12	The Hunar Foundation, Tando Allahyar	Electrical Home Appliances, UPS & Generator Repair IVQ 2850	Tando Allahyar	25	S	S	S	Satisfactory
13	The Hunar Foundation, Tando Allahyar	Electrical & Electronics Technology IVQ 2850	Tando Allahyar	25	S	S	S	Satisfactory
14	The Hunar Foundation, Tando Allahyar	Electrical Installation IVQ 2850	Tando Allahyar	25	S	S	S	Satisfactory
15	The Hunar Foundation, Tando Allahyar	Motorcycle Mechanic	Tando Allahyar	50	S	S	S	Satisfactory
16	PHMA Institute of Knitwear Technologies Karachi (PVII_BII_SI)	Advance Merchandising	Karachi	25	S	S	S	Satisfactory
17	PHMA Institute of Knitwear Technologies Karachi (PVII_BII_SI)	Garments / Fashion Designing	Karachi	20	S	S	S	Satisfactory
18	PHMA Institute of Knitwear Technologies Karachi (PVII_BII_SI)	Apparel Merchandising	Karachi	25	S	S	S	Satisfactory
19	PHMA Institute of Knitwear Technologies Karachi (PVII_BII_SI)	CIT major in Web Designing & Development	Karachi	31	S	S	S	Satisfactory
20	PHMA Institute of Knitwear Technologies Karachi (PVII_BII_SI)	Industrial Stitching & Pattern Making	Karachi	20	S	S	S	Satisfactory

S.No.	Institute	Trade	District	Trainees Attended	CA	CV	EF	Combined Performance Rating
21	The Hunar Foundation DMS Technical Institute Karachi (PVII_BII_SI)	CNC Machine Operator	Karachi	15	S	S	S	Satisfactory
22	The Hunar Foundation DMS Technical Institute Karachi (PVII_BII_SI)	Maintenance Technology IVQ 2850	Karachi	4	S	S	S	Satisfactory
23	The Hunar Foundation DMS Technical Institute Karachi (PVII_BII_SI)	Refrigeration & Air Conditioning IVQ 6161	Karachi	14	S	S	S	Satisfactory
24	The Hunar Foundation DMS Technical Institute Karachi (PVII_BII_SI)	Electrical & Electronics Technology IVQ 2850	Karachi	13	S	S	S	Satisfactory
25	The Hunar Foundation DMS Technical Institute Karachi (PVII_BII_SI)	Fabrication & Welding Technology IVQ 2850	Karachi	15	S	S	S	Satisfactory
Grand Total				481				

CA= Curriculum Attainment
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In this respect we received an e-mail from BBSYDP dated June 1, 2017, in which we were informed that institutes which have proof of status as authorized certificate awarding body or have an arrangement with BBSYDP/BBSHRDB as certifying body are admissible for condition of payment under their contracts. Accordingly, certificates provided by such institutes may be treated as being issued from a external certifying body for the purpose of third party validation.

Following table provides a list of TSPs that are authorized to award the training certificates or have an arrangement with BBSYDP/BBSHRDB as certifying body along with their validation status. For details of findings against each trade kindly refer to Annexure 4 to the report:

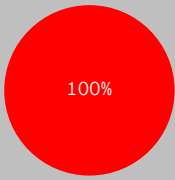
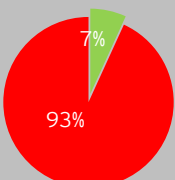
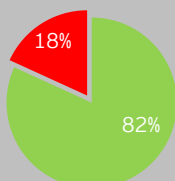
S.No	Institute	Trade	District	Trainees Attended	CA	CV	EF	Combined Performance Rating
1	Jinnah Sindh Medical University, Karachi	Emergency Medical Technician	Karachi	99	S	S	S	Satisfactory
2	Dr. Essa's Laboratory & Diagnostic Centre Karachi (PVII_BII_SI)	Laboratory Technician Course	Karachi	20	S	NS	S	Not Satisfactory
3	Jinnah Sindh Medical University (Campus-II) Karachi (PVII_BII_SI)	Dispenser	Karachi	93	S	S	S	Satisfactory
4	Blessing School of Paramedics (BISP) Karachi (PVII_BII_SI)	Blood Bank Technician	Karachi	10	S	S	S	Satisfactory
5	Blessing School of Paramedics (BISP) Karachi (PVII_BII_SI)	Operation Theatre Technician	Karachi	20	s	NS	S	Not Satisfactory
6	Blessing School of Paramedics (BISP) Karachi (PVII_BII_SI)	Dispenser	Karachi	40	S	S	S	Satisfactory
7	Blessing School of Paramedics (BISP) Karachi (PVII_BII_SI)	Laboratory Technician	Karachi	30	S	S	S	Satisfactory

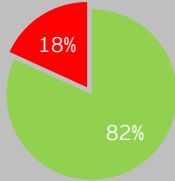
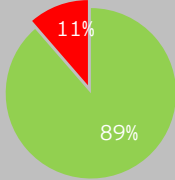
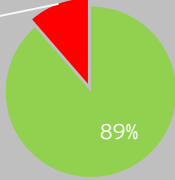
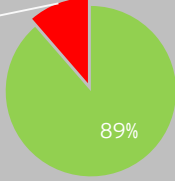
S.No	Institute	Trade	District	Trainees Attended	CA	CV	EF	Combined Performance Rating
8	Blessing School of Paramedics (BISP) Karachi (PVII_BII_SI)	Ultrasound Technician Course	Karachi	10	S	S	S	Satisfactory
9	Blessing School of Paramedics (BISP) Karachi (PVII_BII_SI)	X-Ray Technician	Karachi	20	S	NS	S	Not Satisfactory
10	Blessing School of Paramedics (BISP) Karachi (PVII_BII_SI)	Physiotherapy Technician	Karachi	15	S	S	S	Satisfactory
11	Blessing School of Nursing/BSP (PVII_BII_SI)	Dispenser	Sukkur	40	S	S	S	Satisfactory
12	Blessing School of Nursing/BSP (PVII_BII_SI)	X-Ray Technician	Sukkur	20	S	S	S	Satisfactory
13	Blessing School of Nursing/BSP (PVII_BII_SI)	Operation Theatre Technician	Sukkur	30	S	S	S	Satisfactory
14	Blessing School of Nursing/BSP (PVII_BII_SI)	Laboratory Technician	Sukkur	30	S	S	S	Satisfactory
15	Blessing School of Nursing/BSP (PVII_BII_SI)	Blood Bank Technician	Sukkur	30	S	S	S	Satisfactory
16	Blessing School of Nursing/BSP (PVII_BII_SI)	Ultrasound Technician	Sukkur	6	S	NS	S	Not Satisfactory
17	Blessing School of Nursing/BSP (PVII_BII_SI)	ECG Technician [Gratuitous: CSR]	Sukkur	10	S	NS	S	Not Satisfactory
Grand Total				523				

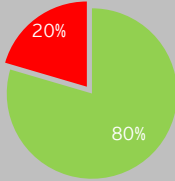
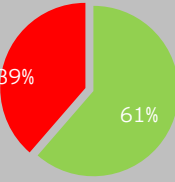
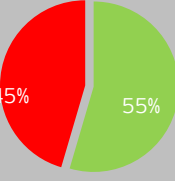
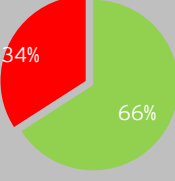
CA= Curriculum Attainment
 CV=Certificate Verification
 EF= Employment Facilitation
 S = Satisfactory
 NS=Not Satisfactory

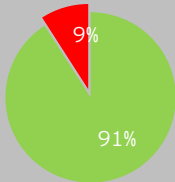
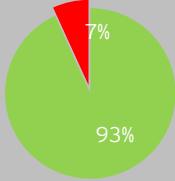
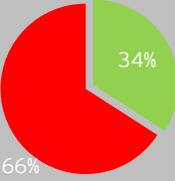
3.2.3 Summary of key findings

Based on our validation exercise of curriculum attainment, certification and employment facilitation of 44 trades the following is the summary of key findings:

S. No.	Key Findings	
	Description	Trade Percentage
Findings from our desk review of documentation		
1.	<p>As per the contract each training institute is required to conduct a train the trainer (TOT) / refresher session for their trainers before the training is provided to the trainees.</p> <p>However, during our desk review we were not provided with any documentary evidence that the TOT session was conducted by the institutes before start of the training session for any of the 44 trades under SSDP.</p>	 <p>100%</p> <p>■ No Exception ■ Exception</p> <p>This exception was noted in 100% of trades</p>
2.	<p>As per the program guidelines, monitoring will be conducted by the Phase VII (Batch II) - GOS training program monitoring team on a regular basis and Progress Monitoring Report (PMR) will be prepared by the team which will also include among other things the attendance count as at the date of monitoring which should be duly signed by the Phase VII (Batch II) - GOS training program monitor and the institute.</p> <p>During our review, where we compared attendance records as per PMR report with attendance records provided by the respective TSP to the Phase VI - GOS training program, we noted that 41 out of 44 trades, the count of trainees as per the attendance submitted by the TSP did not match with that mentioned in the PMR report of the same date.</p>	 <p>93%</p> <p>■ No Exception ■ Exception</p> <p>This exception was noted in 93% of trades</p>
3.	<p>As per the program guidelines, monitoring will be conducted by the BBSYDP monitoring team on a regular basis and Progress Monitoring Report (PMR) will be prepared which will include among other things course completion percentage (%) as of the date of monitoring and should be duly signed by the Phase VII (Batch II) - GOS training program monitor and the institute representative.</p> <p>As part of our desk review, we noted the course completion report (indicating percentage completion) submitted by the TSP after the last PMR date was not in line with the average course completion period percentage as reported in the previous reports. This was noticed for 8 out of 44 trades.</p> <p>Further, no evidence was provided to substantiate if any</p>	 <p>82%</p> <p>■ No Exception ■ Exception</p> <p>This exception was noted in 18% of trades</p>

S. No.	Key Findings	
	Description	Trade Percentage
	extra training classes have been conducted to achieve the reported increase in course completion percentages.	
<p>Findings from interviews with selected sample of trainees:</p> <p>For the 44 trades carried out under Phase VII (Batch II) - GOS training program, having a total population of 594 trainees, we contacted a sample of 67 trainees and organized telephone calls with the trainees to obtain their direct input on the program. Further our interview questions focused on trainees' assessment of the level of curriculum attainment, certification, employment facilitation and quality of program. During our telephonic interview with such selected trainees we noted following key findings:</p>		
1.	We noted that for 8 out of 44 trades, trainees reported incorrect trainer name(s), which may indicate that trainers who actually provided the training was different from the trainers whose CV have been provided by TSP to the program.	 <p>■ No Exception ■ Exception</p> <p>This exception was noted in 18% of trades</p>
2.	We noted that for 5 out of 44 trades, trainees either reported that the equipment / consumables were not provided or reported that raw materials for training was not provided and they had to bring the same at their own expenses.	 <p>■ No Exception ■ Exception</p> <p>This exception was noted in 11% of trades</p>
3.	We noted that for 5 out of 44 trades, trainees reported that they did not observe monitoring team visiting the institute, whilst they were attending the training.	 <p>■ No Exception ■ Exception</p> <p>This exception was noted in 11% of trades</p>
4.	We noted that for 5 out of 44 trades, trainees reported that they appeared in the final examination but their results was made available OR reported a different result from what is reported by the TSPs to the program.	 <p>■ No Exception ■ Exception</p> <p>This exception was noted in 11% of trades</p>

S. No.	Key Findings	
	Description	Trade Percentage
		11% of trades
5.	We noted that trade attendance reported by 9 out of 44 trades, trainees did not match with the attendance reported by the TSP.	 <p>■ No Exception ■ Exception</p> <p>This exception was noted in 20% of trades</p>
6.	We noted that for 17 out of 44 trades reported that there were no arrangements made by TSP for their employment.	 <p>■ No Exception ■ Exception</p> <p>This exception was noted in 39% of trades</p>
7.	We noted that for 20 out of 44 trades, some of the selected trainees reported that they were not provided with Certificate.	 <p>■ No Exception ■ Exception</p> <p>This exception was noted in 45% of trades</p>
8.	We noted that for 15 out of 44 trades, some of the selected trainees reported that they were not provided with any books or manuals.	 <p>■ No Exception ■ Exception</p> <p>This exception was noted in 34% of trades</p>

Key Findings		
S. No.	Description	Trade Percentage
9.	We noted that for 4 out of 44 trades, trainee reported incorrect training period.	 <p> ■ No Exception ■ Exception </p> <p>This exception was noted in 9% of trades</p>
10.	We noted that for 3 out of 44 trades, trainees reported incorrect number of test conducted as compared with TSP/BBSYDP records.	 <p> ■ No Exception ■ Exception </p> <p>This exception was noted in 7% of trades</p>
11.	We noted that for 29 out of 44 trades, some of the selected trainees reported that no certificate distribution ceremony was held.	 <p> ■ No Exception ■ Exception </p> <p>This exception was noted in 66% of trades</p>

3.3 Phase VII (Batch III) - SSDP

3.3.1 Overall / Combined assessment of TSP performance indicators - curriculum attainment, certification and employment facilitation

Based on our validation exercise of the level of curriculum attainment, certification and employment facilitation of 362 trades conducted by 199 TSPs using the information shared by the program team, the following provides our overall assessment of such trades:

- ▶ 253 trades (representing approx. 70 percent of the total trades) have been rated as **'satisfactory'** based on the results from procedures performed by the validation team. Such trades have either low / medium risk findings as detailed in Annexure 4 below.
- ▶ 86 trades (representing approx. 24 percent of the total trades) have been rated as **'not satisfactory'** based on the results from procedures performed by the validation team. Such trades have medium / high risk findings as detailed in Annexure 5 below.
- ▶ 23 trades (representing 6 percent of the total trades) have been rated as **'not validated through telephonic procedure'**. For detail of not validated trades please refer to section 3.6 of our report.



Please refer to the following sections for the details of content of this report:

Particular	Section Reference
Scope of work and work performed	Section 3
Definition of satisfactory and non-satisfactory	Annexure 1
Agreed procedures performed for validation.	Annexure 2
Analysis and overall findings from the validation procedures performed for Phase VII (Batch III) - SSDP	Annexure 5

3.3.2 Our assessment for each trade SSDP Phase VII (Batch III) (Individual and Combined Performance Rating)

3.3.2.1 Institute Validated through Agreed Procedures

Following table provides list name of TSPs and respective trades which have been rated as 'Satisfactory' or 'Not Satisfactory' based on validation procedures performed as detailed in Section 2 and criteria defined in Annexure 2 to this report. For details of findings against each TSP/trade kindly refer to Annexure 5 to the report:

S.No.	Institute	Trade	District	Trainees Attended	CA	CV	EF	Combined Performance Rating
1	Nari Welfare Association Pyarro Lund Tando Allahyar (VII_BIII_SI)	Stitching & Sewing	Tando Allahyar	50	S	NS	S	Not Satisfactory
2	Nari Welfare Association Chambar Tando Allahyar (VII_BIII_SI)	Stitching & Sewing	Tando Allahyar	50	S	NS	S	Not Satisfactory
3	Nari Welfare Association Tando Allahyar (VII_BIII_SI)	Stitching & Sewing	Tando Allahyar	50	S	NS	S	Not Satisfactory
4	Excellence Academy of Computer Science Dadu (VII_BIII_SI)	CIT major in Office Automation	Dadu	30	S	S	S	Satisfactory
5	Virtual Institute & Information Technology Matli District Badin (VII_BIII_SI)	CIT major in Web Designing & Development	Badin	30	S	S	S	Satisfactory
6	Larr Development Association Badin (VII_BIII_SI)	Stitching & Sewing	Badin	30	S	S	S	Satisfactory
7	DMT Institute of Science & Technology Matli District Badin (VII_BIII_SI)	CIT major in Web Designing & Development	Badin	40	NS	NS	NS	Not Satisfactory
8	HRDS women Skill Development Institute (VII_BIII_SI)	Chunri Making	Badin	30	S	S	S	Satisfactory
9	HRDS women Skill Development Institute (VII_BIII_SI)	Applique Arts Design	Badin	28	S	S	S	Satisfactory

S.No.	Institute	Trade	District	Trainees Attended	CA	CV	EF	Combined Performance Rating
10	Indus Institute of Science & Technology Badin (VII_BIII_SI)	CIT major in Office Automation	Badin	30	S	S	S	Satisfactory
11	Indus Institute of Science & Technology Badin (VII_BIII_SI)	CIT major in Web Designing & Development	Badin	30	S	S	S	Satisfactory
12	PATH Development Network Badin (VII_BIII_SI)	Stitching & Sewing	Badin	30	S	S	S	Satisfactory
13	SAM Welfare Organization Institute of Skill Development Centre Badin (VII_BIII_SI)	CIT major in Office Automation	Badin	30	S	NS	NS	Not Satisfactory
14	Siyal Computer and Vocational Centre Matli District Badin (VII_BIII_SI)	CIT major in Office Automation	Badin	40	S	S	S	Satisfactory
15	Soormi Development & Women Society (SWDS) Tando Bago Badin (VII_BIII_SI)	Stitching & Sewing	Badin	30	S	S	S	Satisfactory
16	Young Sheedi Welfare Organization (YSWO) Hyderabad Bypass Road Badin (VII_BIII_SI)	Stitching & Sewing	Badin	50	S	S	S	Satisfactory
17	Soormi Development & Women Society (SWDS) Talhar Badin (VII_BIII_SI)	Stitching & Sewing	Badin	30	S	S	S	Satisfactory
18	Uni-Tech Badin Center (VII_BIII_SI)	Stitching & Sewing	Badin	17	S	NS	NS	Not Satisfactory
19	Uni-Tech Badin Center (VII_BIII_SI)	CIT major in Office Automation	Badin	20	S	NS	NS	Not Satisfactory

S.No.	Institute	Trade	District	Trainees Attended	CA	CV	EF	Combined Performance Rating
20	Uni-Tech Badin Center (VII_BIII_SI)	CIT major in Web Designing & Development	Badin	20	S	NS	NS	Not Satisfactory
21	Life Style Beauty Parlour & Vocational Center Matli District Badin (VII_BIII_SI)	Stitching & Sewing	Badin	30	NS	NS	NS	Not Satisfactory
22	Youth Association for Rular Development (YARD) District Badin (VII_BIII_SI)	Electrician	Badin	25	S	S	S	Satisfactory
23	Youth Association for Rular Development (YARD) District Badin (VII_BIII_SI)	Mobile Repairing	Badin	22	S	S	S	Satisfactory
24	CIDP Institute of Skill Development Tando Allahyar (VII_BIII_SI)	CIT major in Office Automation	Tando Allahyar	50	S	S	S	Satisfactory
25	Woman and Girls Development Centre Nasarpur Tando Allahyar (VII_BIII_SI)	Stitching & Sewing	Tando Allahyar	50	S	S	S	Satisfactory
26	Woman and Girls Development Centre Nasarpur Tando Allahyar (VII_BIII_SI)	Beautician	Tando Allahyar	30	S	S	S	Satisfactory
27	Woman and Girls Development Centre Tando Allahyar (VII_BIII_SI)	Beautician	Tando Allahyar	70	S	S	S	Satisfactory
28	Woman and Girls Development Centre Tando Allahyar (VII_BIII_SI)	Stitching & Sewing	Tando Allahyar	80	S	S	S	Satisfactory
29	Creative Academy of Computer Science Dadu (VII_BIII_SI)	CIT major in Office Automation	Dadu	30	S	S	S	Satisfactory

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S.No.	Institute	Trade	District	Trainees Attended	CA	CV	EF	Combined Performance Rating
30	Noble Computer & English Coaching Center Dadu (VII_BIII_SI)	Short Hand	Dadu	25	S	NS	S	Not Satisfactory
31	Rabia Beauty Parlour & Sewing Center Dadu (VII_BIII_SI)	Beautician	Dadu	30	S	S	S	Satisfactory
32	Rockford Development Organization (Campus - I) Dadu (VII_BIII_SI)	CIT major in Office Automation	Dadu	30	S	NS	S	Not Satisfactory
33	Sawera Vocational Academy Sita Road Dadu (VII_BIII_SI)	Stitching & Sewing	Dadu	60	S	S	S	Satisfactory
34	New Ora-Tech. Dadu (VII_BIII_SI)-Sita	CIT major in Office Automation	Dadu	40	S	S	S	Satisfactory
35	Al-Ahmed Institute of Youth Skills Development Ghotki (VII_BIII_SI)	CIT major in Office Automation	Ghotki	35	NS	S	NS	Not Satisfactory
36	Arfa Kareem Institute of IT & Technical Training Mirpur Mathelo District Ghotki (VII_BIII_SI)	CIT major in Office Automation	Ghotki	50	S	S	S	Satisfactory
37	Arfa Kareem Institute of IT & Technical Training Mirpur Mathelo District Ghotki (VII_BIII_SI)	Wireman Cum Electrician	Ghotki	50	S	S	S	Satisfactory
38	Arfa Kareem Institute of IT & Technical Training Mirpur Mathelo District Ghotki (VII_BIII_SI)	Mobile Phone Repairing	Ghotki	50	S	S	S	Satisfactory
39	Cyber Village Academy of Information Technology Ghotki (VII_BIII_SI)	CIT major in Office Automation	Ghotki	40	S	S	S	Satisfactory
40	Cyber Village Academy of Information Technology Ghotki (VII_BIII_SI)	Welding 06-G Multi Welder	Ghotki	30	S	S	S	Satisfactory

S.No.	Institute	Trade	District	Trainees Attended	CA	CV	EF	Combined Performance Rating
41	Cyber Village Academy of Information Technology Ghotki (VII_BIII_SI)	Plumber	Ghotki	30	S	S	S	Satisfactory
42	Dawn Institute of IT Sarhad Ghotki (VII_BIII_SI)	CIT major in Office Automation	Ghotki	60	NS	NS	NS	Not Satisfactory
43	Ghotki Vocational & Beautician Training Centre Ghotki (VII_BIII_SI)	Beautician	Ghotki	30	S	S	S	Satisfactory
44	Ghotki Vocational & Beautician Training Centre Ghotki (VII_BIII_SI)	Stitching & Sewing	Ghotki	40	S	S	S	Satisfactory
45	Pakistan Chemical & Energy Sector Skill Development Company (PCESSDC), Ghotki (VII_BIII_SI)	Electrician	Ghotki	30	S	S	S	Satisfactory
46	Pakistan Chemical & Energy Sector Skill Development Company (PCESSDC), Ghotki (VII_BIII_SI)	Auto Mechanic	Ghotki	30	S	S	S	Satisfactory
47	Pakistan Chemical & Energy Sector Skill Development Company (PCESSDC), Ghotki (VII_BIII_SI)	Machinist	Ghotki	30	S	S	S	Satisfactory
48	Pakistan Chemical & Energy Sector Skill Development Company (PCESSDC), Ghotki (VII_BIII_SI)	Refrigerator / AC Mechanic	Ghotki	30	S	S	S	Satisfactory
49	AIMS, Hyderabad (PVII_BII_SI)	CIT major in Web Designing & Development	Hyderabad	50	S	NS	S	Not Satisfactory

S.No.	Institute	Trade	District	Trainees Attended	CA	CV	EF	Combined Performance Rating
50	Data Link Technologies, Saddar, Hyderabad (PVII_BII_SI)	CIT major in Web Designing & Development	Hyderabad	50	S	NS	S	Not Satisfactory
51	SPARCO Technologies, Hyderabad (PVII_BII_SI)	CIT major in Office Automation	Hyderabad	50	NS	NS	NS	Not Satisfactory
52	FAITH College of Information Technology Hyderabad (VII_BIII_SI)	AutoCad	Hyderabad	30	S	S	S	Satisfactory
53	FAITH College of Information Technology Hyderabad (VII_BIII_SI)	PHP	Hyderabad	60	S	S	S	Satisfactory
54	FAITH College of Information Technology Hyderabad (VII_BIII_SI)	Dot Net Programming	Hyderabad	30	S	S	S	Satisfactory
55	FAITH College of Information Technology Hyderabad (VII_BIII_SI)	Computerized Accounting	Hyderabad	30	S	S	S	Satisfactory
56	Stepping Stone Academy Hyderabad (VII_BIII_SI)	PHP Programming	Hyderabad	25	S	S	NS	Not Satisfactory
57	Stepping Stone Academy Hyderabad (VII_BIII_SI)	Dot Net Programming	Hyderabad	25	S	S	NS	Not Satisfactory
58	Women Social Welfare Organization (WSWO) Sewing Institute Hyderabad (VII_BIII_SI)	Stitching & Sewing	Hyderabad	30	S	S	S	Satisfactory
59	Women Social Welfare Organization (WSWO) Sewing Institute Hyderabad (Campus-II) (VII_BIII_SI)	Stitching & Sewing	Hyderabad	30	S	S	S	Satisfactory
60	Women Social Welfare Organization (WSWO) Sewing Institute Hyderabad (Campus-II) (VII_BIII_SI)	Beautician	Hyderabad	30	S	NS	S	Not Satisfactory

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S.No.	Institute	Trade	District	Trainees Attended	CA	CV	EF	Combined Performance Rating
61	Alpha Solutions Hyderabad Campus (VII_BIII_SI)	Call Center	Hyderabad	30	S	S	NS	Not Satisfactory
62	Alpha Solutions Hyderabad Campus (VII_BIII_SI)	CIT major in Office Automation	Hyderabad	50	S	S	NS	Not Satisfactory
63	Gexton Education Hyderabad (VII_BIII_SI)	Mobile Application (Android)	Hyderabad	35	S	S	S	Satisfactory
64	Gexton Education Hyderabad (VII_BIII_SI)	Android iPhone App: Devpt/Mobile Repairing	Hyderabad	15	S	S	S	Satisfactory
65	MIT Software Solution Hyderabad (VII_BIII_SI)	CIT major in Web Designing & Development	Hyderabad	60	S	S	S	Satisfactory
66	Sindh Education Trust (SET) (VII_BIII_SI)	Office Management Skill	Hyderabad	40	NS	NS	NS	Not Satisfactory
67	Aas Research Foundation (ARF) Jacobabad (VII_BIII_SI)	Stitching & Sewing	Jacobabad	40	S	NS	S	Not Satisfactory
68	Baab-UI-Ilm Institute of I.T Ghrhi Khairo (VII_BIII_SI)	CIT major in Office Automation	Jacobabad	50	S	S	S	Satisfactory
69	Baab-UI-Ilm Institute of I.T Ghrhi Khairo (VII_BIII_SI)	Electrician	Jacobabad	30	NS	NS	S	Not Satisfactory
70	Basic Skill Development Center Jacobabad (VII_BIII_SI)	CIT major in Office Automation	Jacobabad	30	S	S	S	Satisfactory
71	Bright Vision Vocational Institute Jatt Jacobabad (VII_BIII_SI)	Beautician	Jacobabad	30	S	NS	NS	Not Satisfactory

S.No.	Institute	Trade	District	Trainees Attended	CA	CV	EF	Combined Performance Rating
72	Community Advancement & Support Welfare Association (CASWA) Jacobabad (VII_BIII_SI)	Stitching & Sewing	Jacobabad	80	S	S	S	Satisfactory
73	Community Development Netwrok Organization Jacobabad (VII_BIII_SI)	Stitching & Sewing	Jacobabad	50	S	S	S	Satisfactory
74	Faith Institute of Skills & Development Inst. Thull (VII_BIII_SI)	CIT major in Office Automation	Jacobabad	40	S	S	S	Satisfactory
75	Iqra Institute of I.T & Vocational Center Jacobabad (VII_BIII_SI)	Stitching & Sewing	Jacobabad	50	S	S	S	Satisfactory
76	Jacobabad Institute of Skill Development (VII_BIII_SI)	Stitching & Sewing	Jacobabad	50	S	S	S	Satisfactory
77	Roshni Development Foundation Thull (VII_BIII_SI)	Beautician	Jacobabad	20	S	NS	S	Not Satisfactory
78	Roshni Development Foundation Thull (VII_BIII_SI)	Stitching & Sewing	Jacobabad	30	S	S	S	Satisfactory
79	Roshni Development Foundation Thull (VII_BIII_SI)	CIT major in Office Automation	Jacobabad	30	S	S	S	Satisfactory
80	Royal Institute of I.T Management & development Jacobabad (VII_BIII_SI)	CIT major in Office Automation	Jacobabad	60	NS	S	NS	Not Satisfactory
81	Saleem Computer Training Institute (SCTI) Thull Jacobabad (VII_BIII_SI)	CIT major in Office Automation	Jacobabad	30	S	S	S	Satisfactory
82	Savera Institute of I.T Thull Jacobabad (VII_BIII_SI)	Stitching & Sewing	Jacobabad	40	S	NS	NS	Not Satisfactory

S.No.	Institute	Trade	District	Trainees Attended	CA	CV	EF	Combined Performance Rating
83	Savera Institute of I.T Thull Jacobabad (VII_BIII_SI)	CIT major in Office Automation	Jacobabad	30	S	S	S	Satisfactory
84	Savera Institute of I.T Thull Jacobabad (VII_BIII_SI)	Electrician	Jacobabad	30	S	S	S	Satisfactory
85	Digi Tech Insitute of IT Dadu (VII_BIII_SI)	CIT major in Office Automation	Dadu	40	S	S	S	Satisfactory
86	Digi Tech Insitute of IT Dadu (VII_BIII_SI)	Beautician	Dadu	30	S	S	S	Satisfactory
87	DotCom Institute of IT Mehar (VII_BIII_SI)	CIT major in Office Automation	Dadu	40	S	S	S	Satisfactory
88	DotCom Institute of IT Mehar (VII_BIII_SI)	Beautician	Dadu	30	S	S	S	Satisfactory
89	New Ora-Tech. Mehar (VII_BIII_SI)	CIT	Dadu	30	S	S	S	Satisfactory
90	Sufi's Computer Institute Dadu (VII_BIII_SI)	CIT major in Office Automation	Dadu	60	S	S	S	Satisfactory
91	Badah Bright Enterprises Vocational Center Dadu (VII_BIII_SI)	Stitching & Sewing	Dadu	40	S	S	S	Satisfactory
92	Badah Bright Enterprises Vocational Center Dadu (VII_BIII_SI)	Beautician	Dadu	40	S	S	S	Satisfactory
93	Al Mustafa Institute of Computer Science & English Language Taluka Kotri District Jamshoro (VII_BIII_SI)	CIT major in Office Automation	Jamshoro	25	S	S	S	Satisfactory
94	Mehran Skills Development Centre SUECH Jamshoro (VII_BIII_SI)	Generator Mechanic	Jamshoro	50	S	S	S	Satisfactory

S.No.	Institute	Trade	District	Trainees Attended	CA	CV	EF	Combined Performance Rating
95	Mehran Skills Development Centre SUECH Jamshoro (VII_BIII_SI)	Accounting & Book Keeping	Jamshoro	30	S	S	S	Satisfactory
96	Scholars' Education System Jamshoro (VII_BIII_SI)	CIT major in Office Automation	Jamshoro	30	S	S	S	Satisfactory
97	Scholars' Education System Jamshoro (VII_BIII_SI)	Beautician	Jamshoro	30	S	S	S	Satisfactory
98	NSDO Vocational Training Centre Larkana (VII_BIII_SI)	Mobile Phone Repairing	Larkana	30	S	S	S	Satisfactory
99	NSDO Vocational Training Centre Larkana (VII_BIII_SI)	Beautician	Larkana	40	S	S	S	Satisfactory
100	NSDO Vocational Training Centre Larkana (VII_BIII_SI)	Stitching & Sewing	Larkana	50	S	S	S	Satisfactory
101	NSDO Vocational Training Centre Larkana (VII_BIII_SI)	Electrician	Larkana	30	S	S	S	Satisfactory
102	Al-Faiz Institute of Information Technology Lyari Karachi (PVII_BII_SI)	CIT major in Office Automation	Karachi	25	NS	S	S	Not Satisfactory
103	Al-Faiz Institute of Information Technology Lyari Karachi (PVII_BII_SI)	Electrician	Karachi	25	NS	S	S	Not Satisfactory
104	Al-Faiz Institute of Information Technology Lyari Karachi (PVII_BII_SI)	Generator Mechanic	Karachi	25	NS	S	S	Not Satisfactory
105	Al-Faiz Institute of Information Technology Lyari Karachi (PVII_BII_SI)	UPS Repairing	Karachi	22	NS	S	S	Not Satisfactory

S.No.	Institute	Trade	District	Trainees Attended	CA	CV	EF	Combined Performance Rating
106	Educator Computer Institute & College (PVII_BII_SI)	CIT major in Web Designing & Development	Karachi	80	S	S	S	Satisfactory
107	Najmaaz Computer Institute & Training Center Karachi (VII_BIII_SI)-Orangi	CIT major in Office Automation	Karachi	28	S	S	S	Satisfactory
108	Saba's Beauty Parlour (VII_BIII_SI)-Gulshan Campus	Beautician	Karachi	28	S	S	S	Satisfactory
109	Aaj Acedemy Landhi (VII_BIII_SI)	CIT major in Office Automation	Karachi	25	S	S	S	Satisfactory
110	Government Vocational School for Girls Landhi # 3 Karachi (VII_BIII_SI)	Beautician	Karachi	35	S	S	S	Satisfactory
111	Government Vocational School for Girls Landhi # 3 Karachi (VII_BIII_SI)	Garments / Fashion Designing	Karachi	25	S	S	S	Satisfactory
112	Yamnaz Hair & Beauty Saloon (VII_BIII_SI)	Beautician	Karachi	30	S	NS	S	Not Satisfactory
113	Vocational Training Center (Girls) New Karachi (VII_BIII_SI)	Beautician	Karachi	20	S	S	NS	Not Satisfactory
114	Vocational Training Center (Girls) New Karachi (VII_BIII_SI)	Stitching & Sewing	Karachi	20	S	S	NS	Not Satisfactory
115	SOS Technical Training Institue (Infaq Foundation Campus) (VII_BIII_SI)	Turner	Karachi	32	S	S	S	Satisfactory
116	SOS Technical Training Institue (Infaq Foundation Campus) (VII_BIII_SI)	General Electrician	Karachi	44	S	S	S	Satisfactory
117	Women Development Foundation Pakistan (PVII_BII_SI)	Beautician	Karachi	25	S	S	S	Satisfactory

S.No.	Institute	Trade	District	Trainees Attended	CA	CV	EF	Combined Performance Rating
118	Women Development Foundation Pakistan (PVII_BII_SI)	Stitching & Sewing	Karachi	40	S	S	S	Satisfactory
119	SOS Technical Training Institute (Infaq Foundation Campus) (VII_BIII_SI)	Welding / Welder	Karachi	7	S	S	S	Satisfactory
120	SOS Technical Training Institute (Infaq Foundation Campus) (VII_BIII_SI)	Motorcycle Mechanic	Karachi	15	S	S	S	Satisfactory
121	SOS Technical Training Institute (Infaq Foundation Campus) (VII_BIII_SI)	Refrigerator & AC	Karachi	23	S	S	S	Satisfactory
122	SOS Technical Training Institute (Infaq Foundation Campus) (VII_BIII_SI)	Auto mechanic	Karachi	9	S	S	S	Satisfactory
123	SOS Technical Training Institute (Infaq Foundation Campus) (VII_BIII_SI)	CIT major in Office Automation	Karachi	30	S	S	S	Satisfactory
124	Institute of Early Childhood Education & Development (IECED) Karachi (VII_BIII_SI)	Early Childhood Education (ECE)	Karachi	53	S	S	S	Satisfactory
125	K & N Technologies Gulistan-e-Jauhar Karachi (VII_BIII_SI)	AutoCad	Karachi	50	S	S	S	Satisfactory
126	Skill Tech International Dalmia Karachi (VII_BIII_SI)	System Administrator	Karachi	30	S	S	S	Satisfactory
127	Skill Tech International Dalmia Karachi (VII_BIII_SI)	Industrial Automation Technician	Karachi	30	S	S	S	Satisfactory
128	Skill Tech International Dalmia Karachi (VII_BIII_SI)	Auto Cad	Karachi	30	S	S	S	Satisfactory

S.No.	Institute	Trade	District	Trainees Attended	CA	CV	EF	Combined Performance Rating
129	Clyde School of Arts & Design Karachi (VII_BIII_SI)	Textile Designing	Karachi	17	NS	NS	NS	Not Satisfactory
130	Clyde School of Arts & Design Karachi (VII_BIII_SI)	Fashion Designing	Karachi	15	NS	NS	NS	Not Satisfactory
131	Estanara Institute (VII_BIII_SI)	Beautician	Karachi	20	S	NS	S	Not Satisfactory
132	Laiba Beauty Saloon (VII_BIII_SI)	Beautician	Karachi	30	S	S	S	Satisfactory
133	New Standard Computer SITE Karachi (VII_BIII_SI)	CIT major in Office Automation	Karachi	40	S	S	S	Satisfactory
134	Najmaaz Computer Institute & Training Center Karachi II (VII_BIII_SI)	CIT major in Office Automation	Karachi	30	S	S	S	Satisfactory
135	Najmaaz Computer Institute & Training Center Karachi II (VII_BIII_SI)	Stitching & Sewing	Karachi	30	S	S	S	Satisfactory
136	Vocational Training Center (Girls) North Karachi (VII_BIII_SI)	Stitching & Sewing	Karachi	26	NS	NS	NS	Not Satisfactory
137	Vocational Training Center (Girls) North Karachi (VII_BIII_SI)	Beautician	Karachi	33	NS	NS	NS	Not Satisfactory
138	Danish Children Academy (VII_BIII_SI)	Stitching & Sewing	Karachi	20	S	NS	S	Not Satisfactory
139	Danish Children Academy (VII_BIII_SI)	Beautician	Karachi	20	S	S	S	Satisfactory
140	Karachi Institute of Professional Studies (KIPS Campus-II), Karachi (VII_BIII_SI)	Sales & Marketing	Karachi	30	S	S	S	Satisfactory
141	Karachi Institute of Professional Studies (KIPS Campus-II), Karachi (VII_BIII_SI)	CIT major in Multimedia Graphics	Karachi	30	S	S	S	Satisfactory

S.No.	Institute	Trade	District	Trainees Attended	CA	CV	EF	Combined Performance Rating
142	SKB Technologies (Aptech DHA) (VII_BIII_SI)	Mobile Application (Android)	Karachi	50	NS	NS	NS	Not Satisfactory
143	Al-Quresh Institute & Coaching Center PIPRI Karachi (VII_BIII_SI)	Beautician	Karachi	30	NS	NS	NS	Not Satisfactory
144	Al-Quresh Institute & Coaching Center PIPRI Karachi (VII_BIII_SI)	Mobile Phone Repairing	Karachi	30	NS	NS	NS	Not Satisfactory
145	Jillani Education Welfare Lyari Karachi (VII_BIII_SI)	Beautician	Karachi	50	NS	NS	NS	Not Satisfactory
146	Jillani Education Welfare Lyari Karachi (VII_BIII_SI)	CIT major in Office Automation	Karachi	49	NS	NS	NS	Not Satisfactory
147	Shayan Vocational Center (VII_BIII_SI)	Stitching & Sewing	Karachi	40	NS	S	S	Not Satisfactory
148	Shayan Vocational Center (VII_BIII_SI)	Beautician	Karachi	40	NS	S	S	Not Satisfactory
149	Karigar Training Institute (Guarantee) Limited (VII_BIII_SI)	Electrician	Karachi	17	S	S	S	Satisfactory
150	Karigar Training Institute (Guarantee) Limited (VII_BIII_SI)	Motorcycle Mechanic	Karachi	9	S	S	S	Satisfactory
151	Karigar Training Institute (Guarantee) Limited (VII_BIII_SI)	Pipe Fitter & Plumber	Karachi	4	S	S	S	Satisfactory
152	Karigar Training Institute (Guarantee) Limited (VII_BIII_SI)	Refrigeration & Air Conditioning	Karachi	15	S	S	S	Satisfactory
153	Institute of Technical & Vocational Education, PIPRI, Karachi (Campus-I) (VII_BIII_SI)	Stitching & Sewing	Karachi	36	S	S	S	Satisfactory
154	Bakhtawar Bhutto Institute of Skills & Development, Kandhkot (PVII_BII_SI)	CIT major in Office Automation	Kashmore@Kandhkot	59	S	NS	NS	Not Satisfactory

S.No.	Institute	Trade	District	Trainees Attended	CA	CV	EF	Combined Performance Rating
155	Challenger Institute of I.T Kashmore@Kandhkot (VII_BIII_SI)	CIT major in Office Automation	Kashmore@Kandhkot	30	S	NS	NS	Not Satisfactory
156	Hi Tech Computer Center Kashmore (VII_BIII_SI)	CIT major in Office Automation	Kashmore@Kandhkot	40	S	NS	S	Not Satisfactory
157	Karam Rasool Vocational Training Institute Kashmore (VII_BIII_SI)	Hand / Machine Embroidery	Kashmore@Kandhkot	30	S	S	S	Satisfactory
158	Karam Rasool Vocational Training Institute Kashmore (VII_BIII_SI)	Stitching & Sewing	Kashmore@Kandhkot	40	S	S	S	Satisfactory
159	New Mehran Development Organization Ghouspur District Kashmore (VII_BIII_SI)	CIT major in Office Automation	Kashmore@Kandhkot	30	S	NS	NS	Not Satisfactory
160	Shah Latif Institute of Information Technology (VII_BIII_SI)	CIT major in Office Automation	Kashmore@Kandhkot	40	S	NS	NS	Not Satisfactory
161	Institute of Shaheed Benazir Bhutto Human Resource Skills Development Guddu District Kashmore@Kandhkot (VII_BIII_SI)	Beautician	Kashmore@Kandhkot	40	S	S	S	Satisfactory
162	Institute of Shaheed Benazir Bhutto Human Resource Skills Development Guddu District Kashmore@Kandhkot (VII_BIII_SI)	Stitching & Sewing	Kashmore@Kandhkot	40	S	S	S	Satisfactory
163	Marwa Vocational Training Centre (VII_BIII_SI)	Stitching & Sewing	Khairpur	30	S	S	S	Satisfactory

S.No.	Institute	Trade	District	Trainees Attended	CA	CV	EF	Combined Performance Rating
164	New Iqra Institute of Computer & Coaching Academy Sobhodero (VII_BIII_SI)	CIT major in Office Automation	Khairpur	60	S	S	S	Satisfactory
165	Oxford Learning Center (OLC) (VII_BIII_SI)	CIT major in Office Automation	Khairpur	20	S	S	S	Satisfactory
166	Oxford Learning Center (OLC) (VII_BIII_SI)	Stitching & Sewing	Khairpur	40	S	S	S	Satisfactory
167	Oxford Learning Center (OLC) (VII_BIII_SI)	Beautician	Khairpur	20	S	NS	NS	Not Satisfactory
168	Government IT Training College Kotdiji (VII_BIII_SI)	CIT major in Office Automation	Khairpur	43	S	S	S	Satisfactory
169	MERIT College of Science & Technology (MCST) Ranipur (PVII_BII_SI)	Generator Mechanic	Khairpur	50	S	S	NS	Not Satisfactory
170	MERIT College of Science & Technology (MCST) Ranipur (PVII_BII_SI)	CIT major in Office Automation	Khairpur	30	S	S	NS	Not Satisfactory
171	MERIT College of Science & Technology (MCST) Ranipur (PVII_BII_SI)	Wireman cum Electrician	Khairpur	50	S	S	NS	Not Satisfactory
172	Mubashir Model School & IT Institute Gambat District Khairpur (VII_BIII_SI)	CIT major in Office Automation	Khairpur	60	S	S	S	Satisfactory
173	Sabheeta Academy of Computer Science & IT Gambat Khairpur (VII_BIII_SI)	CIT major in Office Automation	Khairpur	50	S	S	S	Satisfactory
174	Sabheeta Academy of Computer Science & IT Ranipur Khairpur (VII_BIII_SI)	CIT major in Office Automation	Khairpur	60	S	S	S	Satisfactory

S.No.	Institute	Trade	District	Trainees Attended	CA	CV	EF	Combined Performance Rating
175	The Experts TVET (Technical & Vocational Education Training Reforms) (VII_BIII_SI)	Stitching & Sewing	Khairpur	40	S	NS	S	Not Satisfactory
176	The Experts TVET (Technical & Vocational Education Training Reforms) (VII_BIII_SI)	Beautician	Khairpur	30	S	S	S	Satisfactory
177	Government IT Training Center Gambat (VII_BIII_SI)	CIT major in Office Automation	Khairpur	50	S	S	S	Satisfactory
178	Bakhtawar Vocational Training Center District Khairpur (VII_BIII_SI)	Beautician	Khairpur	30	S	S	S	Satisfactory
179	Bakhtawar Vocational Training Center District Khairpur (VII_BIII_SI)	Hand Embroidery	Khairpur	30	S	S	S	Satisfactory
180	Bakhtawar Vocational Training Center District Khairpur (VII_BIII_SI)	Stitching & Sewing	Khairpur	30	S	S	S	Satisfactory
181	Bakhtawar Vocational Training Center District Khairpur (VII_BIII_SI)	Rilly & Applique Work	Khairpur	30	S	S	S	Satisfactory
182	Benazir Beauty & Vocational Training Centre (VII_BIII_SI)	Beautician	Khairpur	30	S	NS	S	Not Satisfactory
183	English Language Academy & Vocational Center (VII_BIII_SI)	Stitching & Sewing	Sukkur	20	S	S	S	Satisfactory
184	English Language Academy & Vocational Center (VII_BIII_SI)	CIT major in Office Automation	Sukkur	20	S	S	S	Satisfactory
185	Grace Ideal Institute of IT Sukkur (VII_BIII_SI)	CIT major in Office Automation	Sukkur	60	S	S	S	Satisfactory
186	Oxford Institute of Computer Science & Information Technology Khairpur (VII_BIII_SI)	CIT major in Office Automation	Khairpur	30	S	S	S	Satisfactory

S.No.	Institute	Trade	District	Trainees Attended	CA	CV	EF	Combined Performance Rating
187	Oxford Institute of Computer Science & Information Technology Khairpur (VII_BIII_SI)	Stitching & Sewing	Khairpur	30	S	S	S	Satisfactory
188	Technocrat College of IT & Business Administration Faiz Ganj Khairpur (VII_BIII_SI)	Stitching & Sewing	Khairpur	50	S	S	S	Satisfactory
189	WEDO - Sindhu Vocational Training Centre Khairpur (PVII_BII_SI)	Beautician	Khairpur	30	S	S	S	Satisfactory
190	Roshni Foundation Institute Shahdadkot (VII_BIII_SI)	Stitching & Sewing	Kambar @Shahdadkot	50	S	S	S	Satisfactory
191	Roshni Foundation Institute Shahdadkot (VII_BIII_SI)	Beautician	Kambar @Shahdadkot	30	S	S	S	Satisfactory
192	Roshni Foundation Institute Shahdadkot (VII_BIII_SI)	CIT major in Office Automation	Kambar @Shahdadkot	30	S	S	S	Satisfactory
193	Sawera Women Vocational Center Kamber (VII_BIII_SI)	CIT major in Office Automation	Kambar @Shahdadkot	40	S	S	S	Satisfactory
194	Sawera Women Vocational Center Kamber (VII_BIII_SI)	Stitching & Sewing	Kambar @Shahdadkot	46	S	S	S	Satisfactory
195	Sawera Women Vocational Center Kamber (VII_BIII_SI)	Beautician	Kambar @Shahdadkot	30	S	S	S	Satisfactory
196	Sawera Women Vocational Center Nasirabad (VII_BIII_SI)	Stitching & Sewing	Kambar @Shahdadkot	40	S	S	S	Satisfactory
197	Sawera Women Vocational Center Nasirabad (VII_BIII_SI)	Beautician	Kambar @Shahdadkot	30	S	S	S	Satisfactory
198	Sawera Women Vocational Center Nasirabad (VII_BIII_SI)	CIT major in Office Automation	Kambar @Shahdadkot	30	S	S	S	Satisfactory

S.No.	Institute	Trade	District	Trainees Attended	CA	CV	EF	Combined Performance Rating
199	Government Vocational Institute (Boys) Akil Larkana (PVII_BII_SI)	CIT major in Office Automation	Larkana	25	S	S	S	Satisfactory
200	Government Vocational Institute (Boys) Akil Larkana (PVII_BII_SI)	Electrician	Larkana	25	S	S	S	Satisfactory
201	Government Vocational Institute (Boys) Akil Larkana (PVII_BII_SI)	Plumber	Larkana	25	S	NS	S	Not Satisfactory
202	Elegant Vocational Centre (PVII_BII_SI)	CIT major in Office Automation	Larkana	40	S	S	S	Satisfactory
203	Larkana Institute of Computer Science & IT Resham Gali District Larkana (VII_BIII_SI)	CIT major in Office Automation	Larkana	30	S	S	S	Satisfactory
204	Magnific College of I. T. Ratodero District Larkana (VII_BIII_SI)	CIT major in Office Automation	Larkana	50	S	S	S	Satisfactory
205	The BAST (Pvt) Ltd (Brilliance Foundation Larkana) (VII_BIII_SI)	Dot Net Programming	Larkana	35	S	S	S	Satisfactory
206	The BAST (Pvt) Ltd (Brilliance Foundation Larkana) (VII_BIII_SI)	Computerized Accounting	Larkana	40	S	S	S	Satisfactory
207	VIP Beauty Parlour Larkana (VII_BIII_SI)	Beautician	Larkana	50	S	NS	NS	Not Satisfactory
208	Badah Bright Enterprises Vocational Centre Dokri District Larkana (VII_BIII_SI)	Stitching & Sewing	Larkana	75	S	S	S	Satisfactory
209	Badah Bright Enterprises Vocational Centre Dokri District Larkana (VII_BIII_SI)	Beautician	Larkana	25	S	S	S	Satisfactory
210	Hi Tech Vocational Training Institute Lakhi (VII_BIII_SI)	CIT major in Office Automation	Shikarpur	25	S	S	S	Satisfactory

S.No.	Institute	Trade	District	Trainees Attended	CA	CV	EF	Combined Performance Rating
211	Hi Tech Vocational Training Institute Lakhi (VII_BIII_SI)	Stitching & Sewing	Shikarpur	33	S	S	S	Satisfactory
212	Hi Tech Vocational Training Institute Shikarpur (VII_BIII_SI)	CIT major in Office Automation	Shikarpur	25	S	S	S	Satisfactory
213	Hi Tech Vocational Training Institute Shikarpur (VII_BIII_SI)	Stitching & Sewing	Shikarpur	40	S	S	S	Satisfactory
214	Qayoom Mangi Welfare Development Organzation (VII_BIII_SI)	Stitching & Sewing	Shikarpur	50	S	S	S	Satisfactory
215	Sarttiyoon Vocational And Information Technology Centre Shikarpur (VII_BIII_SI)	Stitching & Sewing	Shikarpur	50	S	S	S	Satisfactory
216	Sarttiyoon Vocational And Information Technology Centre Shikarpur (VII_BIII_SI)	Beautician	Shikarpur	25	S	S	S	Satisfactory
217	Technocrat College of IT & Business Adminstration Shikarpur. (VII_BIII_SI)	Financial Management	Shikarpur	25	S	S	S	Satisfactory
218	Technocrat College of IT & Business Adminstration Shikarpur. (VII_BIII_SI)	CIT major in Office Automation	Shikarpur	25	S	S	S	Satisfactory
219	Touheed Training Center (VII_BIII_SI)	CIT major in Office Automation	Shikarpur	25	NS	NS	NS	Not Satisfactory
220	Touheed Training Center (VII_BIII_SI)	Stitching & Sewing	Shikarpur	40	NS	NS	NS	Not Satisfactory
221	DIN Development Institutions Network Maree Shopping Centre Old Saddar Shikarpur (VII_BIII_SI)	Stitching & Sewing	Shikarpur	53	S	NS	S	Not Satisfactory

S.No.	Institute	Trade	District	Trainees Attended	CA	CV	EF	Combined Performance Rating
222	DIN Development Institutions Network Channa Mohalla Khanpur Shikarpur (VII_BIII_SI)	Stitching & Sewing	Shikarpur	50	S	NS	S	Not Satisfactory
223	New Ora Tec Jamshoro (VII_BIII_SI)	CIT major in Office Automation	Jamshoro	30	S	S	S	Satisfactory
224	New Ora Tec Jamshoro (VII_BIII_SI)	Mobile Phone Repairing	Jamshoro	30	S	S	S	Satisfactory
225	Future's Inn Kotri (VII_BIII_SI)	CIT major in Office Automation	Jamshoro	30	S	S	S	Satisfactory
226	Ghulam Farooque Institute of Science & Technology Mirpurkhas (VII_BIII_SI)	Stitching & Sewing	Mirpurkhas	20	S	S	S	Satisfactory
227	Ghulam Farooque Institute of Science & Technology Mirpurkhas (VII_BIII_SI)	Beautician	Mirpurkhas	15	S	S	S	Satisfactory
228	Chicks School Mirpurkhas (VII_BIII_SI)	CIT major in Office Automation	Mirpurkhas	25	S	S	S	Satisfactory
229	Chicks School Mirpurkhas (VII_BIII_SI)	Beautician	Mirpurkhas	25	S	S	S	Satisfactory
230	Idraak Institute of Aptitude & Science Mirpurkhas (VII_BIII_SI)	CIT major in Web Designing & Development	Mirpurkhas	30	S	S	S	Satisfactory
231	Idraak Institute of Aptitude & Science Mirpurkhas (VII_BIII_SI)	CIT major in Office Automation	Mirpurkhas	30	S	S	S	Satisfactory
232	Wish Beauty Parlour & Training Center Mirpurkhas (VII_BIII_SI)	Beautician	Mirpurkhas	40	S	NS	S	Not Satisfactory

S.No.	Institute	Trade	District	Trainees Attended	CA	CV	EF	Combined Performance Rating
233	Nazeer Hussain Institute of Engineering, Mirpurkhas (VII_BIII_SI)	CIT major in Office Automation	Mirpurkhas	64	S	S	NS	Not Satisfactory
234	3IT Iqra Institute of Information Tehcnology Bhiria City Naushero Feroze (VII_BIII_SI)	CIT major in Office Automation	Naushero Feroze	50	S	S	NS	Not Satisfactory
235	Bhittai Welfare & Development Association (VII_BIII_SI)	Stitching & Sewing	Naushero Feroze	30	NS	NS	NS	Not Satisfactory
236	Bhittai Welfare & Development Association (VII_BIII_SI)	Handicraft	Naushero Feroze	18	S	S	S	Satisfactory
237	Mehrabpur Institute of Information Technology (MIIT) (VII_BIII_SI)	CIT major in Office Automation	Naushero Feroze	30	S	NS	S	Not Satisfactory
238	M. Z. Institute of Youth Skills Development Moro Campus-II Naushero Feroze (VII_BIII_SI)	Stitching & Sewing	Naushero Feroze	50	S	S	S	Satisfactory
239	Surhan Institute of Computer Science Naushero Feroze (VII_BIII_SI)	CIT major in Multimedia Graphics	Naushero Feroze	30	S	S	NS	Not Satisfactory
240	Surhan Institute of Computer Science Naushero Feroze (VII_BIII_SI)	CIT major in Office Automation	Naushero Feroze	27	S	S	NS	Not Satisfactory
241	Hasnain Institute of Information Technology Moro District Naushero Feroze (VII_BIII_SI)	CIT major in Office Automation	Naushero Feroze	50	S	S	S	Satisfactory
242	Indus Computer Centre (VII_BIII_SI)	CIT major in Office Automation	Naushero Feroze	50	S	NS	S	Not Satisfactory
243	Rehman Computer Institute Moro District Naushero Feroze (VII_BIII_SI)	CIT major in Office Automation	Naushero Feroze	40	S	NS	NS	Not Satisfactory

S.No.	Institute	Trade	District	Trainees Attended	CA	CV	EF	Combined Performance Rating
244	Modern Institute of Science & Technology (MIST), Naushero Feroze (VII_BIII_SI)	Networking,	Naushero Feroze	30	S	S	S	Satisfactory
245	Modern Institute of Science & Technology (MIST), Naushero Feroze (VII_BIII_SI)	Electrician	Naushero Feroze	30	S	S	S	Satisfactory
246	Modern Institute of Science & Technology (MIST), Naushero Feroze (VII_BIII_SI)	CIT major in Office Automation	Naushero Feroze	30	S	S	S	Satisfactory
247	Gateway College of Computer & Management Science Sanghar (VII_BIII_SI)	Office Management Skill	Sanghar	30	S	S	S	Satisfactory
248	Gateway College of Computer & Management Science Sanghar (VII_BIII_SI)	CIT major in Office Automation	Sanghar	30	S	S	S	Satisfactory
249	Sky Tech Computer College Sanghar (VII_BIII_SI)	CIT major in Web Designing & Development	Sanghar	30	S	S	S	Satisfactory
250	Sky Tech Computer College Sanghar (VII_BIII_SI)	Hardware & Networking	Sanghar	30	S	S	S	Satisfactory
251	Sky Tech Computer College Sanghar (VII_BIII_SI)	CIT major in Office Automation	Sanghar	30	S	S	S	Satisfactory
252	National Institute of Computer Education Shahdadpur District Sanghar (VII_BIII_SI)	CIT major in Office Automation	Sanghar	40	NS	S	NS	Not Satisfactory
253	Junaid Institute of Modern & Sciences Technology Sanghar (VII_BIII_SI)	Beautician	Sanghar	30	NS	NS	NS	Not Satisfactory

S.No.	Institute	Trade	District	Trainees Attended	CA	CV	EF	Combined Performance Rating
254	Junaid Institute of Modern & Sciences Technology Sanghar (VII_BIII_SI)	Mobile Phone Repairing	Sanghar	26	NS	NS	NS	Not Satisfactory
255	Jazba Agri Mechanical Workshop Shaheed Benazirabad (VII_BIII_SI)	Auto Mechanic	Shaheed Benazirabad	20	S	S	S	Satisfactory
256	Jazba Agri Mechanical Workshop Shaheed Benazirabad (VII_BIII_SI)	Welding	Shaheed Benazirabad	20	S	S	S	Satisfactory
257	Women Awareness & Development Association (WADA) Sakrand Road Shaheed Benazirabad (VII_BIII_SI)	Office Management Skill	Shaheed Benazirabad	49	S	S	S	Satisfactory
258	Women Awareness & Development Association (WADA) Sakrand Road Shaheed Benazirabad (VII_BIII_SI)	CIT major in Office Automation	Shaheed Benazirabad	50	S	S	S	Satisfactory
259	Women Awareness & Development Association (WADA) Sakrand Road Shaheed Benazirabad (VII_BIII_SI)	Beautician	Shaheed Benazirabad	47	S	S	S	Satisfactory
260	Friends Social Skill Development (VII_BIII_SI)	CIT major in Office Automation	Shikarpur	20	S	S	S	Satisfactory
261	Friends Social Skill Development (VII_BIII_SI)	Stitching & Sewing	Shikarpur	30	S	S	S	Satisfactory
262	Self Help Society (SHS) (VII_BIII_SI)	Stitching & Sewing	Shikarpur	30	S	S	S	Satisfactory
263	Classic Academy of Computer Science District Larkana (PVII_BII_SI)	Beautician	Larkana	30	S	S	S	Satisfactory
264	Classic Academy of Computer Science District Larkana (PVII_BII_SI)	Computerized Accounting	Larkana	35	S	S	S	Satisfactory

S.No.	Institute	Trade	District	Trainees Attended	CA	CV	EF	Combined Performance Rating
265	Classic Academy of Computer Science District Larkana (PVII_BII_SI)	CIT major in Office Automation	Larkana	35	S	S	S	Satisfactory
266	Misbah Vocational Training Center Larkana (VII_BIII_SI)	Stitching & Sewing	Larkana	40	S	S	S	Satisfactory
267	Misbah Vocational Training Center Larkana (VII_BIII_SI)	CIT major in Office Automation	Larkana	30	S	S	S	Satisfactory
268	Sonheri Vocational Training & Computer Center Larkana (VII_BIII_SI)	CIT-Major in Office Automation	Larkana	30	S	S	S	Satisfactory
269	Sonheri Vocational Training & Computer Center Larkana (VII_BIII_SI)	Beautician	Larkana	30	S	S	S	Satisfactory
270	Sonheri Vocational Training & Computer Center Larkana (VII_BIII_SI)	Stitching & Sewing	Larkana	40	S	S	S	Satisfactory
271	Badah Bright Enterprises Vocational Centre Badah District Larkana (VII_BIII_SI)	Stitching & Sewing	Larkana	100	S	S	S	Satisfactory
272	Marhaba Welfare Trust Larkana (VII_BIII_SI)	Stitching & Sewing	Larkana	30	S	S	S	Satisfactory
273	Marhaba Welfare Trust Larkana (VII_BIII_SI)	Beautician	Larkana	20	S	S	S	Satisfactory
274	Susi Vocational Training Center Ratodero District Larkana (VII_BIII_SI)	Stitching & Sewing	Larkana	98	S	NS	NS	Not Satisfactory
275	Mehran Vocational & I. T. Training Institute Larkana (VII_BIII_SI)	Stitching & Sewing	Larkana	40	S	S	S	Satisfactory
276	Mehran Vocational & I. T. Training Institute Larkana (VII_BIII_SI)	CIT major in Office Automation	Larkana	30	S	S	S	Satisfactory

S.No.	Institute	Trade	District	Trainees Attended	CA	CV	EF	Combined Performance Rating
277	Muhammadi Training Center (VII_BIII_SI)	Stitching & Sewing	Sukkur	40	S	S	S	Satisfactory
278	Muhammadi Training Center (VII_BIII_SI)	Beautician	Sukkur	25	S	S	S	Satisfactory
279	Orion Soft Technologies Khairpur (VII_BIII_SI)	CIT major in Office Automation	Khairpur	50	S	S	S	Satisfactory
280	S. K. Institute of IT & English Language Sukkur (VII_BIII_SI)	CIT major in Office Automation	Sukkur	40	S	S	S	Satisfactory
281	Shah Latif Computer & English Language Center Rohri Sukkur (VII_BIII_SI)	CIT major in Office Automation	Sukkur	30	S	S	S	Satisfactory
282	Shah Latif Computer & English Language Center Rohri Sukkur (VII_BIII_SI)	Computerized Accounting	Sukkur	40	S	S	S	Satisfactory
283	Sindh College of Science & Commerce Technology Sukkur (VII_BIII_SI)	CIT major in Office Automation	Sukkur	20	S	NS	S	Not Satisfactory
284	Sindh College of Science & Commerce Technology Sukkur (VII_BIII_SI)	Mobile Phone Repairing	Sukkur	20	S	NS	S	Not Satisfactory
285	Sindh College of Science & Commerce Technology Sukkur (VII_BIII_SI)	Financial Accounting	Sukkur	30	S	NS	S	Not Satisfactory
286	Sukkur Institute of Business Administration (IBA) (VII_BIII_SI)	CCNA	Sukkur	44	S	S	S	Satisfactory
287	Sukkur Institute of Business Administration (IBA) (VII_BIII_SI)	Banking & Auditing	Sukkur	43	S	S	S	Satisfactory
288	Sukkur Institute of Business Administration (IBA) (VII_BIII_SI)	Early Childhood Education (ECE)	Sukkur	33	S	S	S	Satisfactory

S.No.	Institute	Trade	District	Trainees Attended	CA	CV	EF	Combined Performance Rating
289	Sukkur Institute of Business Administration (IBA) (VII_BIII_SI)	Entrepreneurship	Sukkur	39	S	S	S	Satisfactory
290	Sukkur Institute of Construction Management and Technology (SICMAT) (VII_BIII_SI)	Electrician	Sukkur	30	S	S	S	Satisfactory
291	Sukkur Institute of Construction Management and Technology (SICMAT) (VII_BIII_SI)	AutoCad	Sukkur	30	S	S	S	Satisfactory
292	Sukkur Institute of Construction Management and Technology (SICMAT) (VII_BIII_SI)	Civil Surveyor	Sukkur	30	S	S	S	Satisfactory
293	The Experts Technical & Vocational Education Training Reforms (TVET) (VII_BIII_SI)	Stitching & Sewing	Khairpur	30	S	S	S	Satisfactory
294	Comsit Computer College Sukkur (VII_BIII_SI)	CIT major in Office Automation	Sukkur	40	S	S	S	Satisfactory
295	Unitech Jamshoro (VII_BIII_SI)	CIT major in Web Designing & Development	Jamshoro	25	NS	NS	NS	Not Satisfactory
296	Al-Mehran Rural Development Organization (AMRDO) Matiari (VII_BIII_SI)	Stitching & Sewing	Matiari	50	S	S	S	Satisfactory
297	Mehran Skill Development Institute (MSDI) Matiari (VII_BIII_SI)	CIT major in Office Automation	Matiari	30	S	S	S	Satisfactory

S.N o.	Institute	Trade	District	Trainees Attended	CA	CV	EF	Combined Performance Rating
298	Nari Information Technology & Vocational Institute Tando M. Khan (VII_BIII_SI)	Beautician	Tando Muhammad Khan	22	S	S	S	Satisfactory
299	Nari Information Technology & Vocational Institute Tando M. Khan (VII_BIII_SI)	Stitching & Sewing	Tando Muhammad Khan	25	S	S	S	Satisfactory
300	Pakistan IT Solution Thatta (VII_BIII_SI)	CIT major in Web Designing & Development	Thatta	35	S	S	NS	Not Satisfactory
301	Perfect Montessori System Thatta (VII_BIII_SI)	Early Childhood Education (ECE)	Thatta	50	S	S	S	Satisfactory
302	Perfect Montessori System Thatta (VII_BIII_SI)	CIT major in Office Automation	Thatta	50	S	S	S	Satisfactory
303	Woman and Girls Development Centre Gharo Thatta (VII_BIII_SI)	Stitching & Sewing	Thatta	59	S	S	S	Satisfactory
304	Woman and Girls Development Centre Gharo Thatta (VII_BIII_SI)	Beautician	Thatta	60	S	S	S	Satisfactory
305	Thar Computer & English Lungge Accademy (PVII_BII_SI)	CIT major in Office Automation	Umerkot	30	S	S	S	Satisfactory
306	Thar Computer & English Lungge Accademy (PVII_BII_SI)	Stitching & Sewing	Umerkot	30	S	S	S	Satisfactory
307	Thar Computer & English Lungge Accademy (PVII_BII_SI)	Hand / Machine Embroidery	Umerkot	10	S	S	S	Satisfactory

S.N o.	Institute	Trade	District	Trainees Attended	CA	CV	EF	Combined Performance Rating
308	Binoria Technical Institute	CIT	Karachi	50	S	S	S	Satisfactory
309	Binoria Technical Institute	Electrician	Karachi	25	S	S	S	Satisfactory
310	Binoria Technical Institute	Carpenter	Karachi	25	S	S	S	Satisfactory
311	Binoria Technical Institute	Stitching & Sewing	Karachi	89	S	S	S	Satisfactory
Grand Total				11,071				

CA= Curriculum Attainment
 CV=Certificate Verification
 EF= Employment Facilitation
 S = Satisfactory
 NS=Not Satisfactory

3.3.2.2 Institute Having Self Certifying Status OR may be admissible for the condition of payment from Board under its contract

For the verification of training certificates, we reviewed the external body certificates / endorsements along with the supporting documents and correspondence of TSPs with external certification body(s). However, we noted that, some institutes did not obtain certificates from external body (such as Trade Testing Board 'TTB') or got their internal certificates endorsed from such external body.

In this respect we received an e-mail from BBSYDP dated June 1, 2017, in which we were informed that institutes which have proof of status as authorized certificate awarding body or have an arrangement with BBSYDP/BBSHRDB as certifying body are admissible for condition of payment under their contracts. Accordingly, certificates provided by such institutes may be treated as being issued from a external certifying body for the purpose of third party validation.

Following table provides a list of TSPs that are authorized to award the training certificates or have an arrangement with BBSYDP/BBSHRDB as certifying body along with their validation status. For details of findings against each trade kindly refer to Annexure 5 to the report:

S.No	Institute	Trade	District	Trainees Attended	CA	CV	EF	Combined Performance Rating
1	SZABIST ZABTECH GoR Colony Hyderabad (VII_BIII_SI)	CIT major in Multimedia Graphics	Hyderabad	25	S	S	S	Satisfactory
2	SZABIST ZABTECH GoR Colony Hyderabad (VII_BIII_SI)	Electrician	Hyderabad	19	S	NS	S	Not Satisfactory
3	SZABIST ZABTECH GoR Colony Hyderabad (VII_BIII_SI)	Beautician	Hyderabad	24	S	S	S	Satisfactory
4	SZABIST ZABTECH GoR Colony Hyderabad (VII_BIII_SI)	PHP Programing	Hyderabad	25	S	S	S	Satisfactory
5	SZABIST ZABTECH GoR Colony Hyderabad (VII_BIII_SI)	Mobile Phone Repairing	Hyderabad	21	S	S	S	Satisfactory
6	SZABIST ZABTECH Sindh Museum Hyderabad (VII_BIII_SI)	Beautician	Hyderabad	30	S	S	NS	Not Satisfactory
7	SZABIST ZABTECH Sindh Museum Hyderabad (VII_BIII_SI)	Montessori Directress	Hyderabad	27	S	S	NS	Not Satisfactory

S.No	Institute	Trade	District	Trainees Attended	CA	CV	EF	Combined Performance Rating
8	National Institute of Culinary Arts and Hotel Management Arts Council Karachi (VII_BIII_SI)	Culinary Arts Certificate	Karachi	30	S	S	S	Satisfactory
9	National Institute of Culinary Arts and Hotel Management Arts Council Karachi (VII_BIII_SI)	Baking & Pastry Arts Diploma	Karachi	30	S	S	S	Satisfactory
10	SZABIST ZABTech (iTVE) Shaheed Benazirabad (VII_BIII_SI)	ASP with SQL	Shaheed Benazirabad	40	S	S	S	Satisfactory
11	SZABIST ZABTech (iTVE) Shaheed Benazirabad (VII_BIII_SI)	CIT major in Web Designing & Development	Shaheed Benazirabad	40	S	S	S	Satisfactory
12	SZABIST ZABTech (iTVE) Shaheed Benazirabad (VII_BIII_SI)	Retail Marketing	Shaheed Benazirabad	40	S	S	S	Satisfactory
13	SZABIST ZABTech (iTVE) Shaheed Benazirabad (VII_BIII_SI)	Mobile Phone Repairing	Shaheed Benazirabad	39	S	S	S	Satisfactory
14	SZABIST ZABTech (iTVE) Shaheed Benazirabad (VII_BIII_SI)	Beautician	Shaheed Benazirabad	40	S	S	S	Satisfactory
15	SZABIST ZABTech (iTVE) Shaheed Benazirabad (VII_BIII_SI)	Electrician	Shaheed Benazirabad	40	S	S	S	Satisfactory
16	SZABIST ZABTech (iTIVT) Sachal Colony District Larkana (VII_BIII_SI)	CIT major in Web Designing & Development	Larkana	49	S	S	S	Satisfactory
17	SZABIST ZABTech (iTIVT) Sachal Colony District Larkana (VII_BIII_SI)	AutoCad	Larkana	49	S	S	S	Satisfactory

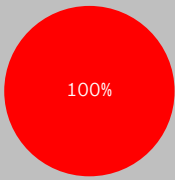
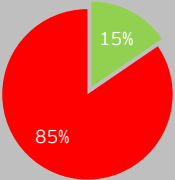
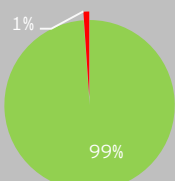
S.No	Institute	Trade	District	Trainees Attended	CA	CV	EF	Combined Performance Rating
18	SZABIST ZABTech (iTIVT) Sachal Colony District Larkana (VII_BIII_SI)	CIT major in Office Automation	Larkana	51	S	S	S	Satisfactory
19	SZABIST ZABTech (iTIVT) Sachal Colony District Larkana (VII_BIII_SI)	Sales & Marketing	Larkana	50	S	S	S	Satisfactory
20	SZABIST ZABTech (iTIVT) Sachal Colony District Larkana (VII_BIII_SI)	Mobile Phone Repairing	Larkana	50	S	S	S	Satisfactory
21	SZABIST ZABTech (iTIVT) Sachal Colony District Larkana (VII_BIII_SI)	Beautician	Larkana	50	S	S	S	Satisfactory
22	SZABIST ZABTech (iTIVT) Sachal Colony District Larkana (VII_BIII_SI)	Fashion Designing	Larkana	51	S	S	S	Satisfactory
23	SZABIST ZAB Tech Institute of Technical & Vocational Education (ITVE) Tando Muhammad Khan (VII_BIII_SI)	CIT major in Web Designing & Development	Tando Muhammad Khan	47	S	S	S	Satisfactory
24	SZABIST ZAB Tech Institute of Technical & Vocational Education (ITVE) Tando Muhammad Khan (VII_BIII_SI)	MCITP	Tando Muhammad Khan	32	S	S	S	Satisfactory
25	SZABIST ZAB Tech Institute of Technical & Vocational Education (ITVE) Tando Muhammad Khan (VII_BIII_SI)	Computerized Accounting	Tando Muhammad Khan	32	S	S	S	Satisfactory
26	SZABIST ZAB Tech Institute of Technical & Vocational Education (ITVE) Tando Muhammad Khan (VII_BIII_SI)	Mechanic (Electronics)	Tando Muhammad Khan	36	S	S	S	Satisfactory

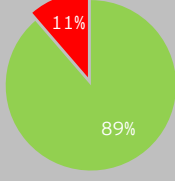
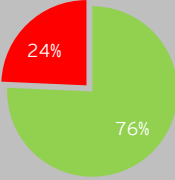
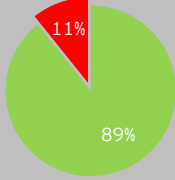
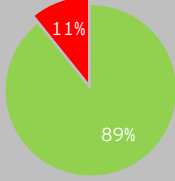
S.No	Institute	Trade	District	Trainees Attended	CA	CV	EF	Combined Performance Rating
27	SZABIST ZAB Tech Institute of Technical & Vocational Education (ITVE) Tando Muhammad Khan (VII_BIII_SI)	CIT major in Office Automation	Tando Muhammad Khan	50	S	S	S	Satisfactory
28	Allama Iqbal Open University Umerkot (VII_BIII_SI)	CIT major in Office Automation	Umerkot	83	S	S	S	Satisfactory
Grand Total				1,100				

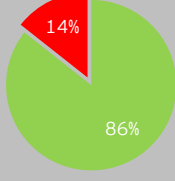
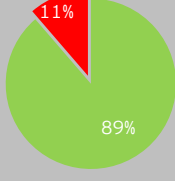
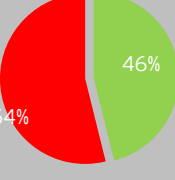
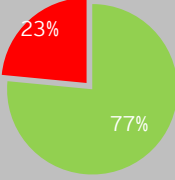
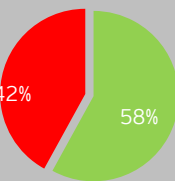
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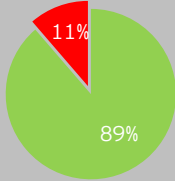
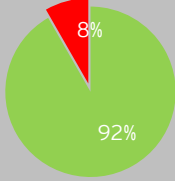
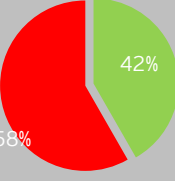
3.3.3 Summary of key findings

Based on our validation exercise of curriculum attainment, certification and employment facilitation of 362 trades the following is the summary of key findings:

S. No.	Key Findings	
	Description	Trade Percentage
Findings from our desk review of documentation		
1.	<p>As per the contract each training institute is required to conduct a train the trainer (TOT) / refresher session for their trainers before the training is provided to the trainees.</p> <p>However, during our desk review we were not provided with any documentary evidence that the TOT session was conducted by the institutes before start of the training session for any of the 362 trades under SSDP.</p>	 <p>100%</p> <p>■ No Exception ■ Exception</p> <p>This exception was noted in 100% of trades</p>
2.	<p>As per the program guidelines, monitoring will be conducted by the BBSYDP monitoring team on a regular basis and Progress Monitoring Report (PMR) will be prepared by the team which will also include among other things the attendance count as at the date of monitoring which should be duly signed by the BBSYDP monitor and the institute.</p> <p>During our review, where we compared attendance records as per PMR report with attendance records provided by the respective TSP to the BBSYDP, we noted that in 306 out of 362 trades, the count of trainees as per the attendance submitted by the TSP did not match with that mentioned in the PMR report of the same date.</p>	 <p>85%</p> <p>15%</p> <p>■ No Exception ■ Exception</p> <p>This exception was noted in 85% of trades</p>
3.	<p>As per the program guidelines, monitoring will be conducted by the BBSYDP monitoring team on a regular basis and Progress Monitoring Report (PMR) will be prepared which will include among other things course completion percentage (%) as of the date of monitoring and should be duly signed by the BBSYDP monitor and the institute representative.</p> <p>As part of our desk review, we noted the course completion report (indicating percentage completion) submitted by the TSP after the last PMR date was not in line with the average course completion period percentage as reported in the previous reports. This was noted for 4 out of 362 trades.</p> <p>Further, no evidence was provided to substantiate if any extra training classes were conducted to achieve the reported increased course completion percentages.</p>	 <p>99%</p> <p>1%</p> <p>■ No Exception ■ Exception</p> <p>This exception was noted in 1% of trades</p>

S. No.	Key Findings	
	Description	Trade Percentage
5.	As per training contract each institute is required to achieve minimum employment attainment requirement (40% trainees for Phase VII (Batch III) respectively). During our desk review we noted that for 29 out of 362 trades, minimum employment attainment criteria were not achieved.	 <p>■ No Exception ■ Exception</p> <p>This exception was noted in 11% of trades</p>
<p>Findings from interviews with selected sample of trainees:</p> <p>For the 362 trades carried out under SSDP, having a total population of 12,903 trainees, we contacted a sample of 1,337 trainees and organized telephone calls with the trainees to obtain their direct input on the program. Further our interview questions focused on trainees' assessment of the level of curriculum attainment, certification, employment facilitation and quality of program. During our telephonic interview with such selected trainees we noted following key findings:</p>		
1.	We noted that for 88 out of 362 trades, some of the selected trainees reported incorrect trainer name(s), which may indicate that trainers who actually provided the training was different from the trainers whose CVs have been provided by TSP to the program.	 <p>■ No Exception ■ Exception</p> <p>This exception was noted in 24% of trades</p>
2.	We noted that for 39 out of 362 trades, some of the selected trainees either reported that the equipment / consumables were not provided or reported that raw materials for training was not provided and they had to bring the same at their own expenses.	 <p>■ No Exception ■ Exception</p> <p>This exception was noted in 11% of trades</p>
3.	We noted that for 39 out of 362 trades, some of the selected trainees reported that they did not observe monitoring team visiting the institute, whilst they were attending the training.	 <p>■ No Exception ■ Exception</p> <p>This exception was noted in 11% of trades</p>

Key Findings		
S. No.	Description	Trade Percentage
4.	We noted that for 52 out of 362 trades, some of the selected trainees either a) reported that they did not appear in the final examination but their results was made available OR b) reported a different result from what is reported by the TSPs to the program.	 <p>■ No Exception ■ Exception</p> <p>This exception was noted in 14% of trades</p>
5.	We noted that for 41 out of 362 trades, attendance reported by some of the selected trainees did not match with the attendance reported by the TSP.	 <p>■ No Exception ■ Exception</p> <p>This exception was noted in 11% of trades</p>
6.	We noted that for 195 out of 362 trades, some of the selected trainees reported that they were not provided with Certificate.	 <p>■ No Exception ■ Exception</p> <p>This exception was noted in 54% of trades</p>
7.	We noted that for 85 out of 362 trades, some of the selected trainees reported that there were no arrangements made by TSP for their employment.	 <p>■ No Exception ■ Exception</p> <p>This exception was noted in 23% of trades</p>
8.	We noted that for 152 out of 362 trades, some of the selected trainees reported that they were not provided with any books or manuals.	 <p>■ No Exception ■ Exception</p> <p>This exception was noted in 42% of trades</p>

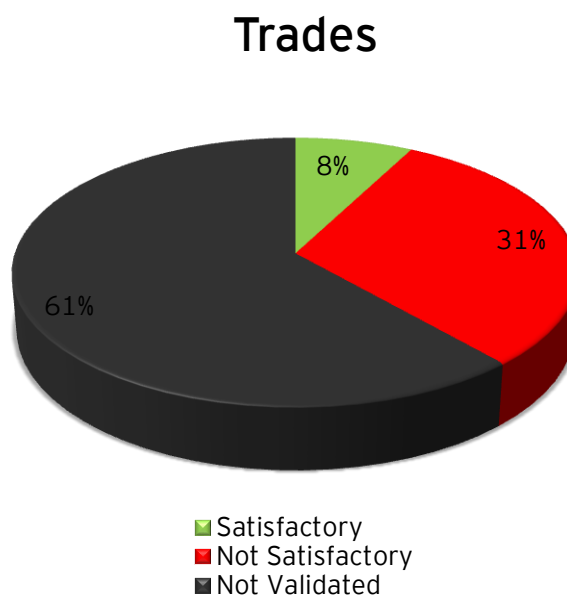
S. No.	Key Findings	
	Description	Trade Percentage
		42% of trades
9.	We noted that for 41 out of 362 trades, trainee reported incorrect training period.	 <p>■ No Exception ■ Exception</p> <p>This exception was noted in 11% of trades</p>
10.	We noted that for 30 out of 362 trades, trainees reported incorrect number of test conducted as compared with TSP/BBSYDP records.	 <p>■ No Exception ■ Exception</p> <p>This exception was noted in 8% of trades</p>
11.	We noted that for 211 out of 362 trades, some of the selected trainees reported that no certificate distribution ceremony was held.	 <p>■ No Exception ■ Exception</p> <p>This exception was noted in 58% of trades</p>

3.4 Phase VII (Batch III) - GOS Component

3.4.1 Overall / Combined assessment of TSP performance indicators - curriculum attainment, certification and employment facilitation

Based on our validation exercise of the level of curriculum attainment, certification and employment facilitation of 13 trades conducted by 2 TSPs using the information shared by the program team, the following provides our overall assessment of such trades:

- ▶ 1 trade (representing 20 percent of the total trades) has been rated as **'satisfactory'** based on the results from procedures performed by the validation team. Such trades have either low / medium risk findings as detailed in Annexure 4 below.
- ▶ 4 trades (representing 80 of the total trades) have been rated as **'not satisfactory'** based on the results from procedures performed by the validation team. Such trades have medium / high risk findings as detailed in Annexure 6 below.
- ▶ 8 trades (representing 61 percent of the total trades) have been rated as **'not validated through telephonic procedure'**. For detail of not validated trades please refer to section 3.6 of our report



Please refer to the following sections for the details of content of this report:

Particular	Section Reference
Scope of work and work performed	Section 3
Definition of satisfactory and non-satisfactory	Annexure 1
Agreed procedures performed for validation.	Annexure 2
Analysis and overall findings from the validation procedures performed for Phase VII (Batch III) - GOS training program	Annexure 6

3.4.2 Our assessment for each trade GoS Phase VII (Batch III) (Individual and Combined Performance Rating)

3.4.2.1 Institute Validated through Agreed Procedures

Following table provides list name of TSPs and respective trades which have been rated as 'Satisfactory' or 'Not Satisfactory' based on validation procedures performed as detailed in Section 2 and criteria defined in Annexure 2 to this report. For details of findings against each TSP/trade kindly refer to Annexure 6 to the report:

S.No.	Institute	Trade	District	Trainees Attended	CA	CV	EF	Combined Performance Rating
1	National Institute of Leather Technology (NILT), Karachi	Leather Technology	Karachi	195	S	S	S	Satisfactory
Grand Total				195				

CA= Curriculum Attainment

CV=Certificate Verification

EF= Employment Facilitation

S = Satisfactory

NS=Not Satisfactory

3.4.2.2 Institute Having Self Certifying Status OR may be admissible for the condition of payment from Board under its contract

For the verification of training certificates, we reviewed the external body certificates / endorsements along with the supporting documents and correspondence of TSPs with external certification body(s). However, we noted that, some institutes did not obtain certificates from external body (such as Trade Testing Board 'TTB') or got their internal certificates endorsed from such external body.

In this respect we received an e-mail from BBSYDP dated June 1, 2017, in which we were informed that institutes which have proof of status as authorized certificate awarding body or have an arrangement with BBSYDP/BBSHRDB as certifying body are admissible for condition of payment under their contracts. Accordingly, certificates provided by such institutes may be treated as being issued from a external certifying body for the purpose of third party validation.

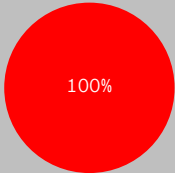
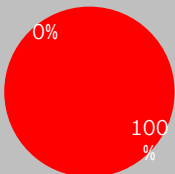
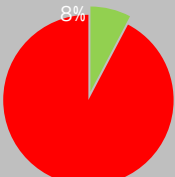
Following table provides a list of TSPs that are authorized to award the training certificates or have an arrangement with BBSYDP/BBSHRDB as certifying body along with their validation status. For details of findings against each trade kindly refer to Annexure 6 to the report:

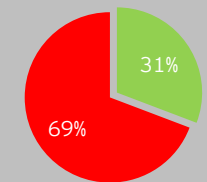
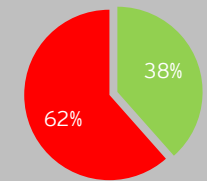
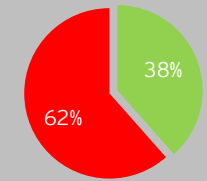
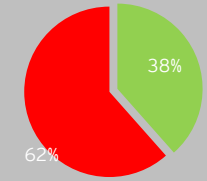
S.No.	Institute	Trade	District	Trainees Attended	CA	CV	EF	Combined Performance Rating
1	Isra University (Isra Islamic Foundation) Hyderabad (PVII_BII_SI)	D.S.A Technician Course	Hyderabad	5	S	NS	NS	Not Satisfactory
2	Isra University (Isra Islamic Foundation) Hyderabad (PVII_BII_SI)	Anesthesia Technician Course	Hyderabad	5	S	NS	S	Not Satisfactory
3	Isra University (Isra Islamic Foundation) Hyderabad (PVII_BII_SI)	Laboratory Technician	Hyderabad	5	S	NS	S	Not Satisfactory
4	Isra University (Isra Islamic Foundation) Hyderabad (PVII_BII_SI)	Blood Bank Technician	Hyderabad	5	S	NS	S	Not Satisfactory
Grand Total				20				

CA= Curriculum Attainment
 CV=Certificate Verification
 EF= Employment Facilitation
 S = Satisfactory
 NS=Not Satisfactory

3.4.3 Summary of key findings

Based on our validation exercise of curriculum attainment, certification and employment facilitation of 13 trades the following is the summary of key findings:

S. No.	Key Findings	
	Description	Trade Percentage
Findings from our desk review of documentation		
1.	<p>As per the contract each training institute is required to conduct a 'train the trainer' (TOT) / refresher session for their trainers before the training is provided to the trainees.</p> <p>However, during our desk review we were not provided with any documentary evidence that the TOT session was conducted by the institutes before start of the training session for any of the 13 trades under Phase VII- GOS training program.</p>	 <p>100%</p> <p>■ No Exception ■ Exception</p> <p>This exception was noted in 100% of trades</p>
2.	<p>As per the program guidelines, monitoring will be conducted by the Phase VII (Batch III) - GOS training program monitoring team on a regular basis and Progress Monitoring Report (PMR) will be prepared by the team which will also include among other things the attendance count as at the date of monitoring which should be duly signed by the Phase VII (Batch III) - GOS training program monitor and the institute.</p> <p>During our review, where we compared attendance records as per PMR report with attendance records provided by the respective TSP to the Phase VII - GOS training program, we noted that in 13 out of 13 trades, the count of trainees as per the attendance submitted by the TSP did not match with that mentioned in the PMR report of the same date.</p>	 <p>0% 100%</p> <p>■ No Exception ■ Exception</p> <p>This exception was noted in 100% of trades</p>
3.	<p>As per the program guidelines, monitoring will be conducted by the BBSYDP monitoring team on a regular basis and Progress Monitoring Report (PMR) will be prepared which will include among other things course completion percentage (%) as of the date of monitoring and should be duly signed by the Phase VII (Batch III) - GOS training program monitor and the institute representative.</p> <p>As part of our desk review, we noted the course completion report (indicating percentage completion) submitted by the TSP after the last PMR date was not in line with the average course completion period percentage as reported in the previous reports. This was noted for 12 out of 13 trades</p>	 <p>8% 92%</p> <p>■ No Exception ■ Exception</p> <p>This exception was noted in 19% of trades</p>

S. No.	Key Findings	
	Description	Trade Percentage
	Further, no evidence was provided to substantiate if any extra training classes have been conducted to achieve the reported increase in course completion percentages.	
<p>Findings from interviews with selected sample of trainees:</p> <p>For the 13 trades carried out under Phase VII (Batch III) - GOS training program, having a total population of 253 trainees, we contacted a sample of 32 trainees and organized telephone calls with the trainees to obtain their direct input on the program. Further our interview questions focused on trainees' assessment of the level of curriculum attainment, certification, employment facilitation and quality of program. During our telephonic interview with such selected trainees we noted following key findings:</p>		
1.	We noted that for 9 out of 13 trades, some of the selected trainees reported incorrect trainer name(s), which may indicate that trainers who actually provided the training was different from the trainers whose CVs have been provided by TSP to the program.	 <p>■ No Exception ■ Exception</p> <p>This exception was noted in 69% of trades</p>
2.	We noted that for 8 out of 13 trades, some of the selected trainees reported that they did not observe monitoring team visiting the institute, whilst they were attending the training.	 <p>■ No Exception ■ Exception</p> <p>This exception was noted in 62% of trades</p>
3.	We noted that for 8 out of 13 trades, some of the selected trainees either reported that they did not appear in the final examination but their results was made available OR reported a different result from what is reported by the TSPs to the program.	 <p>■ No Exception ■ Exception</p> <p>This exception was noted in 62% of trades</p>
4.	We noted that for 8 out of 13 trades, attendance reported by some of the selected trainees did not match with the attendance reported by the TSP.	 <p>■ No Exception ■ Exception</p>

S. No.	Key Findings	
	Description	Trade Percentage
		This exception was noted in 62% of trades
5.	We noted that for 12 out of 13 trades, some of the selected trainees reported that they were not provided with Certificate.	<p>This exception was noted in 92% of trades</p>
6.	We noted that for 9 out of 13 trades, some of the selected trainees reported that there were no arrangements made by TSP for their employment	<p>This exception was noted in 69% of trades</p>
7.	We noted that for 12 out of 13 trades, some of the selected trainees reported that no certificate distribution ceremony was held.	<p>This exception was noted in 92% of trades</p>
8.	We noted that for 8 out of 13 trades, trainee reported incorrect training period.	<p>This exception was noted in 62% of trades</p>

3.5 Not Validated Institutes

The following table represents the TSPs / trades which have not been validated due to non-provision of requested documentation by TSPs and / or early termination of training contract by BBSYDP:

S.No	Name of Institute	Trade	Stream	District
1	Bakhtawar vocational & Training Centre Ghotki (PVII_BII_SI)	Stitching & Sewing	SSDP	Ghotki
2	Pirbhat Technical And Vocational Center Ghotki (PVII_BII_SI)	Beautician	SSDP	Ghotki
3	Isra University, Hyderabad (PVII_BII_SI)	Nursing (Only Female)	GoS	Hyderabad
4	Moni General Hospital Hyderabad (VII_BIII_SI)	Operation Theatre Technician	GoS	Hyderabad
5	Moni General Hospital Hyderabad (VII_BIII_SI)	Laboratory Technician	GoS	Hyderabad
6	Moni General Hospital Hyderabad (VII_BIII_SI)	Dental Surgery Assistant	GoS	Hyderabad
7	Moni General Hospital Hyderabad (VII_BIII_SI)	Dialysis Technician	GoS	Hyderabad
8	Moni General Hospital Hyderabad (VII_BIII_SI)	X-Ray Technician	GoS	Hyderabad
9	Moni General Hospital Hyderabad (VII_BIII_SI)	Dispenser	GoS	Hyderabad
10	Building Futures Foundation Hyderabad (VII_BIII_SI)	Beautician	SSDP	Hyderabad
11	Building Futures Foundation Hyderabad (VII_BIII_SI)	Office Management Skill	SSDP	Hyderabad
12	Building Futures Foundation Hyderabad (VII_BIII_SI)	Accounting & Book Keeping	SSDP	Hyderabad
13	Beachwood Institute of Nursing Hyderabad (VII_BIII_SI)	Blood Bank Technician	GoS	Hyderabad
14	Beachwood Institute of Nursing Hyderabad (VII_BIII_SI)	ECG Technician Course	GoS	Hyderabad
15	Beachwood Institute of Nursing Hyderabad (VII_BIII_SI)	Operation Theatre Technician	GoS	Hyderabad

S.No	Name of Institute	Trade	Stream	District
16	Beachwood Institute of Nursing Hyderabad (VII_BIII_SI)	Physiotherapy Technician (Certificate) Course	GoS	Hyderabad
17	Beachwood Institute of Nursing Hyderabad (VII_BIII_SI)	X-Ray Technician	GoS	Hyderabad
18	Beachwood Institute of Nursing Hyderabad (VII_BIII_SI)	Physiotherapy Technician Course	GoS	Hyderabad
19	Faham School & College Hyderabad (VII_BIII_SI)	CIT major in Office Automation	SSDP	Hyderabad
20	Everest Institute of Technology EIT Hyderabad (VII_BIII_SI)	CIT major in Web Designing & Development	SSDP	Hyderabad
21	Everest Institute of Technology EIT Hyderabad (VII_BIII_SI)	CIT major in Office Automation	SSDP	Hyderabad
22	Everest Institute of Technology EIT Hyderabad (VII_BIII_SI)	PHP Programing	SSDP	Hyderabad
23	Youth Action for Pakistan, Hyderabad (VII_BIII_SI)	Stitching & Sewing	SSDP	Hyderabad
24	Reformist Institute of I.T & Vocational Training Thull (PVII_BII_SI)	Stitching & Sewing	SSDP	Jacobabad
25	Peace Institute of IT Kamber (PVII_BII_SI)	CIT major in Office Automation	SSDP	Kambar@Shahdadkot
26	Abeel School of Accountancy (PVII_BII_SI)	Accounting & Book Keeping	SSDP	Karachi
27	Abeel School of Accountancy (PVII_BII_SI)	Banking	SSDP	Karachi
28	Jauhar Degree College Karachi (PVII_BII_SI)	CIT major in Office Automation	SSDP	Karachi
29	Jauhar Degree College Karachi (PVII_BII_SI)	PHP Programing	SSDP	Karachi
30	KAP Institute of Technology & Management Science U. P. More North Nazimabad Karachi (PVII_BII_SI)	CIT major in Office Automation	SSDP	Karachi

S.No	Name of Institute	Trade	Stream	District
31	KAP Institute of Technology & Management Science U. P. More North Nazimabad Karachi (PVII_BII_SI)	Auto Cad	SSDP	Karachi
32	KAP Institute of Technology & Management Science U. P. More North Nazimabad Karachi (PVII_BII_SI)	Referigerator / AC Mechanic	SSDP	Karachi
33	Kings Apparals Korangi Karachi (PVII_BII_SI)	Stitching & Sewing	SSDP	Karachi
34	LAMBDA Consulting Group Karachi (PVII_BII_SI)	CIT major in Web Designing & Development	SSDP	Karachi
35	Makhdoom Bilawal Youth Development (PVII_BII_SI)	Stitching & Sewing	SSDP	Karachi
36	Pakistan Readymade Garments Technical Training Institute (PRIGTI) Karachi (PVII_BII_SII)	Industrial Sewing	SSDP	Karachi
37	Pakistan Readymade Garments Technical Training Institute (PRIGTI) Karachi (PVII_BII_SII)	Garments / Fashion Designing	SSDP	Karachi
38	Pakistan Readymade Garments Technical Training Institute (PRIGTI) Karachi (PVII_BII_SII)	Apparel Merchandising	SSDP	Karachi
39	Pakistan Readymade Garments Technical Training Institute (PRIGTI) Karachi (PVII_BII_SII)	Online Marketing & Merchandising	SSDP	Karachi
40	Pakistan Readymade Garments Technical Training Institute (PRIGTI) Karachi (PVII_BII_SII)	Fashion Designing	SSDP	Karachi
41	University College (PVII_BII_SI)	Accounting & Book Keeping	SSDP	Karachi
42	University College (PVII_BII_SI)	Computerized Accounting	SSDP	Karachi
43	World Memon Organization (WMO) (PVII_BII_SI)	Auto Electrician	SSDP	Karachi
44	Calssic Al Kareem (VII_BIII_SI)	CIT major in Office Automation	SSDP	Karachi
45	Calssic Al Kareem (VII_BIII_SI)	Welding	SSDP	Karachi

S.No	Name of Institute	Trade	Stream	District
46	Ideal Degree College (VII_BIII_SI)	CIT major in Office Automation	SSDP	Karachi
47	Ideal Degree College (VII_BIII_SI)	CIT major in Multimedia Graphics	SSDP	Karachi
48	Ideal Degree College (VII_BIII_SI)	Sales & Marketing	SSDP	Karachi
49	Indus Environment Development Organization Karampur (PVII_BII_SI)	Stitching & Sewing	SSDP	Kashmore@Kandhkot
50	Global Institute of I.T Kandkot (VII_BIII_SI)	CIT major in Office Automation	SSDP	Kashmore@Kandhkot
51	Info-Tech Institute of Information Technology Ghospur (VII_BIII_SI)	CIT major in Office Automation	SSDP	Kashmore@Kandhkot
52	Kainaat Development Association (KDA) Honda Showroom Kandhkot City (VII_BIII_SI)	Stitching & Sewing	SSDP	Kashmore@Kandhkot
53	Sindh Institute of Skill Development Kandhkot (VII_BIII_SI)	Stitching & Sewing	SSDP	Kashmore@Kandhkot
54	Sindh Institute of Skill Development Kandhkot (VII_BIII_SI)	Beautician	SSDP	Kashmore@Kandhkot
55	Buxapur Youth Development Organization Buxapur Kashmore (VII_BIII_SI)	CIT major in Office Automation	SSDP	Kashmore@Kandhkot
56	Indus Environment Development Organization Kandhkot (VII_BIII_SI)	Stitching & Sewing	SSDP	Kashmore@Kandhkot
57	Lyceum Academy of IT & English Language (PVII_BII_SI)	CIT major in Office Automation	SSDP	Khairpur
58	Watan Development Organization (PVII_BII_SI)	Stitching & Sewing	SSDP	Khairpur
59	Sindh Vocational & Beauty Parlour, Khairpur (PVII_BII_SI)	Beautician	SSDP	Khairpur

S.No	Name of Institute	Trade	Stream	District
60	Sindh Vocational & Beauty Parlour, Khairpur (PVII_BII_SI)	Stitching & Sewing	SSDP	Khairpur
61	Iqra Public School Larkana (VII_BIII_SI)	Early Childhood Education (ECE)	SSDP	Larkana
62	Siscom Technologies Mirpurkhas (PVII_BII_SI)	CIT major in Office Automation	SSDP	Mirpurkhas
63	Siscom Technologies Mirpurkhas (PVII_BII_SI)	Wireman Cum Electrician	SSDP	Mirpurkhas
64	Siscom Technologies Mirpurkhas (PVII_BII_SI)	Generator Mechanic	SSDP	Mirpurkhas
65	Welth Foundation Mirpurkhas (PVII_BII_SI)	CIT major in Office Automation	SSDP	Mirpurkhas
66	Saba Beauty Parlor (PVII_BII_SI)	Beautician	SSDP	Naushehro Feroze
67	Sathi Skill Development Center Naushehro Feroze (PVII_BII_SI)	Stitching & Sewing	SSDP	Naushehro Feroze
68	Shayan Computer Training Center Tharushah Naushehro Feroze (PVII_BII_SI)	Electrician	SSDP	Naushehro Feroze
69	Shayan Computer Training Center Tharushah Naushehro Feroze (PVII_BII_SI)	Stitching & Sewing	SSDP	Naushehro Feroze
70	Daulatpur Vocational and Training Institute (DVTI) Shaheed Benazirabad (VII_BIII_SI)	CIT major in Office Automation	SSDP	Shaheed Benazirabad
71	Daulatpur Vocational and Training Institute (DVTI) Shaheed Benazirabad (VII_BIII_SI)	Office Management Skill	SSDP	Shaheed Benazirabad
72	Daulatpur Vocational and Training Institute (DVTI) Shaheed Benazirabad (VII_BIII_SI)	Stitching & Sewing	SSDP	Shaheed Benazirabad
73	Daulatpur Vocational and Training Institute (DVTI) Shaheed Benazirabad (VII_BIII_SI)	Beautician	SSDP	Shaheed Benazirabad

S.No	Name of Institute	Trade	Stream	District
74	Daulatpur Vocational and Training Institute (DVTI) Shaheed Benazirabad (VII_BIII_SI)	Hand / Machine Embroidery	SSDP	Shaheed Benazirabad
75	Sindh Rural Support Foundation (VII_BIII_SI)	Stitching & Sewing	SSDP	Shikarpur
76	Sindh Rural Support Foundation (VII_BIII_SI)	Beautician	SSDP	Shikarpur
77	Zenith Institute of Computer Science (VII_BIII_SI)	CIT major in Office Automation	SSDP	Shikarpur
78	Incredible Institute of Learning (PVII_BII_SI)	CIT major in Office Automation	SSDP	Sukkur
79	British Academy of Science & Arts Kamber (PVII_BII_SI)	CIT major in Office Automation	SSDP	Kambar@Shahdadkot
80	British Academy of Science & Arts Kamber (PVII_BII_SI)	Beautician	SSDP	Kambar@Shahdadkot
81	British Academy of Science & Arts Kamber (PVII_BII_SI)	Stitching & Sewing	SSDP	Kambar@Shahdadkot

3.6 Institutes Not Validated Through Telephonic Interview Procedure

3.6.1 Phase VII (Batch II) - SSDP

Following table provides list name of TSPs and respective trades which have been rated as 'Satisfactory' or 'Not Satisfactory' based on documents provided by TSPs. We could not have completed the entire validation procedures. For details of findings against each TSP/trade kindly refer to Annexure 3 to the report:

S.No	Institutes	Trades	District	Trainees Attended
1	Crown Computer Academy of IT (PVII_BII_SI)	Stitching & Sewing	Ghotki	30
2	Millennium Youth Skills Development Training Center Jacobabad (PVII_BII_SI)	Beautician	Jacobabad	20
3	Millennium Youth Skills Development Training Center Jacobabad (PVII_BII_SI)	Stitching & Sewing	Jacobabad	39
4	Pakistan Community Development Council (PCDC) (PVII_BII_SI)	CIT major in Office Automation	Kambar@Shahdadkot	25
5	Islamabad Applique Larkana (PVII_BII_SI)	Stitching & Sewing	Larkana	50
6	Islamabad Applique Larkana (PVII_BII_SI)	CIT major in Office Automation	Larkana	24
7	Youth Empowerment Skill Development Centre (PVII_BII_SI)	Basket work/Handycrafts	Khairpur	30
8	MERIT College of Science & Technology MCST) (PVII_BII_SI)	Electrician	Khairpur	46
9	Raheela Vocational & Beauty Parlor Training Centre Gambat (PVII_BII_SI)	Stitching & Sewing	Khairpur	19
10	Sachal Sarmast Development (PVII_BII_SI)	Stitching & Sewing	Khairpur	50
11	Entrepreneurship & Management Excellence Center (EMEC) Institute of Business Management Karachi (PVII_BII_SI)	Early Childhood Education (ECE)	Karachi	14
12	Newports Institute of Communications & Economics Nazimabad Karachi (PVII_BII_SI)	Industrial Electronics	Karachi	1
13	Newports Institute of Communications & Economics Nazimabad Karachi (PVII_BII_SI)	Production Management	Karachi	25

S.No	Institutes	Trades	District	Trainees Attended
14	Aman Institute for Vocational Training (Automobile)	Automobile	Karachi	42
15	Aman Institute for Vocational Training (Fabrication, Welding & Pipework)	Fabrication, Welding & Pipework	Karachi	11
16	Aman Institute for Vocational Training (General Electric)	General Electric	Karachi	27
17	Aman Institute for Vocational Training (Mechanical)	Mechanical	Karachi	25
18	Aman Institute for Vocational Training (Referigerator / AC Mechanic)	Referigerator / AC Mechanic	Karachi	32
19	Aman Institute for Vocational Training (CAD-CAM)	CAD-CAM	Karachi	7
20	Aman Institute for Vocational Training (CAD-CIVIL)	CAD-CIVIL	Karachi	8
21	Aman Institute for Vocational Training (Carpentry)	Carpentry	Karachi	4
22	Aman Institute for Vocational Training (Electronics)	Electronics	Karachi	15
23	Aman Institute for Vocational Training (Plumbing)	Plumbing	Karachi	2
24	Gul Maria Beauty Parlour and Training Center (PVII_BII_SI)	Beautician	Mirpurkhas	50
25	Shan-e-Sindh VTC Naushero Feroze (PVII_BII_SI)	Electrician	Naushehro Feroze	30
26	Shan-e-Sindh VTC Naushero Feroze (PVII_BII_SI)	Stitching & Sewing	Naushehro Feroze	20
Grand Total				676

3.6.2 Phase VII (Batch II) - GOS Component

Following table provides list name of TSPs and respective trades which have been rated as 'Satisfactory' or 'Not Satisfactory' based on documents provided by TSPs. We could not have completed the entire validation procedures. For details of findings against each TSP/trade kindly refer to Annexure 4 to the report:

S.No	Institutes	Trades	District	Trainees Attended
1	The Hunar Foundation DMS Technical Institute Karachi (PVII_BII_SI)	Plumbing IVQ 6161	Karachi	8
2	Blessing School of Nursing/BSP (PVII_BII_SI)	Neonatal, Intensive Care Unit (NICU) Technician [Gratuitous: CSR]	Sukkur	5
Grand Total				13

3.6.3 Phase VII (Batch III) - SSDP

Following table provides list name of TSPs and respective trades which have been rated as 'Satisfactory' or 'Not Satisfactory' based on documents provided by TSPs. We could not have completed the entire validation procedures. For details of findings against each TSP/trade kindly refer to Annexure 5 to the report:

S.No	Institutes	Trades	District	Trainees Attended
1	Rockford Development Organization (Campus - I) Dadu (VII_BIII_SI)	Stitching & Sewing	Dadu	30
2	Creative Multimedia JCD (VII_BIII_SI)	CIT major in Office Automation	Jacobabad	30
3	Late Haji Abdul Wahab Qureshi Institute of I.T VTC Jacobabad (VII_BIII_SI)	Beautician	Jacobabad	20
4	Late Haji Abdul Wahab Qureshi Institute of I.T VTC Jacobabad (VII_BIII_SI)	Stitching & Sewing	Jacobabad	50
5	Late Haji Abdul Wahab Qureshi Institute of I.T VTC Jacobabad (VII_BIII_SI)	CIT major in Office Automation	Jacobabad	30
6	Soofi Sachal Sarmast Welfare Association Primary School Tangwani (VII_BIII_SI)	Stitching & Sewing	Kashmore@K andhkot	30
7	Sufi Sachal Sarmast Welfare Association Rasadar Road Kandkot (VII_BIII_SI)	Stitching & Sewing	Kashmore@K andhkot	30
8	New Roshani VTC Aghra (VII_BIII_SI)	Stitching & Sewing	Khairpur	25
9	Roshni Vocational & Beauty Parlour Training Centre (VII_BIII_SI)	Stitching & Sewing	Khairpur	30
10	Roshni Vocational & Beauty Parlour Training Centre (VII_BIII_SI)	Beautician	Khairpur	30
11	Elegant Vocational Centre (PVII_BII_SI)	Beautician	Larkana	40
12	Al-Shahbaz Vocational Training Institute & Skill Development Program Bhan Saeedabad District Jamshoro (VII_BIII_SI)	Stitching & Sewing	Jamshoro	50
13	Misbah Vocational Training Center Larkana (VII_BIII_SI)	Beautician	Larkana	30
14	Mehran Vocational & I. T. Training Institute Larkana (VII_BIII_SI)	Beautician	Larkana	28
15	SZABIST ZAB Tech Institute of Technical & Vocational Education (ITVE) Tando Muhammad Khan (VII_BIII_SI)	Beautician	Tando Muhammad Khan	19
16	Bright Vision Vocational Institute Jatt Jacobabad (VII_BIII_SI)	Stitching & Sewing	Jacobabad	40

S.No	Institutes	Trades	District	Trainees Attended
17	Al-Quresh Institute & Coaching Center PIPRI Karachi (VII_BIII_SI)	Stitching & Sewing	Karachi	50
18	New Mehran Development Organization Ghouspur District Kashmore (VII_BIII_SI)	Stitching & Sewing	Kashmore@K andhkot	40
19	Benazir Beauty & Vocational Training Centre (VII_BIII_SI)	Stitching & Sewing	Khairpur	30
20	Junaid Institute of Modern & Sciences Technology Sanghar (VII_BIII_SI)	CIT major in Office Automation	Sanghar	50
21	Unitech Jamshoro (VII_BIII_SI)	Stitching & Sewing	Jamshoro	8
22	Unitech Jamshoro (VII_BIII_SI)	Beautician	Jamshoro	12
23	Style Inn Beauty Parlour & Tailoring Center Hala District Matiari (VII_BIII_SI)	Beautician	Matiari	30
Grand Total				732

3.6.4 Phase VII (Batch III) - GOS Component

Following table provides list name of TSPs and respective trades which have been rated as 'Satisfactory' or 'Not Satisfactory' based on documents provided by TSPs. We could not have completed the entire validation procedures. For details of findings against each TSP/trade kindly refer to Annexure 6 to the report:

S.No	Institutes	Trades	District	Trainees Attended
1	Isra University (Isra Islamic Foundation) Hyderabad (PVII_BII_SI)	Dispenser Course	Hyderabad	5
2	Isra University (Isra Islamic Foundation) Hyderabad (PVII_BII_SI)	ECG Technician Course	Hyderabad	5
3	Isra University (Isra Islamic Foundation) Hyderabad (PVII_BII_SI)	Ophthalmology Technician Course	Hyderabad	5
4	Isra University (Isra Islamic Foundation) Hyderabad (PVII_BII_SI)	X-Ray Technician	Hyderabad	5
5	Isra University (Isra Islamic Foundation) Hyderabad (PVII_BII_SI)	Operation Theatre Technician	Hyderabad	4
6	Isra University (Isra Islamic Foundation) Hyderabad (PVII_BII_SI)	Ultrasound Technician Course	Hyderabad	5
7	Isra University (Isra Islamic Foundation) Hyderabad (PVII_BII_SI)	Pediatrics Technician Course	Hyderabad	4
8	Isra University (Isra Islamic Foundation) Hyderabad (PVII_BII_SI)	Physiotherapy Technician Course	Hyderabad	5
Grand Total				38

4. Other Matters

We have carried out the validation and developed this report as per the scope of work mentioned under contract signed between Provincial Coordination Unit Benazir Bhutto Shaheed Youth Development Program, Govt. of Sindh and EY Ford Rhodes (formerly known as Ernst & Young Ford Rhodes Sidat Hyder), dated 31 December 2015. This report is solely for assisting BBSYDP in their review of the TSPs.

The above work steps do not constitute either an external audit or a review made in accordance with International Standards on Auditing or International Standards on Review Engagements; we do not express any assurance thereon. Had we performed additional work steps or had we performed an audit or review in accordance with International Standards on Auditing or International Standards on Review Engagements, other matters might have come to our attention that would have been reported to you.

Our comments are based on the work carried out on the basis of information provided by BBSYDP, the stakeholders and other publicly available information. In performing our work, we have assumed the genuineness of all signatures and the authenticity of all documents submitted to us, whether original or copies.

In accordance with our policy, neither EYFR nor any Partners or employees undertakes responsibility arising in any way whatsoever, to any person other than the management of BBSYDP in respect of the matters dealt with in this report, including any errors or omissions therein, arising through negligence. All validation and analyses in this report, conclusions or assessments have inherent limitations.

The findings in our report are based on our desk review from 22 December 2015 to 28 November 2016. We have not undertaken to update our report for events or circumstances arising after that date.

Any changes to the activities, documentations, key internal controls, policies and procedures subsequent to our discussion with management, of which we have not been informed, have not been evaluated by us and accordingly we do not report on any shortcomings in the same.

The information, advice or recommendations relating thereto contained in this report, in draft or final form, provided to BBSYDP by us during this engagement are given in confidence.

No other EY Entity other than EYFR shall have any legal duty of care to the client in connection with the performance of any of the Services by its personnel, and the client shall be entitled to rely only on EYFR for the performance of the Services or with respect to any Report. The client [and its affiliates or other persons or entities for or in respect of which any of the Services are provided] shall have no recourse, and shall bring no claim whether based on breach of contract, tort, strict liability, breach of warranty, failure of essential purpose or otherwise against any EY Entity (other than EYFR), or against any subcontractors, members, shareholders, directors, officers, managers, partners, principals or employees of EYFR or any other EY Entity ("EY Persons"), or any of the assets of any thereof, in connection with the performance of the Services or otherwise under this Agreement.

Neither EYFR nor any of its subcontractors will be liable to BBSYSP or TSPs for any consequential, incidental, indirect, punitive or special damages (including loss of profits, data, business or goodwill, collectively, "Excluded Damages") in connection with the performance of the Services or otherwise under this Agreement, regardless of whether such liability is based on breach of contract, tort, strict liability, breach of warranty, failure of essential purpose or otherwise, and even if the Company is advised of, or the parties had contemplated, the likelihood of such Excluded Damages.

The aggregate liability of EYFR and its subcontractors to BBSYSP or TSPs in connection with the performance of the Services or otherwise under this Agreement shall be limited to the fees actually received by EYFR in respect of the Services directly relating to and forming the basis of the client's claim, regardless of whether liability is based on breach of contract, tort, strict liability, breach of warranty, failure of essential purpose or otherwise. The preceding limitation shall not apply to liability that has been finally determined to have resulted from the fraud or other wilful misconduct by or on behalf of EYFR.

BBSYSP or TSPs shall not bring any claim relating to the Services or otherwise under this Agreement after 12 months of the act or omission alleged to have caused this claim.

Any liability shall be governed by, and construed in accordance with, the laws of Pakistan as if it were made and fully to be performed in such jurisdiction by residents thereof.

The Services and the information, records, data, advice or recommendations relating thereto contained in any reports, materials, presentations or other communications, written or otherwise, in draft or final form, provided by EYFR (collectively, "Reports") are intended solely for BBSYSP or TSPs information and internal use (consistent with the purpose of the engagement). The client may not rely on any draft Report. EYFR shall have no obligation to update any final Report for events occurring after its delivery.

Our report to you is based on the information provided, discussion with management personnel, interviews and work steps performed. We have not, except to such extent as you requested and we agreed to undertake, sought to verify the accuracy of the data or the information and explanations provided by management. There is an inherent risk involved in deriving factually incorrect information from these sources; accordingly, the correctness of information contained therein cannot be assured.

EYFR assumes no responsibility whatsoever in respect of or arising out of or in connection with the contents of this report to any third parties. If others choose to rely on the contents of this report, they do so entirely at their own risk.

This report discharges of our obligations under the said assignment. Furthermore, any queries in respect of this assignment and the report would be responded to by us if inquired within a period of 2 weeks from the date of this report.

Annexures

Annexure 1: Risk Ratings

Trades Overall Consolidated Ratings (as provided in approved inception report)

Procedures	Rating								
Desk Review	RSI	RSI	RSI	RI	RI	RI	MCB	MCB	MCB
Interviews	RSI	RI	MCB	RSI	RI	MCB	RSI	RI	MCB
Overall Rating	NS	NS	NS	NS	S	S	NS	S	S

RSI - Requires Significant Improvement

RI - Requires Improvement

MCB - Meets Contracted Benchmark

NS Not Satisfactory

S Satisfactory

Individual Area Rating

Following definition has been used for rating of desk reviews and trainees interviews procedures:

Rating:	Description
Requires Significant Improvement	An area where significant findings were identified during the review based on the pre-defined procedures undertaken and where the quantum of findings represents a critical exposure to BBSYDP.
Requires Improvement	An area where both significant and non-significant findings were identified during the review based on the pre-defined procedures undertaken and where the quantum of findings represents a moderate exposure to BBSYDP.
Meets Contracted Benchmark	An area where non-significant findings were identified during the review based on the pre-defined procedures undertaken and where the quantum of findings represent a minimal exposure to BBSYDP.

Annexure 2: Agreed procedures used for curriculum achievement, certification and employment facilitation validation

Desk Reviews procedures (as provided in approved inception report)

Procedures to be performed	Specific Activities / Information Required
i) Curriculum	
Are qualified and trained trainers engaged at the institute and has the institute arranged ToT as refresher of faculty?	Obtain and review TSP and faculty / trainer profile. Obtain & review details with respect to ToT. Complete the information mentioned on WP-1.
Has the TSP devised the training schedule / plan for the trade?	Obtain and review the details of the training plan.
Check whether curriculum has been followed by the institute for each trade provided by the relevant technical board.	Obtain curriculum and review the same with relevance to type of trade/ training provided. (please note the relevance will be checked on a high level for example say if the course is for IT it covers IT related modules or say the course is for drilling then it should cover drilling modules not any other modules)
Check whether a course completion report is submitted to BBSYDP by the TSP.	Obtain and review the hard copy / soft copy of completion report submitted by the TSP. (please note the completion report will only be available if the trade is 100% completed)
Check whether PMRs are available for each trade duly signed by both parties.	Obtain all PMR reports for the respective trade and check whether it is duly signed by both parties.
Cross check course completion report with the last available PMR to confirm the percentage of completion / status of curriculum.	Obtain and review PMRs and compare curriculum with the last available PMR and verify the % of course completion and activities conducted as reported in the course completion report submitted by the TSP with that reported in the PMR.
Check whether the attendance data sheets have been submitted online by TSPs and maintained by BBSYDP.	Verify through BBSYDP system that the attendance sheet submitted by the TSP is complete, accurate and timely.
Based on the attendance record maintained, check whether criteria of minimum attendance in	Verify the attendance reported in the attendance sheet with attendance reported in

Procedures to be performed	Specific Activities / Information Required
order to attain a certification has been considered.	the PMR.
Check that the start and end date of training (to assess its duration) as per course completion report are same as mentioned in the training timelines. If not same, deviation from the plan should not be more than 2 weeks.	Prepare an analysis of comparison.
Check whether course, test/ quiz conducted as per training work plan.	Check the tests / quizzes actually conducted (as specified in the test reports submitted by the TSP) are the same as provided in the training work plan.
Check that test papers are available for all the tests conducted.	Obtain Test Papers / Question sheets and compare the same with the number of tests reported as conducted in the last PMR.
Check that total tests reported as conducted by the TSP matches with that reported in the PMRs.	Check that the actual test conducted as above matches with the tests reported in the last PMR.
ii) Certification	
Check that Format/layout of certificate was mutually agreed between TSP and BBS-YDP	Review the correspondence between TSP and BBS-YDP for agreement regarding format of training certificate, to ensure that it was mutually agreed as mentioned in TORs
Check that certificate award ceremony was held to distribute the certificates.	Review the video record / Pictorial evidence of certificate award ceremony to ensure that TSP held the ceremony as per the terms of contract.
Check that training certificates have been issued only to those candidates who met the defined criteria	Check for trainees who are awarded certificate and check their attendance and final examination percentage, to ensure that certificate has only been issued to trainees qualifying the criteria.
Verification of training Certificate	Check for trainees who are awarded certificate and check the database of the TSP for awarding of certificate to them. Verify external body certificates / endorsements through review of supporting documents and correspondence of TSPs with external certification body(s).

Procedures to be performed	Specific Activities / Information Required
iii) Employment Facilitation	
Check that seminars / interview sessions have been conducted for employment of trainees	Review the correspondence between TSP and employer to ensure that arrangements were made to facilitate the trainees in job placements. Review any other supporting evidence (such as pictures, video, seminars etc.)
Check that the TSP has achieved minimum Employment attainment requirement.	Review the details for the trade and find whether 30%, 35% and 40% trainees respectively have been facilitated with job / further training for phase V, phase VI and phase VII (part I) respectively.

Telephonic Interviews

Please confirm your full name including your father's name?
Please confirm your CNIC number? (if don't remember then confirm Date of Birth)
Please confirm your address?
What was the name of Institute in which you attended the training?
What was the name of the trade / course in which you got the training?
Trainee interview questions (please proceed only when trainee identification is confirmed from above questions):
When did you attend the training?
What was the name of the trainer that trained you?
Was any Curriculum provided to you?
How many chapters/ modules were in the curriculum?
Did you receive the books or manuals or any hand-outs for the outlined curriculum
Was any chapter / section skipped from the curriculum or not been taught during the training? If yes, Please specify?
What was the duration of your training (in months and duration of each class), and approximately, how many classes were conducted for this particular trainings in a week?
Were classes undertaken regularly and as planned or there were any unnecessary cancelled classes.
What was your overall attendance, (ask him in a whole number or percentage)?
Trainee interview questions (please proceed only when trainee identification is confirmed from

above questions):
Was the lab equipment/consumables required for the training available?
Do you get sufficient (consumables) raw material supplies to perform practical work?
Did any monitoring team visited your class during training and interviewed you? If yes please specify how many times this happened?
How many tests were conducted for this particular training?
Was a final examination conducted at the end of the training? If yes, please specify your percentage in the Final examination?
Was the course completed and was any certification / acknowledgement provided to you on completion of your training?
Did your TSP held any ceremony for the Certificate Distribution?
Have you received any Certification for the training received?
Is your Certificate endorsed? Internally / Externally?
Were any arrangements made to facilitate you for any job placements by your TSP?
Are you currently working anywhere or self-employed or studying?
If working or self-employed, are you working in the same sector for which you received the training from BBSYDP?
If yes, what is the name of your organization / institution?