



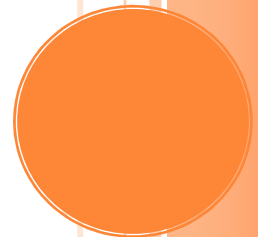
## Project Completion Reports

ASK DEVELOPMENT

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## FOREWORD

2007 was a momentous year for ASK Development as it tried and succeeded in effectively implementing a unique idea ever tried in Pakistan. Grooming fresh graduate youth by inculcating job related skills to make them relevant to job market and them finding them meaningful jobs they can proud of. As a matter of fact this first time one of kind idea offered us an opportunity to show and set an example for all that our Youth has the capacity to perform accordingly if provided suitable training for vital job skills.

The “Vital Job skills project” offered us an opportunity to show and set an example for all that our Pakistani youth has the capacity to perform if suitable training and right platform is there.

ASK Development than signed an agreement with Micronutrient Initiative (MI) to provide logistic and financial management support to the project “Managing capacity building and training activities related to IDD/USI in Sindh/Baluchistan”.

One of the major contributions that ASK Development did for FATA was Apprenticeship Scheme for Lower FATA Youth. The program aimed at raising the quality of life for young people in the Federally Administered Tribal Areas (FATA) through developing skills, and creating jobs. Along with that “Skills Training Initiative for Lower FATA Youth” is one of initiatives of The FATA Development Program – Livelihood Development (FDP-LD) for less educated youth.

Another step toward youth training and development was Youth development & Job placement. Under USAID Pakistan Jobs project ASK development and Care international started the project as youth development & Job Placement on 8th Feb, 2010.

I must make a special mention of ASK’s commitment to the cause of Youth development and placement. Not only they got their skills polished but also got placed in both Corporate and Development Sectors as per their credentials.

I would also like to thank USAID, EEA, IYF, RSPN, Care, Plan international and FDP-LD for trusting on us and providing us with an opportunity to give something back to the society. They agreed to the motive that Youth can only be directed and has to be directed in the positive way.

Finally, I must appreciate the ASK project’s team who really took up the challenge and not only achieved more than our targets but also built liaison with the employers for long term sustainability in this hour of need. We are looking forward to continue the ongoing process of employability by carrying on the current efforts and by joining hands with institutions who are working with youth.

Arshad Mehmood (Akif)

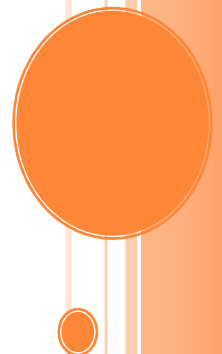
CEO

## LIST OF ABBREVIATIONS

ASK	ASK Development (Pvt) Ltd.
HRD	Human Resource Development
DOVE	Develop Our Valuable Earth
EEA	Education and Employment Alliance
IYF	International Youth Foundation
RSPN	Rural Support Program Network
SCCI	Sialkot Chamber of Commerce & Industry
USAID	United States Agency of International Development
FATA	Federally Administered Tribal Area
FDP-LD	FATA Development Program-Livelihood Development
FDA	Fata Development Authority
SDC	Skill Development Cell
IDD/USI	Iodine Deficiency Disorder/ Universal Salt Iodization
NNS	National Nutrition Survey
MI	Micronutrient Initiative
DoH	Departments of Health
IDDC	Iodine Deficiency Disorder course
WHO	World Health Organization

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## EXECUTIVE SUMMARY

According to recent estimates given by The International Youth Foundation, People under the age of 24 represent more than half the population in the South East Asia and unemployment in youth constitutes a substantial part of Pakistan's population. Today's youth is the next generation of employees, entrepreneurs, policy makers and community leaders, yet many are ill-prepared to enter the workforce. They have had few opportunities to get a good education and to learn needed job skills. Nor have schools and businesses traditionally worked together to help the country's youth make the jump from the classroom to the office or factory. As a result, young people in Pakistan today face some of the highest unemployment rates ever. Businesses interested in operating in these regions cannot overlook these challenges.

ASK Development along with its partner organizations helped provide this missing link to overcome the challenges and improve the quality of interpersonal training and increase learning opportunities for young people in all major cities of the country through expanded access needs based and innovative

approach, and instructional support providing a chance for experiential learning for the young and unemployed.

Through these programs, employability was greatly enhanced and adequate chances were provided to improve young people's employment, entrepreneurial, and personal skills as a way to build their capacity for an engagement in productive work. Additionally and in order to enhance the effectiveness and sustainability towards the target population, linkages were made with business partners to inspire, support, and promote youth engagement and the role of young people as leaders of positive social change, as a way to foster a lifelong commitment to active and worthwhile citizens of our society.

ASK Development focused on youth employment followed several mutually reinforcing tracks. It included working with corporate partners to equip young people with the knowledge and skills to actively participate in the corporate sector through an emphasis on interpersonal and professional skills. Likewise, young people were provided with the

professional and "life skills" essential to getting and keeping a job. Through this program, ASK also engaged in a far-reaching initiative to improve the lives and future prospects of young adults factory; and is collaborating with major business institutions to focus greater attention and resources on effective ways to combat youth unemployment in the district areas.

First milestone achieved under the project named as Youth Development & Job Placement which was carried out in year 2007-2008 was a major success. Almost 700 hundred youth applied for the training program 610 (comprising 360 males and 250 females) were selected for final processing. This number had to be cut down to 301, keeping the target number of beneficiaries in the program. ASK successfully achieved 100% of the targets in the given time and in accordance to program requirements and the needs of the youth. The innovative approach initiated by ASK development resulted in the successful and timely implementation of the project as per the financial and programmatic targets. In all, 300 youth were trained in different batches from the selected districts and the job placement of 70% of the trainees

was completed, earning salaries ranging from Rs 6000 to 18000.

Managing Capacity Building and Training Activities for IDD/USI in Sindh/ Baluchistan Region was of major success and it is also being extended for rest of Punjab and KPK as well. Total 4572 participants of whom 2479 were female were invited to training. It is very encouraging to note that the female ratio of attendance was more than the male participates as more than 100% female participants have attended the capacity building and awareness sessions. Female beneficiary are more than the male. Attendance rate remained high in the training of Food and Sanitary Inspectors which was 93.18% while lowest in Salt Process training which was just 75.44%. Female participation in school activities remained 63.63% which is on higher side while in Medical Officers training, the participation of female doctors was just 24.14%. Over all participation rate of the participants remained encouraging and it is anticipated message of universal iodization will be spread up.

The Project targeted enhancement of employability skills for 136 youth from Southern FATA was achieved through the support and

cooperation of respective shops of the area. ASK through deployment of an experienced Project team dedicated and committed towards the project goal & objectives accomplishment has resulted in successful and timely achievement of 100% target in quality and 85% in quantity.

Youth development & Job Placement project which is being carried out under USIAD Pakistan jobs project had a major success in the project ASK Development Enhanced the job skills of 116 Youth who are working in pharmaceutical industry through three week training course. Provided job skills and employment to 230 youth through three week training course and their placement in pharmaceutical industry. 146 candidates were trained under Call center and 457 candidates were equipped with vital job skills training. Exclusive segment which was integrated in this project was On job training and placement of 120 less educated youth through their placement with shops of electric, and plumbing for a period of three months. Till date 66% of the project target candidates have been placed in operational areas of the project.

The development and design of the Yahoo Group Network proved to form a crucial link and provided regular job postings through newspaper advertisements, job provider engines and online hiring's through brightspyer and rozeepk. The resumes of the trainees were placed categorized on the basis of their educational disciplines. Furthermore a job portal was designed in which 236 candidates got them registered during last 02 months.

Through the successful implementation of the program, ASK placed a priority on strategies that promoted youth participation and service to their communities. Through opportunities to become engaged, young people have come to think of themselves as partners and stakeholders in society, acquiring a sense of responsibility for the common good and a positive attitude toward active citizenship. Perhaps most importantly, a young person who feels he or she has something to offer also feels a sense of belonging and a sense of worth, so critical to young people positive growth and development.

## INTRODUCTION

ASK Development is committed for maximizing human potential through development of skills, knowledge and attitude. It is the youth development, and management consultancy firm engaged in providing multitudes of services to corporate, public and development sectors at various levels.

Since its inception in March, 2006 ASK Development has been actively involved in human development through collaboration and partnership with international & local NGOs as well as the public sector organizations. ASK team with more than 16 years of experience has conducted a number of human development programs for many local, international NGOs and the public sector organizations. This has led to ASK Development being recognized and reputed as a professional, capable and reliable organization in Pakistan and its neighboring countries. There is hundred percent similarity between the goal of the ASK -maximizing human potential and the project-jobs for economic growth of the country which ultimately for social and economic stability of the Pakistanis.

There are **three** different experiences showing ASK s' work for youth and its capacity to manage them keeping in mind the changing scenario in industries and especially the innovative in IT.

The first projects enabled ASK to build, and maintain relationships with chambers, SMEs and other professional bodies for placement of youth. Now ASK team is well versant for the placement of youth for jobs/ apprenticeship/internship in different organizations. While the second project is ongoing, is purely on enhancing learning of Youth through using 09 different modules. Following is details of each project/component.

### A: VITAL JOB SKILLS & EMPLOYMENT PROJECT:

ASK Development with the support of USAID, IYF, EEA, and RSPN initiated an innovative project for training the graduate youth and their placement in the corporate/ development sector.



The objective of the project was “To enable disadvantaged unemployed youth, especially women, by providing them entry level job skills training, hence creating employment opportunities for them which will meet needs of different industries.”

301 youth were trained in vital skills for the entry level jobs and out of which 238 have been employed. IT Courses were the integral part of this youth project.

This jobs program requires networking and linkages with educational institutes and organizations and past experience of ASK will help in smooth implementation of the project as having better understanding the culture and issues of youth and prevailing linkages with the relevant stakeholders.

The Pakistan Jobs project is a USAID funded project designed to improve the competitiveness of the Pakistani economy by strengthening systems for workforce development, encourage Pakistani companies to invest in human capital, and improving access to training, jobs and business opportunities for youth (male and female). The four components are (1) Industry Sector-Led Technical Training; (2) Employability, Job Placement, and Entrepreneurship for Secondary School and University Graduates; (3) Integrated Work and Learning Program for Less-Educated Youth; and (4) Youth Employability Exchange Systems. The overall objective of this project is to improve employment for youth and women, increase their incomes and contribute to increased productivity.

Under USAID Pakistan Jobs project ASK development and Care international started the project as youth development & Job Placement on 8th Feb, 2010. The operational areas for this project were Islamabad/Rawalpindi, Lahore, Karachi & Peshawar.

## B: EMPOWERING YOUTH ON PEACE AND DEVELOPMENT

ASK just successfully completed the 12 months pilot project on “Empowering Youth on Peace and Development (EYPAD)” with the collaboration of PLAN Pakistan on 09 different modules. The core modules were on IT & English with 192 sessions of each course. The project goal was “To develop a national group of youth leaders who imbibe values of responsible global citizenship and can effect change towards a more conscientious society.”

The size of group to whom training/sessions was provided was 25 to 30 falling under the ages 18-25 years with varied educational backgrounds such as middle, matriculate, intermediate and few studying graduates, belonging to slum-areas in Islamabad. This program has also helped in designing of makeup training for Youth as well as their mentoring for jobs.

## C: CALL CENTRE TRAINING & EMPLOYMENT

ASK is an HRM Solutions Provider and a Professional Employment Organization (PEO). We function as the personnel department for PTCL & Ufone and outsource the call center staff. We have trained & employed more than 1000 youth at the call centers of PTCL & Ufone. We are providing the Services and Solutions in the areas of HR Management: managing Employee data & Administrating HR, Payroll Processing, Benefits Administration, Tax Compliance Management, Background Screening, Antecedents Verification and Managed staffing.



YOUTH DEVELOPMENT  
&  
PLACEMENT PROGRAM

Islamabad, Rawalpindi, Lahore,  
Faisalabad & Sialkot

JULY 2007- JUNE 2008



# YOUTH DEVELOPMENT & PLACEMENT PROGRAM

## PROJECT INTRODUCTION

Providing Vital Job Skills to Unemployed Youth in Pakistan

In Pakistan despite recent high economic growth, unemployment in youth, which constitutes 27% of our population, is more harmful to the society as compared to other factors. This constitutes an age group of high economical productivity are the considered as the future bread earners for households; and if left underutilized, they can become sensitive and vulnerable to many unlawful activities. Another factor that makes the situation more complex is that, the youth may be academically qualified but still lack professional skills specific for available jobs in the market. Given the critical situation described above, employment strategies needed to be devised in order to face the unemployment challenge among youth.

## PROJECT OBJECTIVES

To enable and empower the disadvantaged and unemployed youth, especially women, by providing them entry level job skills training, hence creating employment opportunities for them which will meet needs of different industries.

ASK Development with the support of USAID, IYF, EEA, and RSPN initiated an innovative project for training the graduate youth and their placement in the corporate/ development sector.

## PROJECT TARGETS

The targets of the project comprised of the following

- providing training to 105 females and 195 males in vital job skills
- 70% of the youth trained must be placed on jobs and
- Developing linkages between project beneficiaries and industry

## PROJECT PARTNERS

The Education and Employment Alliance (**EEA**) has been the principal recipient for the vital skills project based on its reputed experience in working in six countries with high youth unemployment rates including Pakistan, to develop and expand quality education, job training and placement programs. The program was funded by the U.S. Agency for International Development (**USAID**) and the International Youth Foundation (**IYF**). IYF hosts the Alliances Global Secretariat and coordinates all Alliance activities.

All project partners have been selected on the basis of demonstrated experience in the field of training.

In Pakistan, **RSPN** is the main organization for implementation and coordination for EEA and its partners for the employability project. RSPN awarded this project to ASK Development on the submission of an innovative concept for implementation based on partnership between the employers of the corporate sector and the beneficiaries. The local implementing partner NGOs included **SUKHI** (Society for Up - Gradation of Knowledge and Infrastructure) & **DOVE** (Develop Our Valuable Earth) and **BAIDARIE** from Sialkot. The project focus areas included Islamabad, Rawalpindi, Lahore, Faisalabad and Sialkot.

## TARGETS ACHIEVED

The innovative approach initiated by ASK development resulted in the successful and timely implementation of the project as per the financial and programmatic targets. In all, 300 youth were trained in different batches from the selected districts and the job placement of 70% of the trainees was completed, earning salaries ranging from Rs 6000 to 18000. The success largely depended on the successful and effective linkages with employers of the corporate sectors, without their crucial support, the targets set for the job placement would not have been made possible. In this regard, ASK development held different symposiums to raise awareness and sensitize the employers in their role towards the communities. In addition these PR initiatives by ASK development such as interviews with employers proved to be effective in identifying their needs the core skills and competencies required by the youth to earn them suitable jobs. The training modules were thus systematically developed with appropriate tools and exercise. This is

clearly indicated in the training impact between the pre and post training sessions with a marked difference of 5% and 80% respectively.

## SUCSESSES AND LESSONS LEARNT

### Providing Employment Opportunities for Trainees

A number of measures were carried out in different phases for the smooth implementation and bringing in quality in providing employment opportunities to the trained lot.

The creation of Yahoo Group at([www.yahogroups.com/groups/ask\\_vital\\_jobs](http://www.yahogroups.com/groups/ask_vital_jobs)) aimed at providing the trainees a platform where they can communicate and share information not only among themselves but also with ASK as well as different employers. Additionally jobs from different job providers which included [rozee.pk](http://rozee.pk), [brightspyre.com](http://brightspyre.com), [mustakbil.com](http://mustakbil.com) etc. as well as from online newspapers and daily newspapers were filtered for all kinds of entry level jobs and placed chronologically on Yahoo Group. Similarly categorized resumes created on the basis of educational credentials of trained youth were also placed on yahoo group to attract potential employers. The Yahoo Group was provided with different links where trainees can get into searching suitable jobs.

A complete database provided a comprehensive overview of the whole project life in terms of how many youth were trained both in gender and city with dates and batch numbers. This database is also accountable for the on job and still looking for trainees. Different pictures of the activities conducted could also be found under the tab of photos.

- **Involvement of Chamber of Commerce & Industry**

During the course of project implementation, it was realized that targeted search in industry or development sector for employers was not sufficient and ASK had to find a channel through which information can be passed out and linked effectively. Employment officer decided to take this as a challenge and paid numerous visits to involve Chambers of Commerce

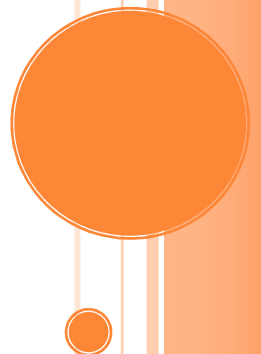
## ISSUES AND CHALLENGES FACED

- The biggest challenge faced on all the locations was the mind set of the trainees. Our youth are living in a fantasy world, where every second person has this perception that a “job” means a table, chair and a personal computer. They were reluctant to go for sales oriented jobs which definitely required a bit more hard work and effort.
- Our education system is so unsupportive in this regard that even a graduate does not have the adequate knowledge and skills of computer and IT.
- Cultural issues particularly regarding veil (Hijab) brought a scenario of limited job opportunities; as females with veil couldn't be adjusted on positions like front desk, receptionist or secretaries because of their incomplete identity visibility.
- Parents preferred government jobs even with the low salaries or contradictory to the competency level their child might have. Because they believed that only a government job is sustainable and with pension. They did not even motivate their children for challenging and goal oriented jobs.
- Local partners (SUKHI & DOVE)'s inadequate assistance in employment process really put the whole pressure of employability on ASK. Although being reminded many a times they showed reluctance; their prime target was just to fulfill the required numbers of beneficiaries and coordinate the trainings.
- Inconsistency and impatience in youth as they believed that it should only take 1 or 2 interviews for their appointment but the reality was quiet different from it. This negative attitude demoralized them and many did not show up for the third or forth attempt.
- Trainees lacked in presentational and communicational skills even after the extensive training.
- Females restricted themselves to back office jobs due to lack of exposure and shyness.
- Trainees were not ready to start even on internships or low salary just to gain experience. Their mind set was to get a job with reasonable salary higher than at least PKR 8,000.
- Strange psychic was developed by the trainees that after the training process ASK is responsible to provide them jobs even without their own sincere efforts which was totally wrong because ASK role was to provide them with assistance in finding job opportunities.

# Managing Capacity Building and Training Activities for IDD/USI in Sindh/ Baluchistan Region

Sindh & Baluchistan

FEBURARY 2010- APRIL 2010





# Managing Capacity Building and Training Activities for

## IDD/USI IN SINDH/ BALUCHISTAN REGION

### BACK GROUND OF THE PROJECT:

Iodine deficiency has long existed in Pakistan, and despite efforts over the past several decades there has been little improvement in the present situation. The National Nutrition Survey (NNS) of 2001-2002 shows that 22.9% of school aged children, and 36.5% of mothers of children under 5, are severely iodine deficient based on levels of urinary iodine excretion. For the purpose of addressing the said issue, Nutrition Wing of the Ministry of Health (NW) and the Micronutrient Initiative (MI) have developed joint programme. The MI is currently working with the NW in 65 districts of Pakistan, supporting Provincial Departments of Health (DoH) & salt sector in implementation of IDD/USI Project resulting in the raise of the salt iodization level to 75% at the production level in the target districts. Further MI planned to outsource training and capacity building activities for District Monitors, Focal Persons, Doctors, Lady Health Supervisors, Sanitary and Food Inspectors and Salt Processors for an effective implementation and efficient use of resources. For managing logistic and financial management services of ASK Development was hired.

### OBJECTIVE

“To manage capacity building and training events effectively with efficient use of existing project resources”

Following is the event records including trainings, school activities and other events.

## Sindh/Baluchistan Districts Activities Record

S. No	Events	Events		No. Of Invited Participants invited			No. Of Present Participants attended			Percentage		Total Percentage attended
		Events planned	Events conducted	Male	Female	Total	Male	Female	Total	Male	Female	
1	Medical Officers Training	21	21	679	214	893	594	189	783	75.86	24.14	87.68
2	Lady Health Supervisors Training	16	16	0	601	601	0	560	560	0	100	93.18
3	Food & Sanitary inspector Training	15	14	291	49	340	261	53	314	83.12	16.88	92.35
4	School Activity Training	36	36	983	1591	2574	980	1715	2695	36.36	63.63	
5	Salt Processors Training	16	12	114	0	114	86	0	86	100	0	75.44
6	IDDC Meeting	36	36	10	22	32	18	16	34	52.94	47.06	
7	Lab Technicians Training	1	1	16	2	18	14	2	16	87.5	12.5	88.88
	<b>Total</b>	<b>141</b>	<b>136</b>	<b>2093</b>	<b>2479</b>	<b>4572</b>	<b>1953</b>	<b>2535</b>	<b>4488</b>			

### “Sindh Districts Activities Record”



Medical Officers Training  
MirpurKhas:

R: Participants having pre-assessment test. Jamshoro, Sindh





School Activity Karachi:  
Student happily receiving prize for  
best Speech on Iodine.



Laboratory Technetium Training of  
Sindh at Hyderabad

Jamshoro:- Head Master Govt. Boys High School Ishaq Lashari, Field Officer Mohammad Moosa Qazi & Dr. Hafiz Arain are distributing Prizes among the students, who participated the Workshop on Iodine Deficiency Disorder & Universal Salt Iodination in the District.



Salt Processors training at Karachi.

## Sindh Districts Activities Record

### Medical officers Training

Title of training	District	Date	No. Of Invited Participants		Total	No. Of Present Participants		Total
			Male	Female		Male	Female	
Medical Officers	Karachi	24/2/2010	50	30	80	41	23	64
Medical Officers	Jamshoro	1/3/2010	34	1	35	34	1	35
Medical Officers	Mirpurkhas	1/3/2010	36	14	50	22	10	32
Medical officers	Badin	2/3/2010	30	15	45	27	11	38
Medical officers	Hyderabad				40			40
Medical Officers	Tando Allahyar	3/3/2010	28	8	36	28	8	36
Medical officers	Dadu	4/3/2010	40	7	47	35	5	40
Medical Officers	Thatta	8/3/2010	40	0	40	33	14	47
Medical Officers	Naushahro Feroze	9/3/2010	6	40	46	6	33	39
Medical Officers	Tando Muhammad Khan	9/3/2010	25	5	30	18	4	22
Medical Officers	Karachi	10/3/2010	80	25	105	80	25	105
Medical Officers	Karachi	11/2/2010	70	15	85	70	15	85
Medical officers	Matiari	11/3/2010	33	2	35	33	2	35
Medical officers	Sukkur	12/3/2010	20	20	40	17	16	33
Medical officers	Baluchistan	24/3/2010	33	6	39	15	5	20
Medical officers	Jacobabad	25/3/2010	50	10	60	40	10	50
Medical officers	Nawabshah	26/3/2010	23	7	30	23	7	30
	Kashmore	26/3/201	41	9	50	32	0	32
			<b>639</b>	<b>214</b>	<b>893</b>	<b>554</b>	<b>189</b>	<b>783</b>

### Lady Health Supervisors Training

Title of training	District	Date	No. Of Invited Participants		Total	No. Of Present Participants		Total
			Male	Female		Male	Female	
LHS	Mirpurkhas	24/2/2010	2	39	41	4	29	33
LHS	Tando Allahyar	4/3/2010		22	22		21	21
	Badin	4/3/2010		38	38		38	38
LHS	Naushshroferoz	5/3/2010		50	50		39	39
LHS	Hyderabad	5/3/2010	2	43	45	1	39	40
LHS	Thatta	8/3/2010		21	21		21	21
LHS	Matiari	8/3/2010	5	25	30	7	19	26
LHS	Karachi	9/3/2010	7	113	120	7	113	120
LHS	Tando Muhammad Khan	10/3/2010		13	13		13	13
LHS	Sukkur	13/3/2010		40	40		33	33

LHS	Jamshoro	19/2/2010	4	13	17	4	13	17
LHS	Baluchistan	22/3/2010	0	40	40	0	40	40
LHS	Jacobabad	24/3/2010	0	20	20	5	18	23
LHS	Nawabshah	24/3/2010		41	41		41	41
LHS	Dadu	25/2/2010	0	44	44	0	38	38
LHS	Kashmore	25-3-2010	3	16	19	3	14	17
			23	578	601	31	529	560

### Food & Sanitary Inspectors Training

Title of training	District	Date	No. Of Invited Participants		Total	No. Of Present Participants		Total
			Male	Female		Male	Female	
	Naushehroferoz	6/3/2010	20	5	25	20	5	25
Food & Sanitary Inspectors	Jamshoro	2/3/2010	4	21	25	4	19	23
Food & Sanitary inspectors	Tando Allahyar	6/3/2010	14	0	14	13	0	13
Food & Sanitary inspectors	Karachi	6/3/2010	55	0	55	46	7	53
Food & Sanitary inspectors	Thatta	8/3/2010	12	0	12	11	1	12
Food & Sanitary inspectors	Badin	9/3/2010	12	0	12	8	0	8
Food & Sanitary inspectors	Mirpurkhas	10/3/2010	14	0	14	14	0	14
Food & Sanitary inspectors	Dadu	1/3/2010	24	2	26	22	2	24
Food & Sanitary inspectors	Meeting Hall, Taluka Hospital Hala New	3-Dec-10	27	3	30	24	2	26
Food & Sanitary inspectors	Nawabshah	27-3-2010	23	5	28	23	5	28
Food & Sanitary inspectors	Hyderabad	18-03-2010	16	5	21	15	5	20
Food & Sanitary inspectors	NoshahrFeroz	3-Jun-10	20	5	25	20	5	25
Food & Sanitary inspectors	Jacobabad	26-3-2010	14	0	14	10	0	10
Food & Sanitary inspectors	Baluchistan	24-3-2010	10	0	10	10	0	10
Food & Sanitary inspectors	Sukkur	13-3-2010	14	0	14	14	0	14
Food & Sanitary inspectors	Tando Muhammad Khan	29-03-2010	12	3	15	7	2	9
			291	49	340	261	53	314

### School Activity Training

Title of training	District	Date	No. Of Invited Participants		Total	No. Of Present Participants		Total
			Male	Female		Male	Female	

School Activity	Hyderabad	18-2-2010		120	120		116	116
School Activity	Mirpur Old,	19-2-2010	2	80	82	2	81	83
School Activity	Badin	22-02-2010	45	0	45	45		45
School Activity	Badin	22-02-2010		45	45		45	45
School Activity	Dadu	23-2-2010	135		135	125		125
School Activity	Jamshoro	24-2-2010	130		130	130		130
School Activity	Kotri	25-2-2010	2	148	150	2	148	150
School Activity	Karachi	22-2-2010	2	225	227	2	221	223
School Activity	Tando Allahyar	25-2-2010	50		50	40		40
School Activity	Tando Allahyar	25-2-2010	1	49	50	1	49	50
School Activity	Mirpurkhas	23-2-10	4	40	44	5	53	58
School Activity	Hyderabad	3/3/2010	120		120	97		97
School Activity	Naushahro Feroze	10/3/2010	5	135	140	5	133	138
School Activity	Naushahro Feroze	10/3/2010	135		135	133		133
School Activity	Karachi	17-3-2010			0	2	167	169
School Activity	Dadu	3.3. 2010	56	64	120	64	58	122
School Activity	Nawabshah	17-3-2010	100	60	160	100	60	160
School Activity	Nawabshah	16-3-2010	0	150	150	0	150	150
School Activity	Matiari	3-Jun-10	142	0	142	174	0	174
School Activity	Matiari	3-Jun-10	0	123	123	0	85	85
School Activity	Jacobabad	26-3-2010	5	20	20	1	17	18
School Activity	Jacobabad	26-3-2010	14	5	19	12	5	17
School Activity	Baluchistan	22-3-2010	0	150	150	0	150	150
School Activity	Baluchistan	25-3-2010	0	137	137	0	137	137
School Activity	Thatta	20-3-2010	40	40	80	40	40	80
			983	1591	2574	980	1715	2695

### Salt Processors Training

Title of training	District	Date	No. Of Invited Participants		Total	No. Of Present Participants		Total
			Male	Female		Male	Female	
Salt Processors Training	Dadu	22/2/2010	8	0	8	5	0	5
Salt Processors Training	Karachi	23/2/2010	40	0	40	37	0	37
Salt Processors Training	Naushahro Feroze	8/3/2010	15	0	15	12	0	12
Salt Processors Training	Mirpurkhas	12/3/2010	9	0	9	4	0	4
Salt Processors Training	Tando Muhammad Khan	17/3/2010	2	0	2	2	0	2
Salt Processors Training	Mirpurkhas	12/3/2010	9	0	9	4	0	4
Salt Processors Training	Hyderabad	13/3/2010	20	0	20	19	0	19
Salt Processors Training	Nawabshah	15/3/2010	3	0	3	3	0	3

<b>Salt Processors Training</b>	Balouchistan	9				9
<b>Salt Processors Training</b>	Badin	7				7
		114	0	114	86	0

### IDDC Training

Title of training	District	Date	No. Of Invited Participants		Total	No. Of Present Participants		Total
			Male	Female		Male	Female	
IDDC	Dadu	7/4/2010		20	20		15	15
IDDC	Mirpurkhas		10	2	12	18	1	19
			10	22	32	18	16	34

### Lab Technician Training

Title of training	District	Date	No. Of Invited Participants		Total	No. Of Present Participants		Total
			Male	Female		Male	Female	
Lab technician	Hyderabad	16-03-2010	16	2	18	14	2	16

# APPRENTICESHIP SCHEME FOR LOWER FATA YOUTH

Kohat, Bannu, Lakki, Tank and Dera Ismail Khan  
Frontier Regions and Orakzai, Kurram, North  
Waziristan and South Waziristan Agencies.

FEBURARY 2010- AUGUST 2010





## APPRENTICESHIP SCHEME FOR LOWER FATA YOUTH

This project “Apprenticeship Scheme for Lower FATA Youth” is one of initiatives of The FATA Development Program – Livelihood Development (FDP–LD). The program aimed at raising the quality of life for young people in the Federally Administered Tribal Areas (FATA) through developing skills, and creating jobs.

Under this program FDP–LD and ASK Development entered into agreement for project implementation that spanned over Feb 8 to August 7, 2010. ASK launched “Apprenticeship Scheme for Lower FATA Youth” for southern areas of FATA, which includes five Frontier Regions and four tribal agencies namely Kohat, Bannu, Lakki, Tank and Dera Ismail Khan Frontier Regions and Orakzai, Kurram, North Waziristan and South Waziristan Agencies.

### PROJECT GOAL

The goal was to improve livelihoods in Lower FATA through creating internship and apprenticeship opportunities for educated youth, with a focus on enhancing their employability skills.

### OBJECTIVES

- Enhance employability skills of 250 educated youth from Southern FATA within 06 months through 03-04 months apprenticeship/internship with reputable industries/organizations in Pakistan
- Developing compatible skills of 250 educated youth from Southern FATA within 06 months through 05 days of make-up trainings in Communication Skills, Positive Thinking, Corporate Ethics & Hygiene, and Interviewing Skills & Resume Writing.

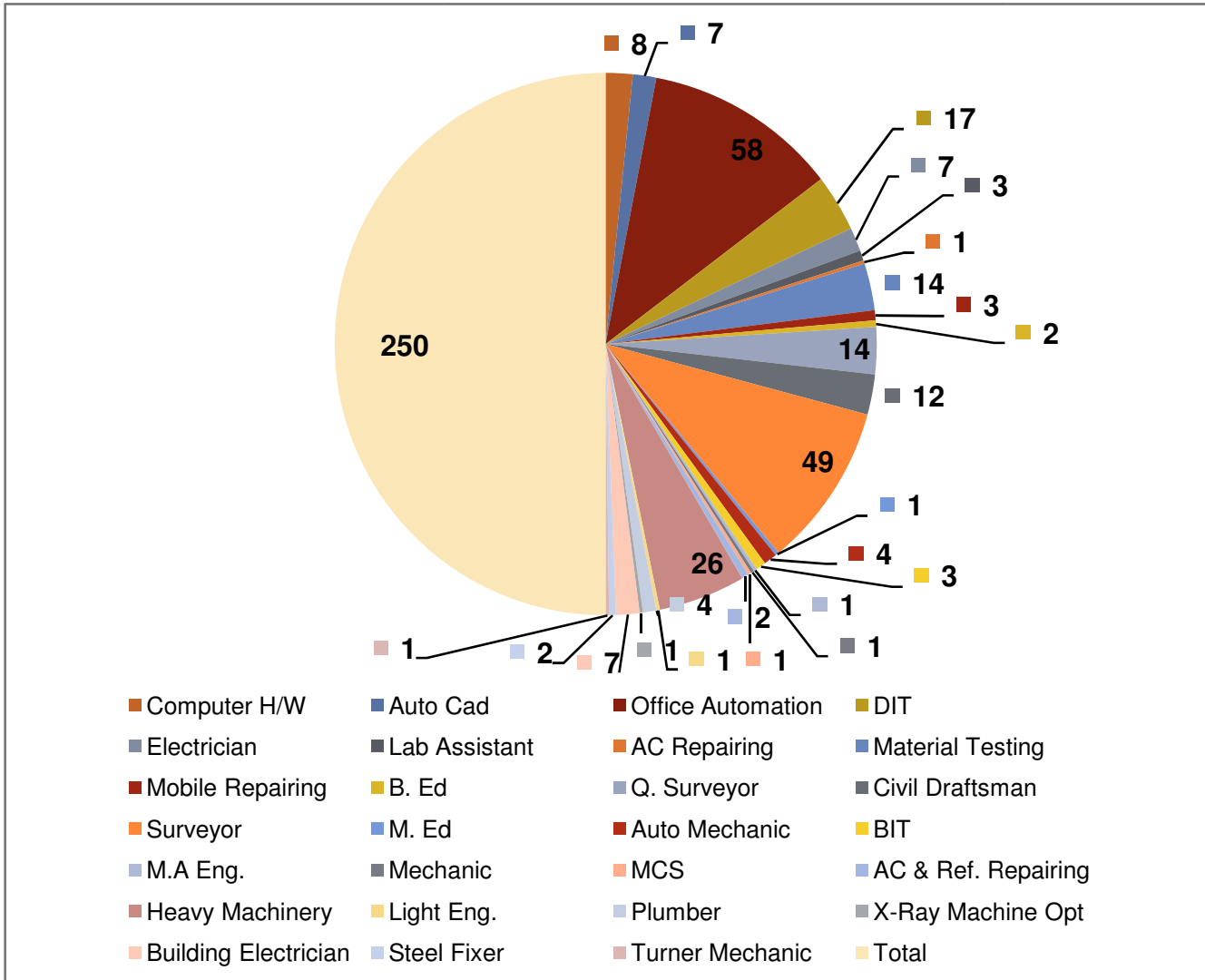
Organization selection criteria were also developed in context of the Apprenticeship Scheme. Total number of organizations visited were 108 and out of these 72 organizations were selected by ASK and signed the MOU’s. Out of these 72 selected organizations, 17 were public and 55 were private. Please see Annexure (A-1)

03 Organization's MOU's were cancelled by ASK due to the supervisor's behavior with apprentices, no learning's and the only motive of honoraria by the supervisors.

Following is the summary of the trades and the agency participation

Sr. No.	Trade	FR Kohat	FR Bannu	FR Lakki	FR Tank	FR D.I.K.	OA	KA	NW	SWA	Total
1	Computer H/W	1	2	0	0	0	0	2	2	1	8
2	Auto Cad	1	0	0	0	0	0	3	3		7
3	Office Automation	7	2	1	1	0	11	11	22	3	58
4	DIT	1	2	0	1	0	2	2	9	0	17
5	Electrician	0	2	0	0	0	1	2	2	0	7
6	Lab Assistant	0	0	0	0	0	1	1	0	1	3
7	AC Repairing	0	0	0	0	0	1	0	0	0	1
8	Material Testing	2	0	0	0	0	3	3	4	2	14
9	Mobile Repairing	0	0	0	0	0	1	1	0	1	3
10	B. Ed	0	0	0	0	0	0	1	1	0	2
11	Q. Surveyor	2	8	0	0	0	4	5	3	0	14
12	Civil Draftsman	0	1	0	1	0	7	2	0	1	12
13	Surveyor	2	8	0	0	0	8	17	10	4	49
14	M. Ed	0	1	0	0	0	0	0	0	0	1
15	Auto Mechanic	1	0	0	0	0	3	0	0	0	4
16	BIT	0	0	0	0	0	0	0	3	0	3
17	M.A Eng.	0	0	0	0	0	0	0	1	0	1
18	Mechanic	0	0	0	0	0	0	0	1	0	1
19	MCS	0	0	0	0	0	0	1	0	0	1
20	AC & Ref. Repairing	1	0	0	0	0	0	0	0	1	2
21	Heavy Machinery	5	4	0	0	0	5	6	3	3	26
22	Light Eng.	0	0	0	0	0	1	0	0	0	1
23	Plumber	1	1	0	0	0	0	2	0	0	4
24	X-Ray Machine Opt	0	0	0	0	0	1	0	0	0	1
25	Building Electrician	1	0	2	0	0	0	3	1	0	7
26	Steel Fixer	0	1	0	0	0	0	1	0	0	2
27	Turner Mechanic	1	0	0	0	0	0	0	0	0	1
	<b>Total</b>	<b>26</b>	<b>24</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>49</b>	<b>63</b>	<b>65</b>	<b>17</b>	<b>250</b>

### Showing Area and Trade Wise Summary of Training



## CONSTRAINTS/PROBLEMS

Broadly speaking many challenges/constraints were faced during the implementation of the project. Some of the challenges were internal and some were external. Following are some examples

### Law and Order Situation in Khyber Puktonkhawa

- Most of employers shown reluctance in having youth engaged in their business due to prevailing insurgency in FATA, especially North and South Waziristan Agencies but after explanation and motivation of ASK team they agreed for the apprenticeship program such as Amir Muqam & Company, Kohat Cement and Telenor Franchise etc.
- Pakistan Motorway Consultants - Risalpur (NHA Camp): Ten apprentice of different trade were placed in National Highway Authority Camp at Risalpur who spent more than a month time, but later on, two apprentices were kidnapped, both were not project apprentices of ASK but affiliated with some other Program. The authority decided to withdraw all apprentices from NHA. Hence, project apprentices were also withdrawn from NHA and subsequently placed in Frontier High Way Authority and Peshawar Development Authority.
- On the due date of the placement some of the apprentices were absent. They were unable to return from their agencies because of bad law and order situation & military operations in certain areas.

### Fear of Security of assets

Organizations where heavy machinery were installed were reluctant to offer apprenticeship because of fear of damage of the machinery and in such scenario, apprentice were also not given enough space for training such as Maqbool Associates (Construction Company) and Frontier High Authority etc.

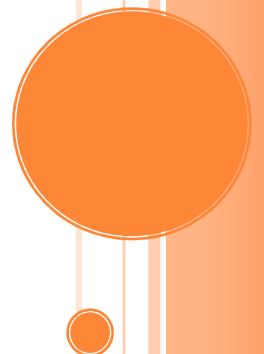
## Procedural compliance

- Anti- terrorism Compliance (ATC) of apprentices and the supervisors posed a great constraint in smooth implementation as the resources and time were over consummated of the project as we did not told them about the ATC, so they were very reluctant & hesitant to share their personal details. Secondly, most of the supervisors were from the far areas i.e. Kohat, Bannu, Dera Ismail Khan, Beesham, Manshera, Batgram etc. so it was very time consuming to get their personal details of its process and documentation requirements, which is quite lengthy and time taking process.

# SKILLS TRAINING INITIATIVE FOR LOWER FATA YOUTH

Kurram, Orakzai, and North and South Waziristan  
Agencies, and the Frontier Regions of Kohat, Bannu,  
Lakki, Tank and Dera Ismail Khan.

FEBURARY 2010- AUGUST 2010



## SKILLS TRAINING INITIATIVE FOR LOWER FATA YOUTH

The FATA Secretariat and FATA Development Authority are raising the quality of life for young people in the Federally Administrated Tribal Areas (FATA) and the Frontier Regions through the FATA Development Program – Livelihood Development (FDP-LD). The program focuses on southern areas of FATA, namely Kurram, Orakzai, and North and South Waziristan Agencies, and the Frontier Regions of Kohat, Bannu, Lakki, Tank and Dera Ismail Khan.

One of the key components of the livelihood development initiative is to create jobs, increasing incomes, and teaching employable skills with a focus on youth. The programme intends to achieve the aforementioned objectives by providing technical and vocational training and trainees/shagirds opportunities to FATA youth from above mentioned areas.

### PROJECT GOAL

Reducing Unemployment in Youth through Innovative Approach of Skills Development in technical trades aiming at reducing poverty in Southern FATA & FR regions

### PROJECT OBJECTIVES

- On job training and placement of 160 less educated youth through their placement with shops of relevant technical skills for a period of 2.5 to 3 months.

### PROJECT TARGETS AND ACHIEVEMENT

- The Project targeted enhancement of employability skills for 136 youth from Southern FATA was achieved through the support and cooperation of respective shops of the area. ASK through deployment of an experienced Project team dedicated and committed towards the project goal & objectives accomplishment has resulted in successful and timely achievement of 100% target in quality and 85% in quantity. Following was the target of the trainees/shagirds as table 3.1-A and table 3.2-B

shows the actual number of trainees/shagirds with their respective trades. Table shows the trade wise identification, placed and the number of drop outs.

### Number of trainees as per project document

Region	Mobile Phone Repair	Professional Tailoring	Plumbing & Pipe Fitting	Auto Electrician	Domestic Wiring	Total
Peshawar	35	25	40	25	35	160

### Actual Number of trainee/shagird

Region	Mobile Phone Repair	Professional Tailoring	Plumbing & Pipe Fitting	Auto Electrician	Domestic Wiring	Total
Peshawar	31	24	33	18	30	136

### Trade Wise Number of trainees/shagird with drop outs

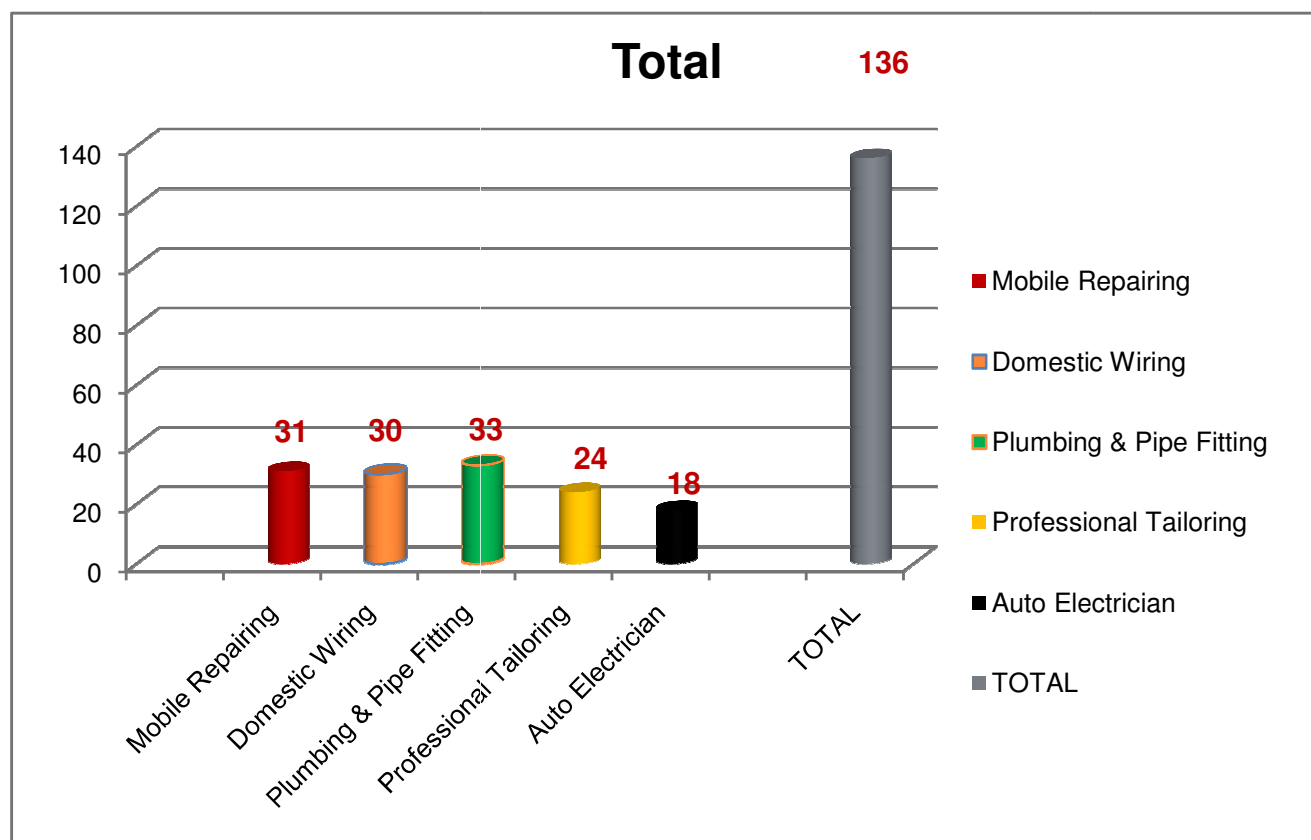
Trades	Identified & placed	Drop Outs	Completed professional Trainings
Mobile Phone Repairing	31	0	31
Professional Tailoring	25	1	24
Plumbing and pipe fitting	35	2	33
Auto Electrician	18	0	18
Domestic Wiring	32	2	30
<b>Grand Total</b>	<b>141</b>	<b>05</b>	<b>136</b>



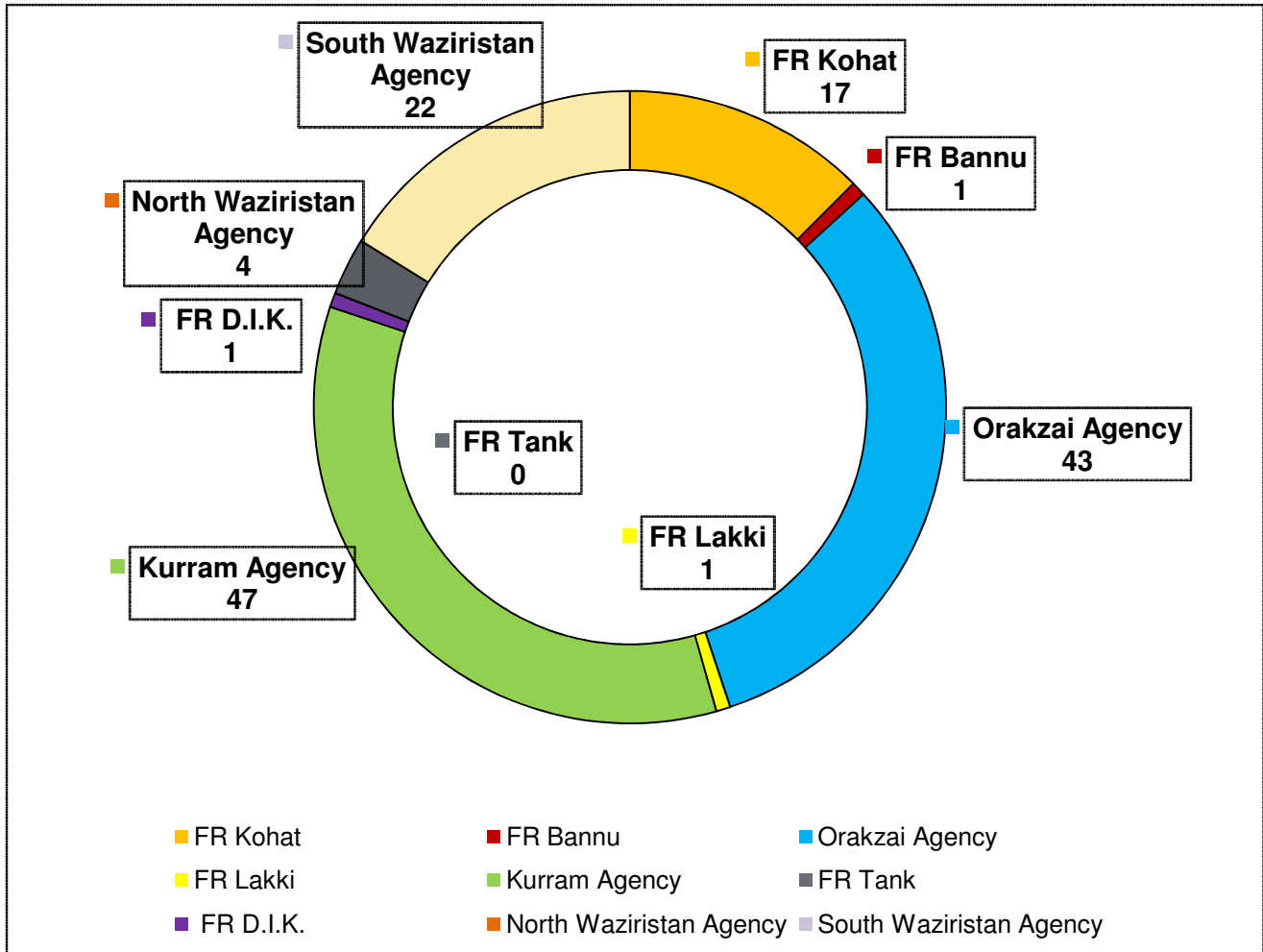
### Showing Area and Trade Wise Summary of Training

Sr. No.	Trade	FR Kohat	FR Bannu	FR Lakki	FR Tank	FR D.I. K.	Orakzai Agency	Kurram Agency	North Waziristan Agency	South Waziristan Agency	Total
1	Mobile Repairing	6	0	1	0	0	8	10	0	6	31
2	Domestic Wiring	4	0	0	0	1	12	7	0	6	30
3	Plumbing & Pipe Fitting	1	1	0	0	0	9	19	0	2	33
4	Professional Tailoring	2	0	0	0	0	5	9	2	6	24
5	Auto Electrician	4	0	0	0	0	9	2	2	2	18
	<b>TOTAL</b>	<b>17</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>43</b>	<b>47</b>	<b>4</b>	<b>22</b>	<b>136</b>

TRADE wise graph chart showing the number of trainees/shagirds from each trade



AREA wise graph chart showing the number of trainees/shagirds from each trade

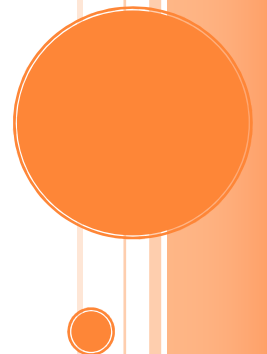




# YOUTH DEVELOPMENT & JOB PLACEMENT (USAID PAKISTAN JOBS PROJECT)

Islamabad/Rawalpindi, Lahore, Peshawar & Karachi

FEBURARY 2010- OCTOBER 2010



## YOUTH DEVELOPMENT & JOB PLACEMENT (USAID PAKISTAN JOBS PROJECT)

The Pakistan Jobs project is a USAID funded project designed to improve the competitiveness of the Pakistani economy by strengthening systems for workforce development, encourage Pakistani companies to invest in human capital, and improving access to training, jobs and business opportunities for youth (male and female). The four components are (1) Industry Sector-Led Technical Training; (2) Employability, Job Placement, and Entrepreneurship for Secondary School and University Graduates; (3) Integrated Work and Learning Program for Less-Educated Youth; and (4) Youth Employability Exchange Systems. The overall objective of this project is to improve employment for youth and women, increase their incomes and contribute to increased productivity.

Under USAID Pakistan Jobs project ASK development and Care international started the project as youth development & Job Placement on 8th Feb,2010.The operational areas for this project was Islamabad/Rawalpindi, Lahore, Karachi & Peshawar.

### OBJECTIVES

- Enhance job skills of 120 Youth who are working in pharmaceutical industry through three week training course.
- Provide job skills and employment to 240 youth through three week training course and their placement in pharmaceutical industry.
- Provide call centre training & subsequent employment to 120 youth industry in Karachi, Lahore & Islamabad.
- Provide vital job skills and employment to 450 Youth through four week course and their placement in finance industry and service sector.
- On job training and placement of 120 less educated youth through their placement with shops of electric, and plumbing for a period of three months.

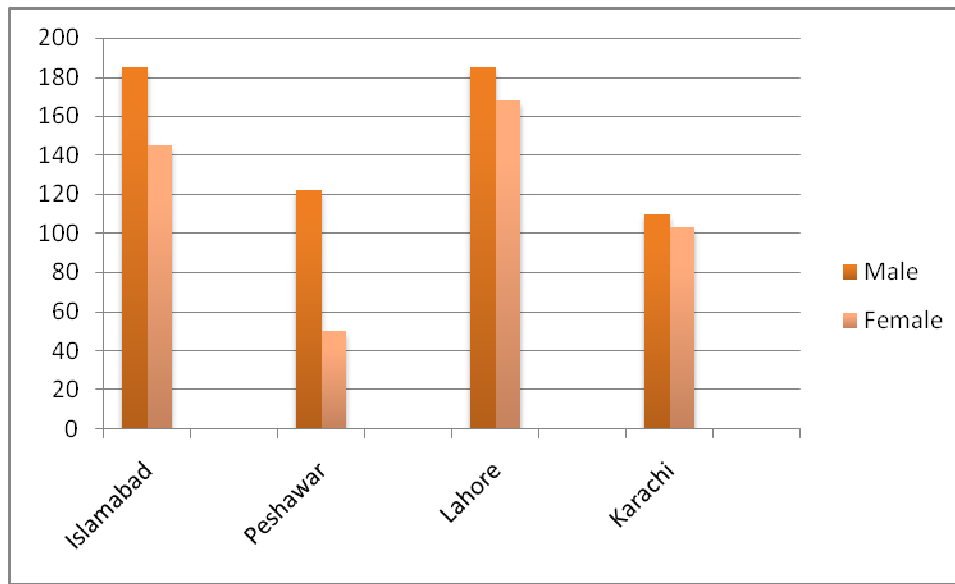
## TARGET VS ACHIEVEMENT (TRAINING)

Stations	Vital Job Skills	Call Center	Pharma	Construction	Total
Islamabad/ Rawalpindi	146/140	62/40	93/90	29/30	330/300
Lahore	197/190	42/40	84/90	30/30	353/350
Karachi	34/40	42/40	107/118	30/30	213/228
Peshawar	80/80	-	62/62	30/30	172/172
<b>Total</b>	<b>457/450</b>	<b>146/120</b>	<b>346/360</b>	<b>119/120</b>	<b>1068/1050</b>

## TARGET VS ACHIEVEMENT (PLACEMENT)

Stations	Vital Job Skills	Call Center	Pharma	Construction	Total
Islamabad/ Rawalpindi	75/140	45/40	66/90	29/30	215/300
Lahore	78/190	36/40	84/90	30/30	228/350
Karachi	20/40	14/40	65/118	30/30	129/228
Peshawar	46/80	-	48/62	30/30	124/172
<b>Total</b>	<b>219/450</b>	<b>95/120</b>	<b>263/360</b>	<b>119/120</b>	<b>696/1050</b>

## GENDER RATIO



## TRAINING, PLACEMENT & RETENTION ISSUES OF MALE CANDIDATES

- Status Quo-Mindset
- Not interested in sales oriented jobs.(Exclusively for Pharma)
- Lack of experience---Placement hindrance
- Higher salary expectations
- Not interested to work on commissioned jobs
- Not interested in learning (1st Job)
- Interested to get the job of their own interest.(lack of career understanding)
- Inconsistency on job---Keep Switching

## TRAINING, PLACEMENT & RETENTION ISSUES OF FEMALE CANDIDATES

- Mobility Issues
- Interested in USAID Certification
- Want to get training in pair-but eligibility issues
- Inclination towards office job
- Family Influence (Salary & Environment)
- Not interested to work in SME's & sales oriented jobs
- Lack of skills and office environment exposure
- Call center timings issue

## CHALLENGES & SUGGESTIONS

- Time Constraints
- Shortage of resources
- Career Counseling needs constant approach
- Prevailing Economic Conditions
- Paternal approach of Stakeholders
- Employer interest in customized trainings only.
- Lack of employers cooperation regarding placement documents
- Tracking the candidates after training

## LIST OF PARTNERS

### CONSTRUCTION

Capital Engineering Services  
Muqaddas Sanitary & Electric Store  
Muhammadi Electric Works  
Air Cool  
  
Rahman Cooling Center  
  
Rizwan Electric Center  
Waheed Electric & Plumbing  
Aras Cool  
Best & Fast Engineer  
Bismala Cooling Center  
Perfect Engineering  
  
Sony Electronic & Electric Center  
  
Kamran Electric Store  
  
M/S Capital Engineering Services  
  
Waheed Electric & Plumbing  
Al-Khair Electric Service  
Makkah Electric Shop  
Imran Brothers Electric Store  
A One Tile & Sanitary Store  
Sanai Hardware & Electric & Sanitary Store

Saleem Electric Store  
Adil Electric Sanitary Hardware Store  
United Electric Store  
Sun International Company (Pvt)Ltd  
Madina Electric & Sanitary Sale Services  
Shahid Electric Works  
Al-Skinder Electric & Cool Center  
Chudhary Sanitary Store  
Aslam Sanitary Repairing Center  
Khoso Electric Store  
Al Shafqat Electric & Welding Works  
Mehran Hardware Electric & Sanitary Store  
Al Madina Electric & Engineering Works  
Sami Hardware & Electric & Sanitary Store  
Mazhar Electric store, Memon Goth  
A.R Electric Store Sachal Goth  
Nehal Enterprises  
Ahmed hardware Safoora goth  
Conton Hardware Mosamiyat  
  
Niaz Naveed Electric Store Memon Goth



## PHARMACEUTICAL

Diakob Enterprises	Bloom Pharma
Paramount Pharma	Eli Lilly Pakistan (PVT) LTD
Davis Pharma	Willington Pharma
Global Pharmaceutical	R.G Pharma
Focus & Rule Pharma	Blue Bird Pharma
Breeze Pharmaceutical	Neutro Pharma (Pvt) Ltd
Amson Pharma	Careland Medical Company
Shifa International	Medilab
Cirin pharmaceutical (PVT) LTD	Hi-Warble Pharmaceuticals
Horizon Pharmaceutical (PVT) LTD	Dayson Research Laboratories
Shaheen medical services	Lineanchor Technologies
Nori Hospital	B.M.Biotech Pakistan
Drug Inn	Orta Laboratories (Pvt)Ltd
GETZ Pharma	Medipak (Pvt) Limited
Maryam Memorial Hospital (PVT) LTD	VEGA Pharma
Ideal Poultry	Schazoo Pharmaceuticals
S.B Pharma	G.T.Pharma
National Marketing Services	Pharma Health
Liaqat Community Pharmacy	SAMI Pharma
Bayer Pharma	Mcolson Pharmaceutical
Rotex Pharma	Willington Pharma
HBM Pharmaceuticals	Tegma Pharma (Pvt) Ltd
Fros Pharmaceutical (Pvt.) Ltd	English Pharmaceutical Industries
Medicaids Pakistan (Pvt.) Ltd	Gardian Pharmaceutical Industries
Adamjee Pharmaceuticals (Pvt.) Ltd	Mega Pharmaceutical Limited
Al- Habib Pharmaceuticals	Tabros Pharma

Welcome Pharma  
Zakaria Medical Center  
DOW Medical  
Agha Khan Hospital  
Fatima Jinnah Medical  
Receptors Pharma  
Indus Pharma

Maple Pharmaceutical Pvt. Ltd  
Al-Habib Pharmaceuticals  
Nigehban Pharmacy  
High - Q, Pharmaceuticals  
Burhani Hospital  
Liaqat national Hospital  
Sir Syed Medical hospital

### CALL CENTERS

PTCL –OCC  
TOUCHSTONE Communications  
Wi-Tribe  
Tele Mall  
KM Communication  
Oriental Communication (Pvt) Ltd.  
VIVA TELECOM  
NexSource Pakistan Pvt Ltd.

Engsol  
MTBC  
British High Commission Call Center  
Wateen Telecom  
CZ Communication  
Ufone  
Telenor  
Wateen Telecom

### BANKS:

Askari Bank  
UBL

Barclays  
Standard Chartered

### NGO'S

HANDS  
Khubaib Foundation  
Qadam Foundation

## PRIVATE SECTOR:

EFU Life Insurance	Indigenous Solutions PVT LTD
Innovative School	RADIANT
ASK Development	Polani Travels
Metro Cash & Carry Pakistan	Receptor
House of Knowledge	Asian Continental Pvt. Ltd
GCC Diagnostic Centre	Dawood group
Dawood Family Takaful	Bahria Foundation
Allico	Ingrope Information Services
Willing ways	Dream Life
Pakitex Boards Pvt Ltd	SGI International (Pvt) Ltd
Sub Way	ELEGANT Industries (Pvt) Ltd
Social Welfare	Strategic HRM Services
Friends Cotton	Five Rivers Technologies
All Family mall	City Tracker
All best enterprise	Leisure Textiles Limited
Cosmosoft Business Solution	Saleem International Air Travels
World Education Centre	Daewoo Express Buss Service
Total Technologies (PVT) Ltd	SNL Pakistan
Saint & Sailor	Margalla Hills Society
Women Empowerment Group	Azmemou model school
Case University	Sublime Migration
EAST	IMS
SYN	Irfan Borthers

## GOVERNMENT SECTOR

PPAF	Peshawar Development Authority
Askari Health Insurance	United Office Equipment
FBR	Khyber Trading Material
UNO	Frontier Highway Authority
Atomic Energy	Evacuee Trust Property PAK
Sui Gas	Tribal Union Of Journalist
Pakistan Public Works Department	PTCL, Peshawar
Excise & Taxation CoPT	Frontier Works Organization
Railway Pakistan	Directorate Of Information Technology
People Primary Health Care Initiative	
FATA Charsada	NADRA
Ministry of Food & Agriculture & Live	FATA Sectretariat, Planning & Development
Stock Peshawar	Deptt. Peshawar
National Bank of Pakistan, Peshawar	People Primary Health Care Initiative FATA Charsada

## SUCCESS STORIES

### Ms. SANA SHAMSHER SATTI

(Youth Star from Pakistan, story published in Youth Magazine by IYF'08)

To grow and reach top most level by playing efficient and effective role in a reputable organization is a vision of Miss Sana. ASK training pushed her ahead for her career development. Before training she was feeling lack of confidence and perceiving her in a different way. She was got job in U-Phone, as CSR and earning Rs.18000 per month.

Her father is a businessman and her family members are nine. She said that many ideas were made clear through this training program and she learned many new things including effecting listening and writing skills are two key areas where she learnt a lot.

“Actually this training helped me a lot in knowing: how to appear in an interview, dressing for the business meetings, and communication were the areas where I need improvement and this training did just that”. She also feels proud to be the first one from the training to have gotten job. Sana feels that this kind of training should be provided to youth to help them in getting jobs easily.

## MR. SAIF-UR-REHMAN

(Trade: AC Mechanic - FR Bannu )

Saif Ur Rehman, age 24 of FR-Bannu received training for AC repairer from FDA in 2009. After training he was sitting idle at home and could not find a job. ASK approached him through its identification process and offered him apprenticeship / internship training under the Program. Saif immediately reported to ASK office and received 5-days preparatory training.

Saif successfully completed soft skills training and after that training and was placed at Moon Light Electrical Store and AC repairer shop.

During the apprenticeship period, he learnt many practical things in the trade which strengthened his self confidence. His supervisor appreciated his works because he was very hard working and punctual. After three months apprenticeship; he is skilled enough to install a split AC Unit and can perfectly repair the AC machinery. Due to his hard work and dedication, his supervisor committed that he will retain him in his workshop as a permanent skilled worker. Saif Ur Rehman who could not find a job is very happy because this will find a permanent source of income and a respectable profession in his coming life.

## ATTITUDE NOT APPTITUDE

(Published in USIAD Newsletter, 2010)

“Sajjid\*, a 27 year-old young man from Sindh province who became blind at the age of five, feels more confident these days. Since ASK Development began its “Call Center” training for the young unemployed graduates in his area. Sajjid has attended every class, motivated by hopes of a more promising future and of being a financially independent individual. Because of the program, he says, "The road is paved to achieve my dream, and from now on I will never be shy."



Sajjid who has suffered from isolation and depression stemming from his visual disability incurred in childhood, credits the training not only with providing him a job but also a place in the community as well. One of the leading telecom companies in Pakistan has recently appointed him as a call center operator by offering a handsome salary package.

The main goal of this professional development-training program was understanding professionalism in customer services through various trainings such as managing the customer call, essential communication skills; selling skills etc., we started with the operational goals of positive attitude and teamwork, which dramatically changed the paradigm of our lives. Now I can proudly say that, “Attitude not your aptitude determines your altitude.”

## MR. SAMI ULLAH

(Plumber & Pipe Fitting Trade)

Mr. Sami Ullah son of Mr. Chinar Gul is a resident of Dara Adam Khel Sheraki, FR Kohat. His family consists of 25 members. He is the eldest of 5 brothers and 3 sisters. He lived in a joint family system with his parents, brothers, sisters, uncles, aunts, cousins and a grandmother. His brothers are educated but no one is on Job. His dream is to provide education to his siblings and a comfortable living environment for his family.



His father and uncle are the only source of income, His father and uncle were farmers and he used to help them during harvesting season. But unfortunately there were military operations and their harmony would become a victim of injustice and misery under the hands of Taliban. Sami Ullah financial status had become so severe that their families were divided.

During those days he came to know about the advertisement of ASK Development via radio, so he contacted with the ASK staff and registered himself in Plumbing & Pipe Fitting trade, he was placed with Mr. Jems employer of Jahangir Peter Sanitary Wares, bana mari Kohat road Peshawar.

He worked hard to learn the Plumbing & Pipe Fitting because he has to support his family. Now he is satisfied that he can run his own business and support his family. Mr. James employer of Jahangir Peter Sanitary Wares is also satisfied with his performance.

In last he is very thankful to the ASK Development that they provide the opportunity to make him and the FATA youth to self employed.



## SAQIB BANGASH

(Domestic Wiring Trade)

His name is Saqib Bangash. He belongs to Parachinar Kuram Agency, he has a combined family system with (15) fifteen members in his family, 3 brothers, 4 sisters, and 7 Nephews with his mother. His father and elder brother have been dead last year, now he is the only supporter of his whole family.

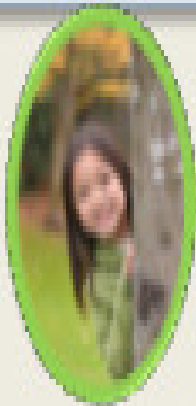
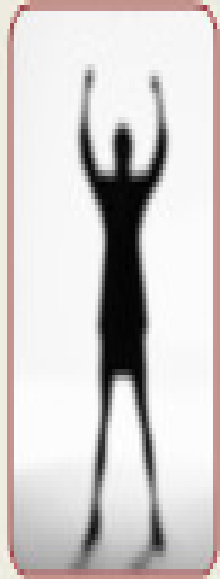
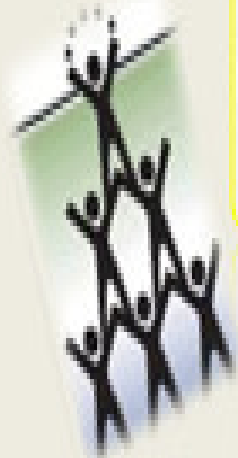


From the last three years, Kuram Agency badly destroyed by Taliban, roads were closed and it was a very worse law and order situation especially in his Agency. Due to shortage supply of life saving drugs and food items, the price of available food is so high.

Total responsibility of his family now upon his shoulders. So he was in search of a job or any kind of labor work in Parachinar. But unfortunately he could not find any job. He left Parachinar and came to Peshawar via Afghanistan for in search of a job. He has to travel longer route because all roads from Parachinar to Peshawar were blocked by Taliban.

After taking detail information, the ASK staff registered him in Domestic Wiring Trade. He was placed at Asif Sanitary & Electric Store, Shop # 3 Mukarab Plaza, Super Market near army masjid, railway crossing Peshawar. Here his Ustaad was Mr. Majid Ali. He started his technical work from very first day of July, 2010. M&E officer of ASK development told him to come regular to the shop and always obey his Ustaad for better learning. His Ustaad taught him technical work at shop and sent him for practical work at homes and shops with other junior Ustaad on daily basis.

He is well satisfied with the efforts of ASK team provided to him for learning technical skills and self-employment. Now he can earn Rs. 100 to 150 daily by fitting switch board or changing plugs.



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