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USAID TRAINING FOR PAKISTAN PROJECT

ANNUAL MONITORING AND EVALUATION REPORT

May 23, 2018

USAID TRAINING FOR PAKISTAN PROJECT

Annual Monitoring and Evaluation Report May 2018

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USAID Training for Pakistan Project

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In accordance with the Training for Pakistan Project Task Order section F.4.10., World Learning presents the following summary of Project monitoring and evaluation (M&E) activities through May 23, 2018.

I. Executive Summary

The Training for Pakistan Project (TFP) was a five -year, \$33.9 million USAID initiative designed to build the capacity of approximately 6,000 Pakistani professionals who contribute to the development goals of Pakistan and the United States Agency for International Development (USAID). This report presents the results of the Project's M&E efforts, for the entire duration of Project.

By the end of the project, the participant count reached 6,975 (3,951 males and 4,024 females), exceeding the TO target of 6,000 participants by 16%.

Activities included technical training, academic degree and certificate programs, and conferences, conducted in Pakistan, the U.S., and third countries for the Mission's Education, Economic Growth and Agriculture, Health, and Stabilization and Governance Development Objectives (DOs).

TFP collected data on the quality and success of its programs at four stages: pre-training, in-training, end-of-training and post-training, using surveys, monitoring calls and site visits. The data collected at these stages provided information useful for decision-making, improving programming quality and efficiency, and improving outcomes and results. Data gathered at each stage showed that the Project has performed well in terms of implementing training activities and creating meaningful impact. Most participants implemented follow-on activities after their training programs, including developing and executing new projects; conducting training activities, demonstrations, and orientations for colleagues; adopting new technologies and techniques in the workplace; and revising curricula, mentoring students, and assisting students with research and theses.

The Project ensured the USAID Data Quality Standards (DQS) by conducting ongoing informal in-house data quality assessments (DQAs) to ensure accuracy and consistency of data.

Evaluations conducted at each of the four training stages suggested high quality training design, implementation, and support to participants. Participants acquired new or improved knowledge and skills, improved their professional performance, and transferred significant knowledge gained from their training programs to their colleagues and peers. Performance against each of the TFP indicators, both standard and custom, are presented under section 5 of this report.

2. Data Management and Quality Assurance

The Project has established and maintained system and processes for data collection and management including the Microsoft Access database and a Google Docs survey platform. The former contains information on the number of trainings and participants, and associated demographic information, while the latter is used to conduct targeted participant surveys before, during, and following programs. Project indicators were tracked and updated according to the Monitoring Evaluation and Learning (MEL) Plan. In addition to surveys, where necessary, the Project contacted participants through phone calls and made select site visits.

The Project ensured adherence to the USAID Data Quality Standards (DQS) and regularly checked the M&E system to ensure data quality. As a standard practice, TFP conducted in-house data quality assessments (DQAs) during the year to review the Project's records against participant numbers reported in programmatic reports and updated the hard files by correcting errors and inconsistencies in the data and determined ways for improving the M&E system.

3. Results Summary

This section of the report is largely similar to the TFP Annual Report 2018.

Impacts

Besides the number of people trained by TFP alumni reached to 12,043, the participant survey data summary remained similar to the previous quarter. Following are the highlights:

- Ninety-two percent of respondents reported training others or sharing knowledge, skills, and methods gained from their training, and did so with over 12,043 people, including their colleagues, peers, and others in their professional networks.
- Sixty-four percent of respondents reported that their performance has significantly improved as a result of the training they attended.
- Sixty-five percent of respondents reported utilizing a significant amount of knowledge and skills acquired from their TFP training programs.
- Seventy-five percent of respondents reported having completed a good amount of the action plan they developed during their training programs.

Outcomes

- Eighty-seven percent of respondents were satisfied with the overall quality of the training program they attended.
- Eighty-eight percent of respondents reported that their TFP training met their personal learning objectives.
- Eighty-seven percent of respondents reported that they had acquired new or improved knowledge, skills and methods (KSMs) as a result of the training they attended.
- Fifty-nine percent of pre-training survey respondents reported that they had a partial or complete idea of what they would include in their action plans. Upon completion of training, 88% of participants developed and submitted action plans to the Project.
- Seventy-one percent of respondents who traveled to the U.S. to attend training programs, including short-term and long-term programs, reported that they had opportunities to observe how American civil society works.
 - Sixty-six percent reported they had opportunities to observe how American government works, and 65% said they had opportunities to observe how American business works.
 - Sixty-seven percent of respondents reported having the opportunity to meet with organizations similar to their own.
 - Sixty-seven percent of respondents said they had the opportunity to discuss misconceptions Americans have about Pakistan with Americans, while 48% said they learned that they had misconceptions about the United States and Americans.
- On average, around 78% of respondents reported that the information they received about their program prior to their start was either “very clear” or “clear.”

Outputs

The Project has conducted training for 6,975¹ participants (2,951 males and 4,024 females). The first table below indicates the number of participants that have attended training programs, disaggregated by DO, training location, and gender. The second table provides a summary of participants by training type and year, per the Task Order format.

Table 1: Summary of participants disaggregated by DO and training location

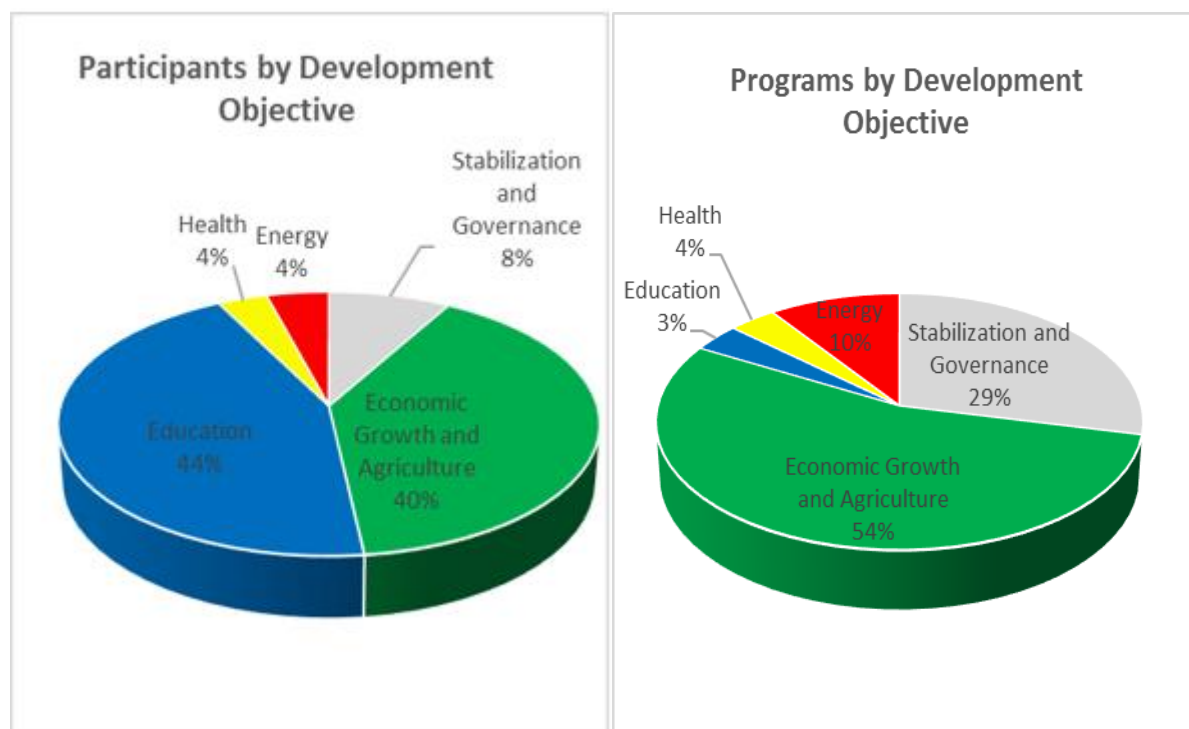
Development Objective	Participants											
	In-Country			U.S			Third-Country			Total		
	M	F	Total	M	F	Total	M	F	Total	M	F	Total
Economic Growth and Agriculture	1895	631	2526	71	25	96	119	31	150	2085	687	2772
Education	80	2935	3015	33	29	62	0	0	0	113	2964	3077
Energy	185	52	237	40	5	45	15	1	16	240	58	298
Health	40	196	236	0	0	0	0	0	0	40	196	236
Stabilization and Governance	376	83	459 ⁱⁱ	50	17	67	47	19	66	473	119	592
Total	2576	3897	6473	194	76	270	181	51	232	2951	4024	6975

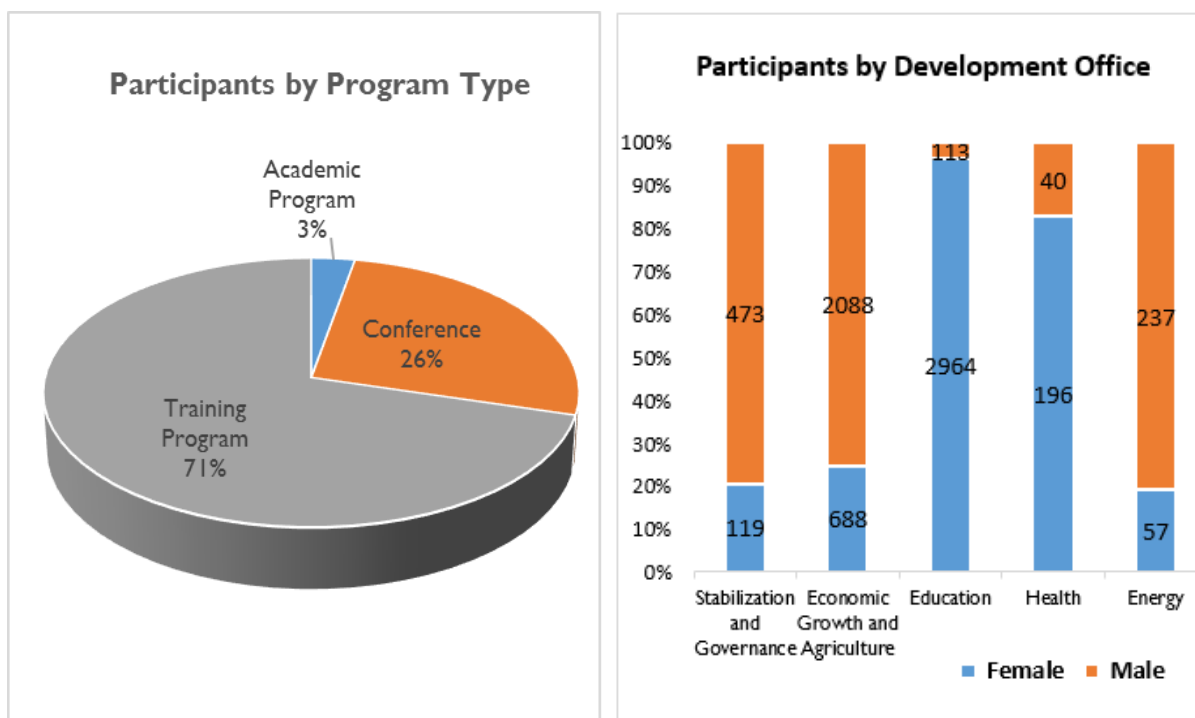
Table 2: Summary of participants disaggregated by Training Type and Year (as per Task Order Format)

Type of Training Programs	Number of Participants ⁱⁱⁱ					
	Year 1	Year 2	Year 3	Year 4	Year 5	Cumulative ^{iv}
U.S Short-term program	4	23	45	53	83	208
U.S Long-term Academic	35	27	0	0	0	62
3 rd Country short-term program	26	48	30	65	63	232
3 rd Country long-term academic programs	0	0	0	0	0	0
In-country training	90	282	427	648	3192	4639
Partnerships and faculty exchanges	0	0	0	0	0	0
Follow-on programs, seminars, conferences workshops, etc.	440	228	561	151	454	1834
Grand Total	595	608	1,063	917^v	3,792	6,975

All of these participants have completed their programs, except nine participants that were terminated and five participants of MSP-KP program, who are yet to receive their degrees.

The following graphics show various analyses of the training activities conducted by DO.





Gender Targets

The Project has trained 4,024 women, representing 58% of all participants, thereby exceeding the gender target of 50% women. Participants were selected by the USAID DOs, with a target of 50% female participation in all programs. When this target was unachievable due to demographic or cultural reasons, the DO team provided a Gender Justification Memo for submission to the Program Office at the Mission.

4. Detailed Results

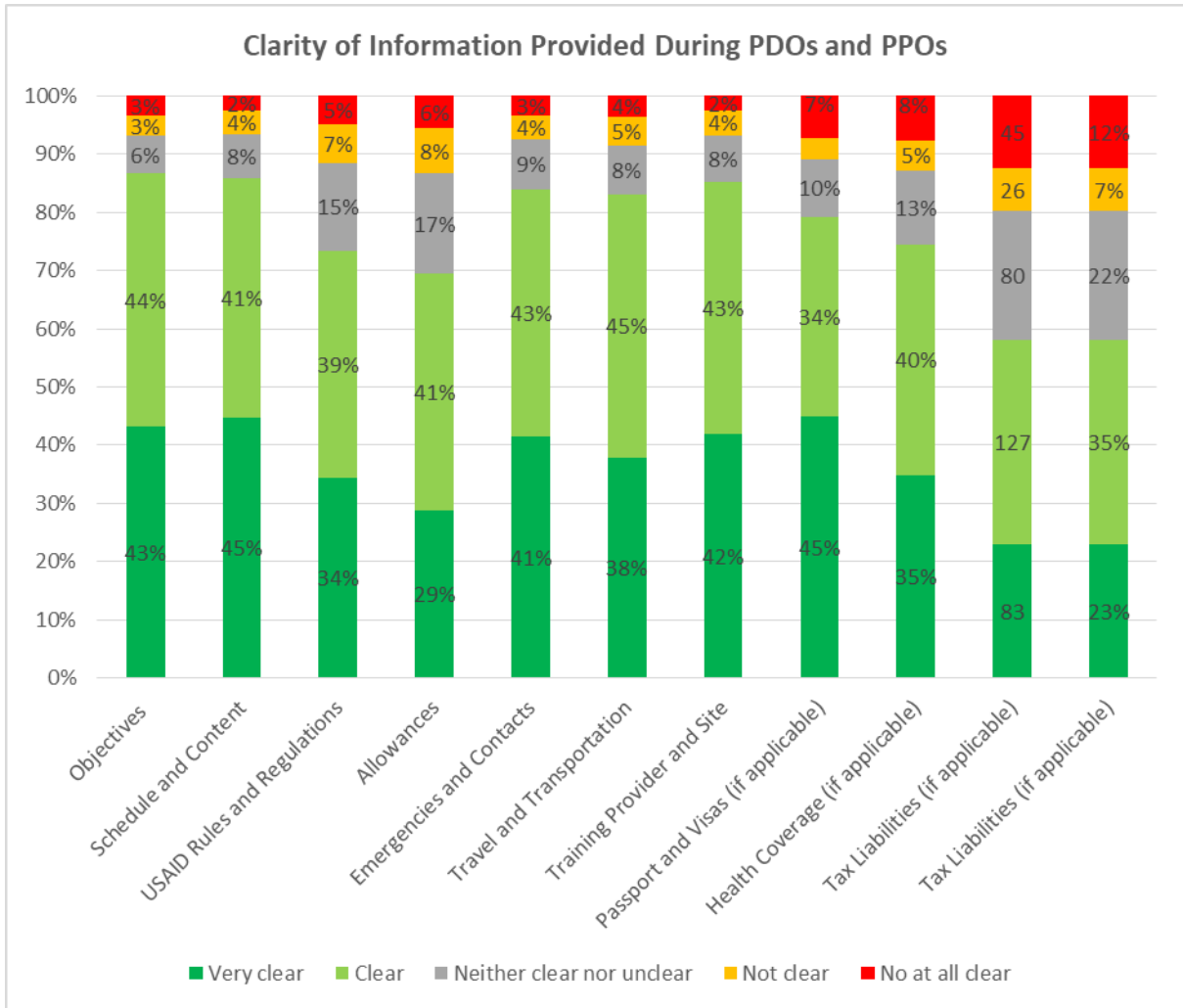
4.1 Pre-Training and End-of-Training Program Assessment

Prior to the start of training programs, the Project administered a pre-training survey to collect baseline information on participants' personal learning objectives and initial ideas for the training related action plans. The pre-training survey also recorded participant feedback on the quality of information they received during the pre-departure orientations (PDO) and pre-program orientations (PPOs), training location, travel, logistics, allowances, health coverage, etc.

An end-of-training survey was administered to participants upon completion of each training to collect feedback on various aspects, including the trainers, instruction methods, training materials, the pace of instruction, the length of the training, and satisfaction with housing and food. It also collected participants' feedback on any challenges and overall quality of the training program. Response rates to the pre-training survey and the end-of-training survey are 68% and 64% respectively^{vi}. Response rates for these surveys have slightly dropped during the last two quarters of the project, due to non-responsiveness of many Auditors General of Pakistan (AGP) participants.

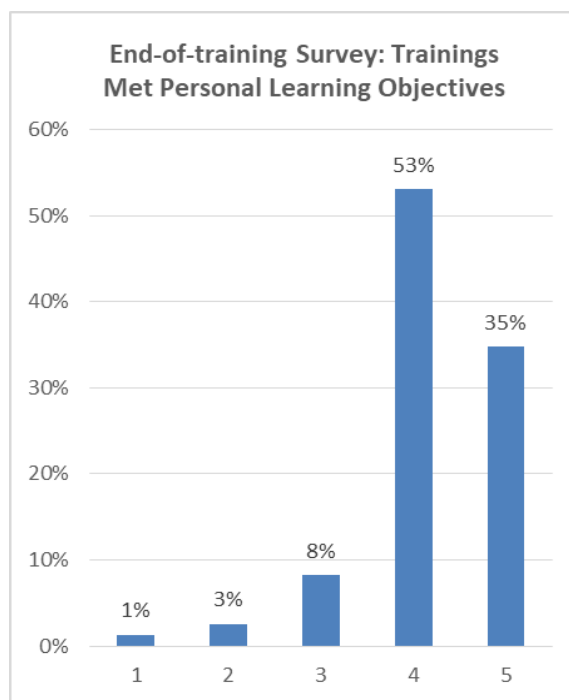
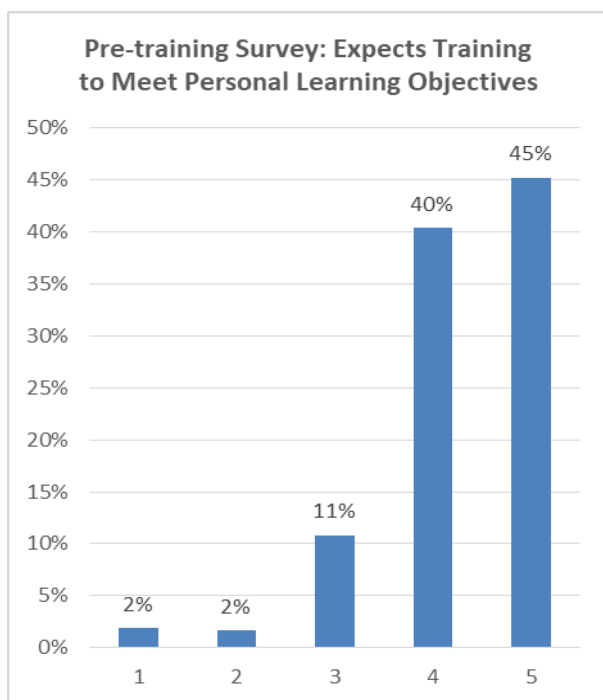
Clarity of Information Provided on Pre-Training Essentials

On average, around 78% of respondents reported that the information they received about their program prior to their start was either "very clear" or "clear." The lowest scoring category was "Tax Liabilities," for which 58% of respondents reported that the information they received was clear; 22% of respondents felt the information was "neither clear nor unclear;" and 19% said that it was "not clear" or "not at all clear."



Meeting and Managing Participants’ Personal Learning Objectives

Following PDOs and PPOs, 85% of respondents have reported that they expected their training to meet their personal learning objectives. Following training, 88% of respondents reported that their training met their personal learning objectives. Responses represented in the graphs below, with the score ‘4’ indicating “agree” and ‘5’ indicating “strongly agree,” denote that a majority of respondents felt their training would or had met their personal learning objectives.



Action Planning

Fifty-nine percent of respondents to pre-training surveys reported that they had a partial or complete idea of what they would include in their action plans. Upon completion of training, 88% of participants developed and submitted an action plan to the Project.

As a standard practice, the action plans were reviewed and improved, making them realistic for a nine month implementation period.

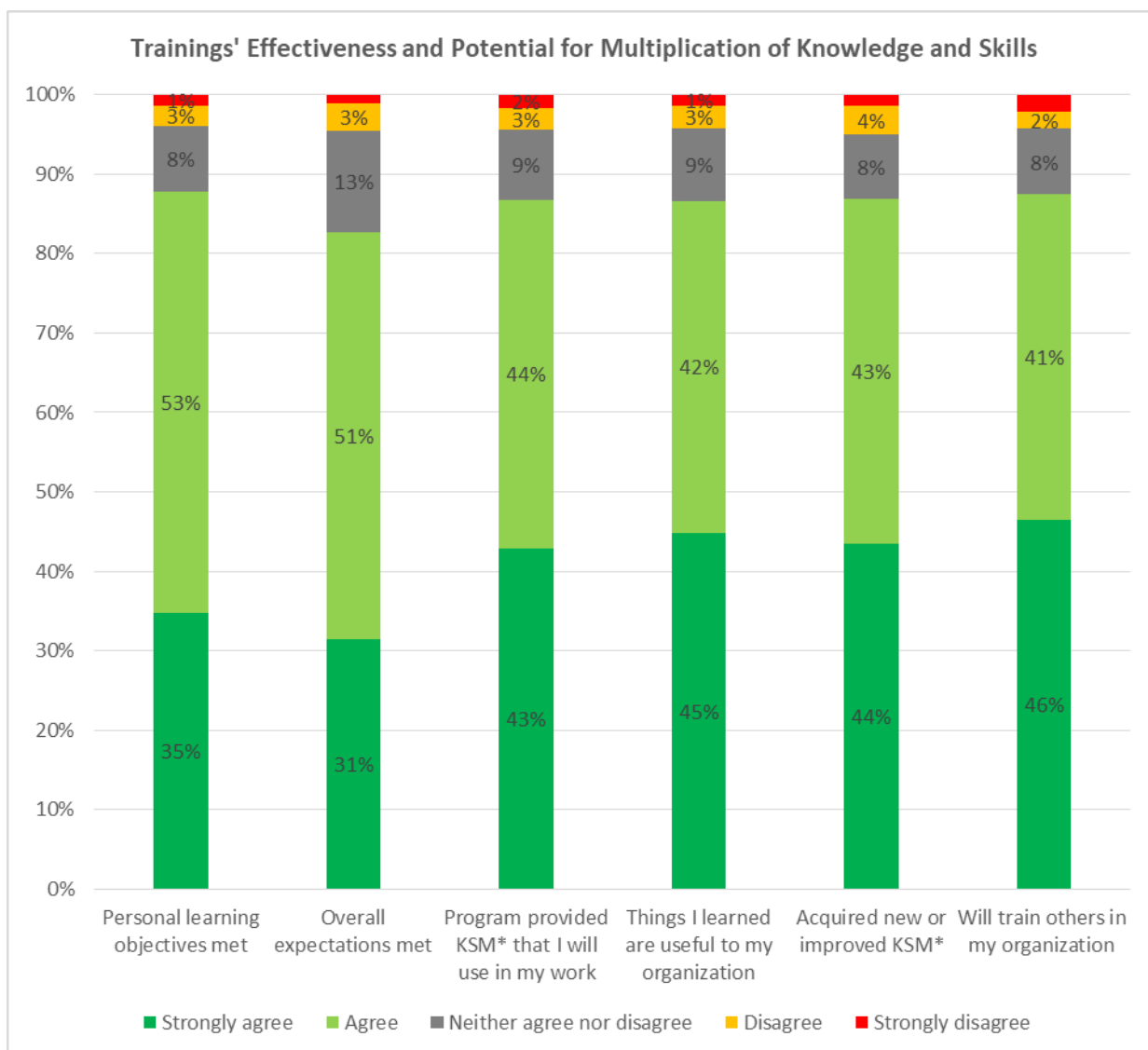
Satisfaction with Various Aspects of Training Programs

Eighty percent of respondents reported being either “very satisfied” or “satisfied” with the overall quality of their training program. The lowest scoring category, “Length of the Training,” received a satisfaction rate of 67%. Qualitative data suggested that respondents who were “neither satisfied nor dissatisfied” or “dissatisfied” would have preferred additional training days and time for independent excursions or networking.

Training Effectiveness and Potential for Multiplication of Knowledge, Skills, and Methods (KSM)

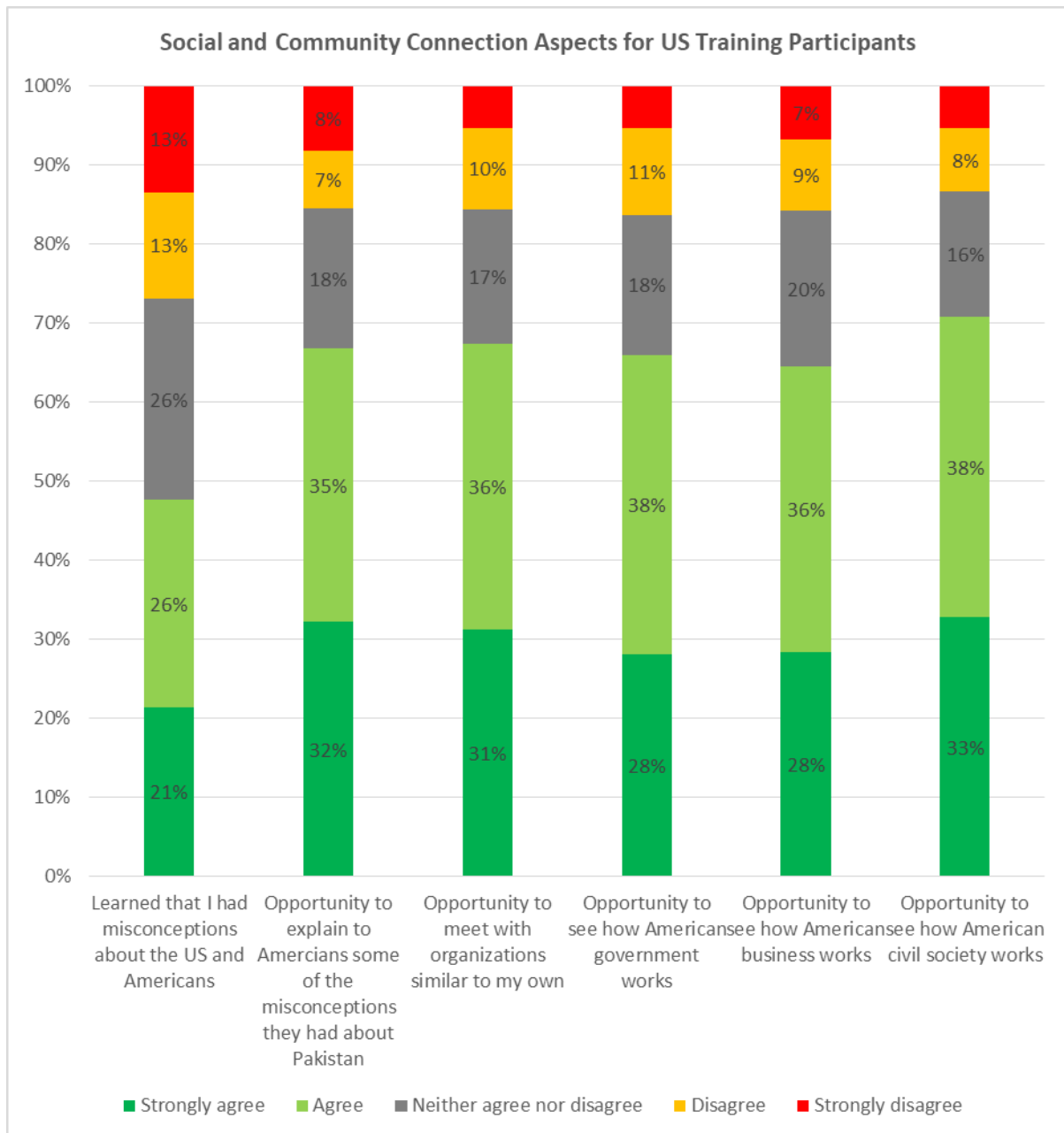
Eighty-seven percent of respondents “strongly agreed” or “agreed” that they had acquired new or improved KSMs which they intend to use in their work. They have also shown intent to transfer newly acquired KSMs to others in their profession. Eighty-three percent of respondents reported that training met their overall expectations.

The slightly lower average score for this category resulted primarily from responses of participants of the Capacity Building Support and Training for the Government of Pakistan Ministry of Commerce program, the Strengthening Rights and Justice Framework and Agenda Training, and the Insight into Regional Development Conference. Each of these programs had participants with diverse experience and vastly different expectations. Some participants felt their training was too basic and/or not long enough, which resulted in slightly lower scores for the category “overall expectations met.” The Project made efforts to ensure that trainings address the needs of participants. Where possible, TFP ensured that participant feedback is used to inform the development of future training programs.



Social and Cultural Aspects of U.S. Training Participants

Seventy-one percent of respondents who traveled to the U.S. to attend training programs, including short-term and long-term programs, reported that they had opportunities to observe how American civil society works; 66% percent reported they had opportunities to observe how American government works, and 65% said they had opportunities to observe how American business works. Sixty-seven percent of respondents reported having the opportunity to meet with organizations similar to their own. Sixty-seven percent of respondents said they had the opportunity to discuss misconceptions Americans have about Pakistan with Americans, while 48% said they learned that they had misconceptions about the United States and Americans.



4.2. Post-Training Assessment

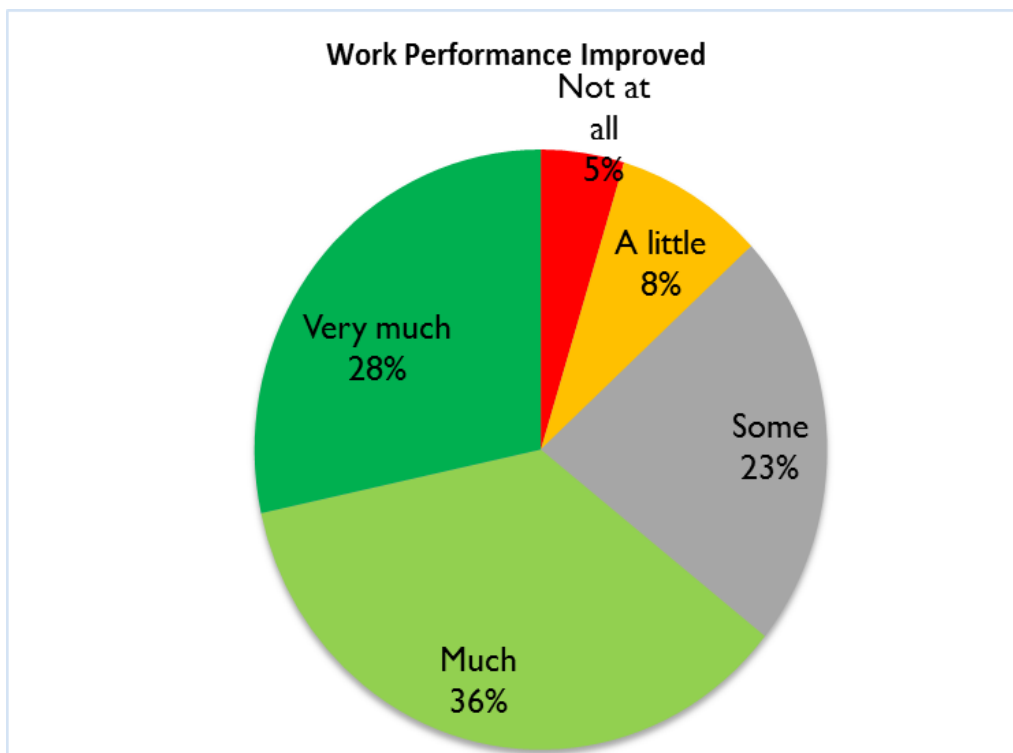
The Project administered post-training surveys at three, six and nine-month intervals following each training to assess the extent to which participants used the new KSMs, make progress on their Action Plans^{vii}, and improve their professional performance as a result of training programs. This section of the report aggregates results of three, six and nine-month post-training surveys. Some impact related information collected through the post-training surveys is included in the above section on Impact.

Response rates for post-training surveys were low compared to pre-training surveys and end-of-training surveys. Of the post-training surveys, the three-month survey had the highest response rate at 32%, whereas response rates for the six and nine-month surveys were 26% and 24% respectively. Many of those who did not respond to the three or six-month survey was eventually invited to complete the next applicable survey (six, nine-month, or a final survey). Therefore, there were instances where a participant did not complete the three months' survey but completed the subsequent post-training surveys. The cumulative response rate for three, six, nine-month and the

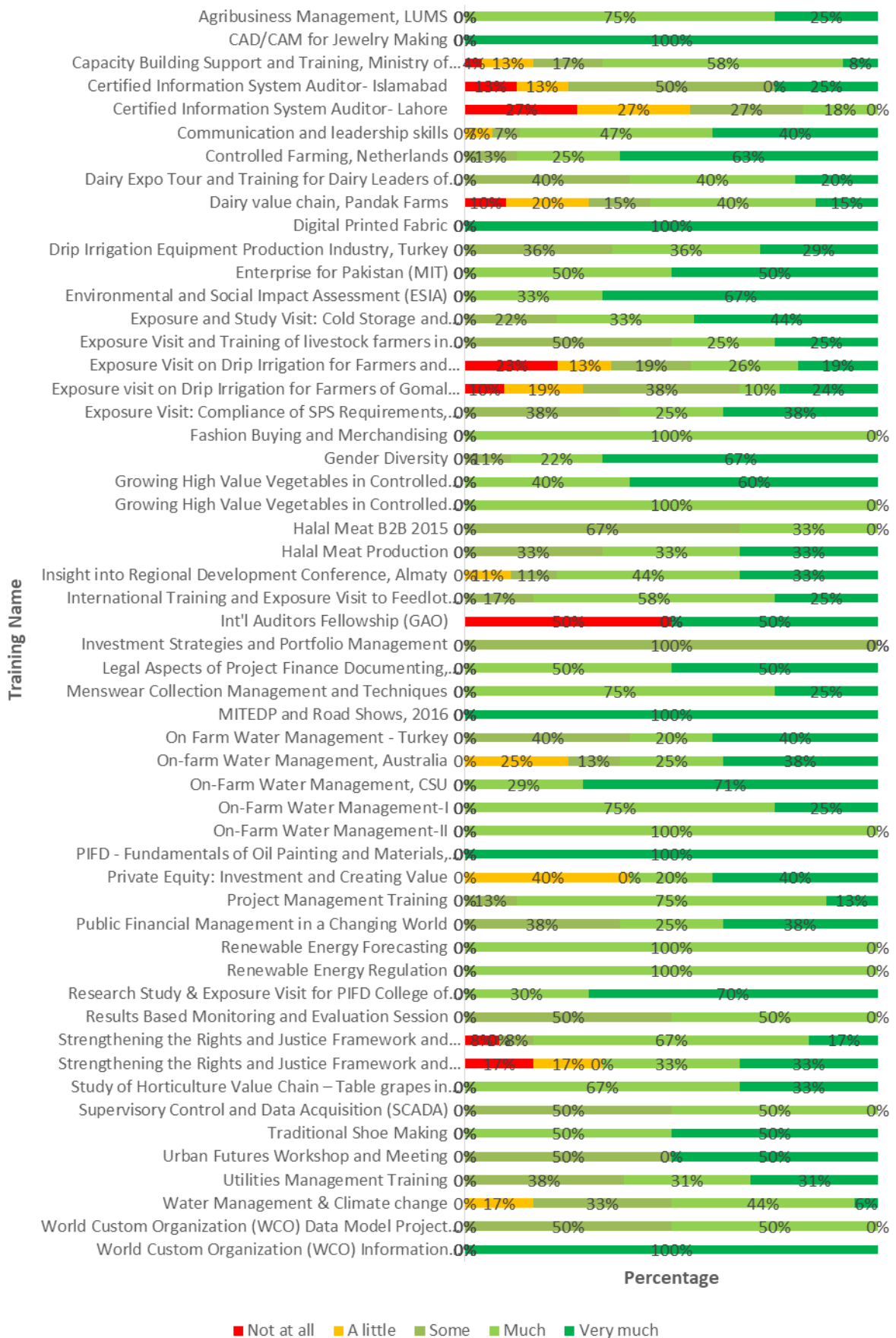
final post-training survey was 55%.

Improvement in Work Performance as a Result of Training

The respondents to TFP post-program surveys who reported their successes indicated the extent to which they believe their performance has improved. Sixty-four percent of respondents reported that their work performance improved as a result of training. Twenty-eight percent of respondents reported that their performance improved “very much;” 36% reported “much” improvement in their performance; 23% reported “some” improvement and 8% reported improving “a little” as a result of the training they received. Only 5% reported improving “not at all.” The charts below show aggregate level improved performance for all TFP trainings, as well as improved performance disaggregated by training programs.

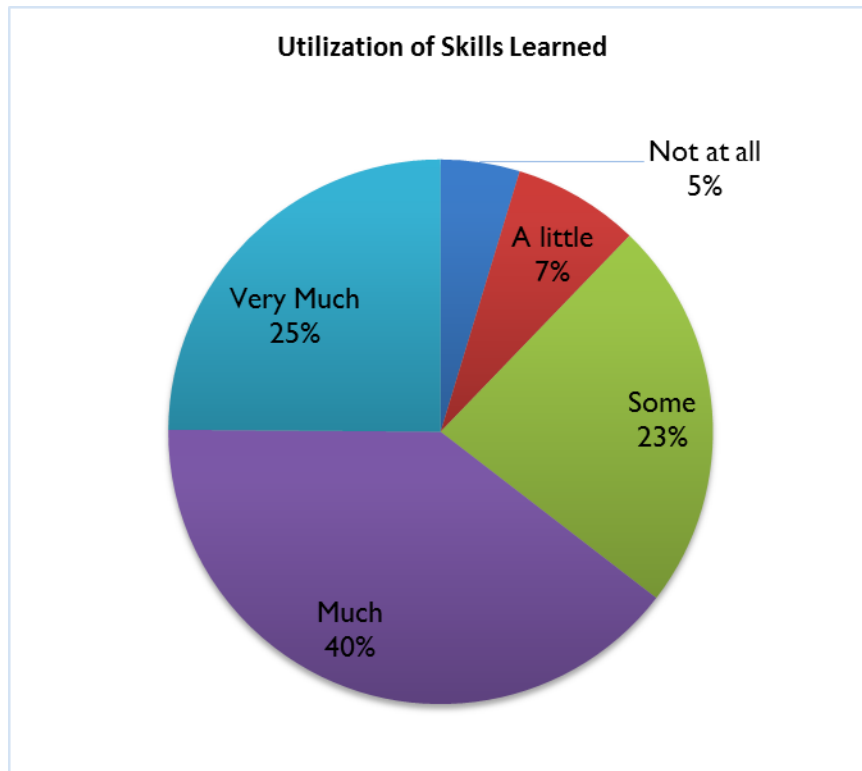


Improvement in Work Performance (Training Disaggregated)



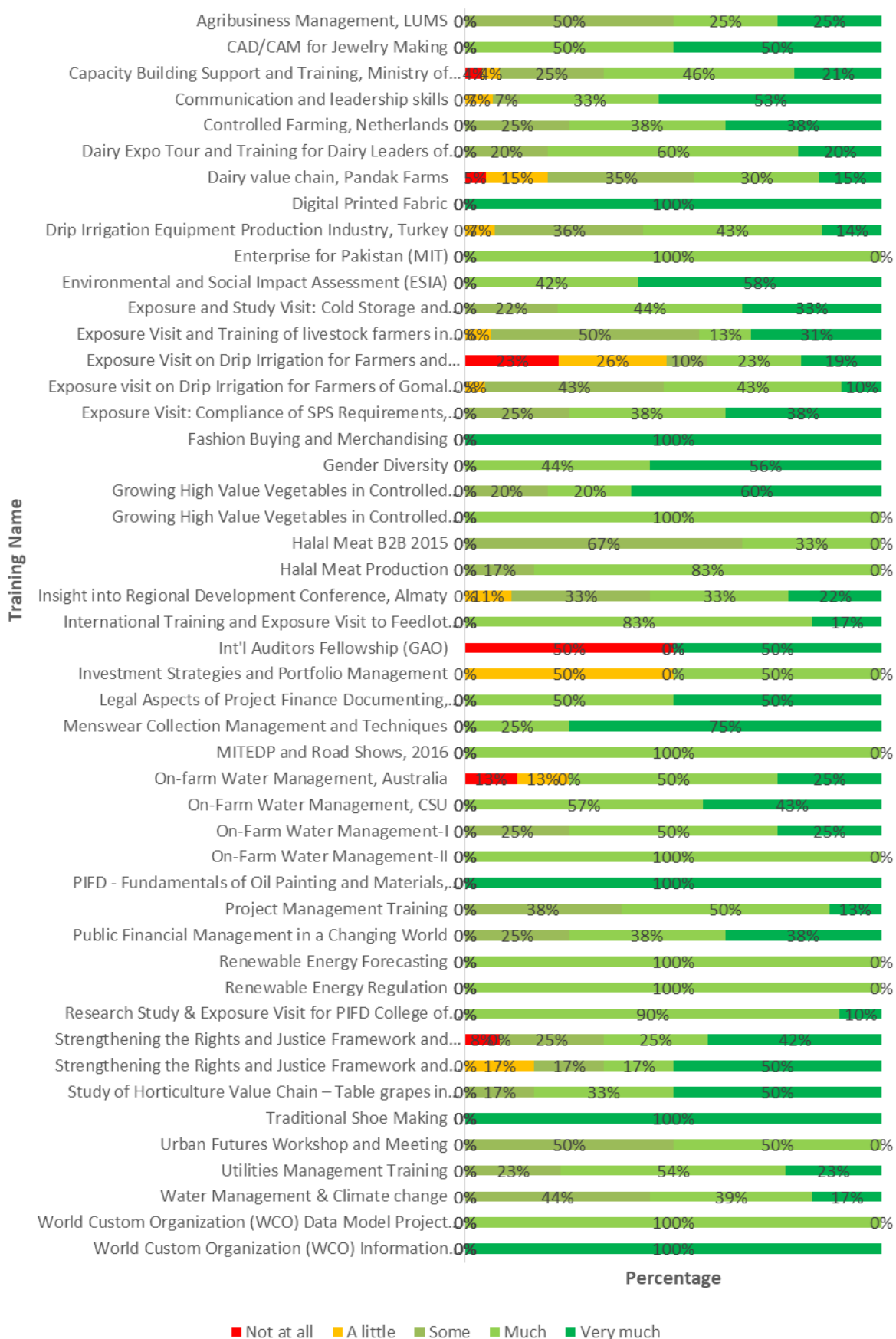
Utilization of Newly Acquired Knowledge, Skills, and Methods (KSMs)

Twenty-five percent of post-training survey respondents reported using new KSMs “very much” and 40% reported using them “much” following their training. Twenty-three percent of respondents reported using new KSMs “some,” while only 7% and 5% reported using them “a little” and “not at all,” respectively.



The data on the respondents' utilization of new KSMs, separated by the program, indicates very positive results, particularly for those programs for which the M&E cycle has concluded. The graph below presents utilization of newly acquired KSM for each program.

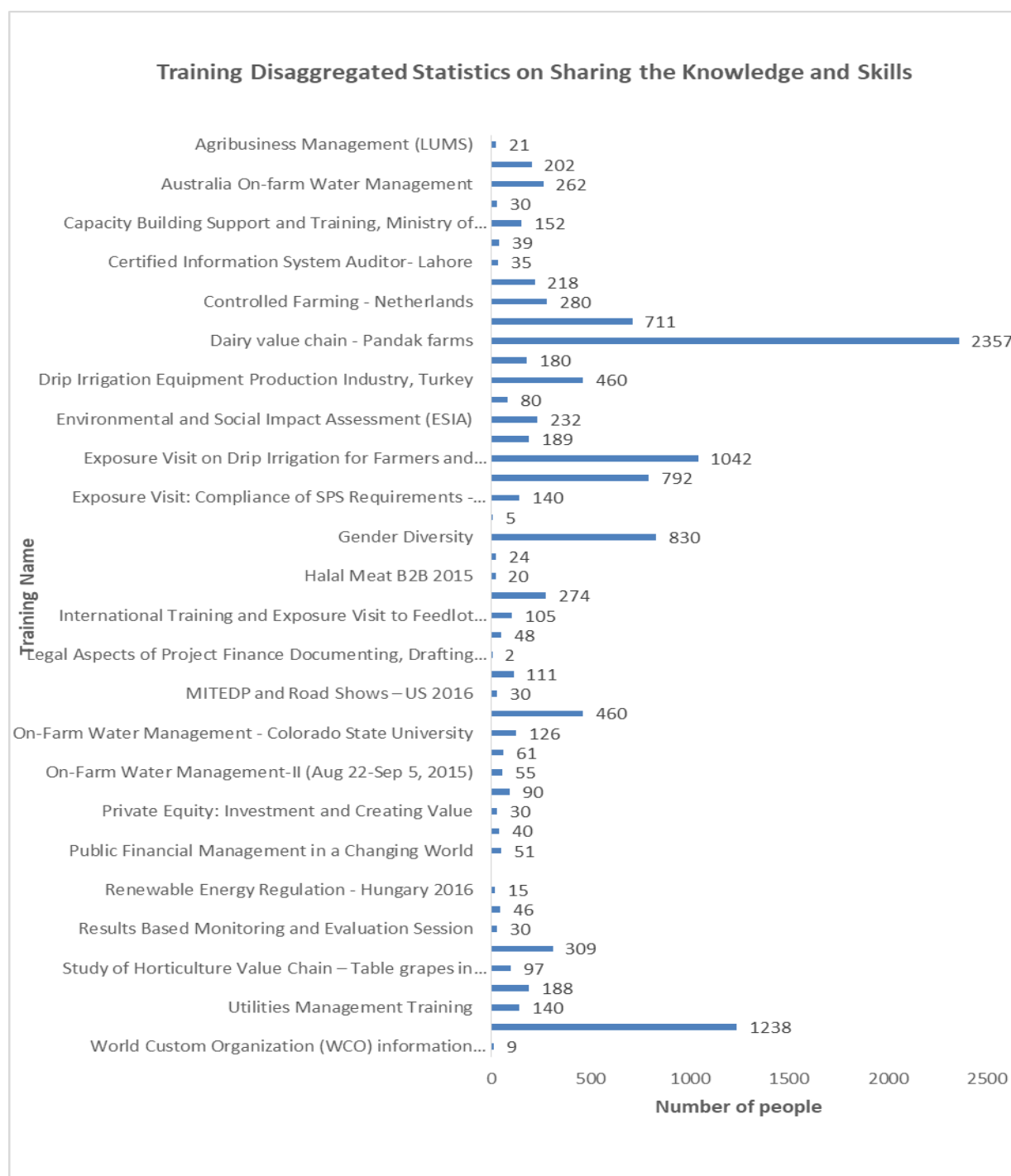
Utilization of Knowledge and Skills



Transfer of Knowledge, Skills, and Methods

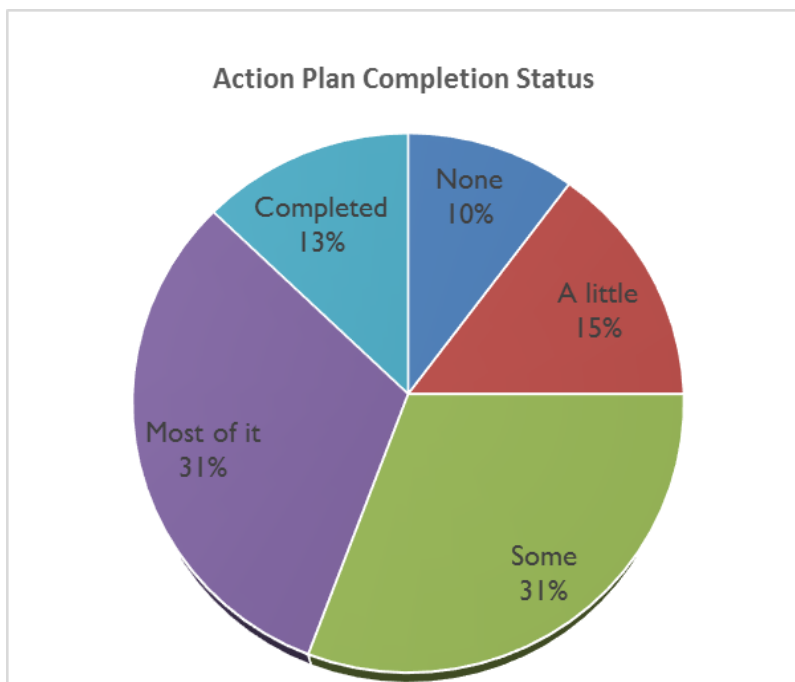
Cumulatively, participants who responded to the survey reported sharing new experience, knowledge, and skills with a total of 12,043 people, or 40 people per participant on average. Out of 334 respondents, 305 reported skills multiplications, which equates to 92% of all respondents.

Respondents used a variety of methods to share their new KSMs with colleagues, thereby increasing the impact of the programs they attended. “Informal training or mentoring” was the most commonly used method for impact multiplication, possibly because those usually do not require significant resources. “Formal training” and “giving a presentation” related to TFP programs to colleagues were the second and third most common method of multiplication used by participants. The below graphic illustrates these multiplication activities per program.



Progress on Implementation of Action Plans

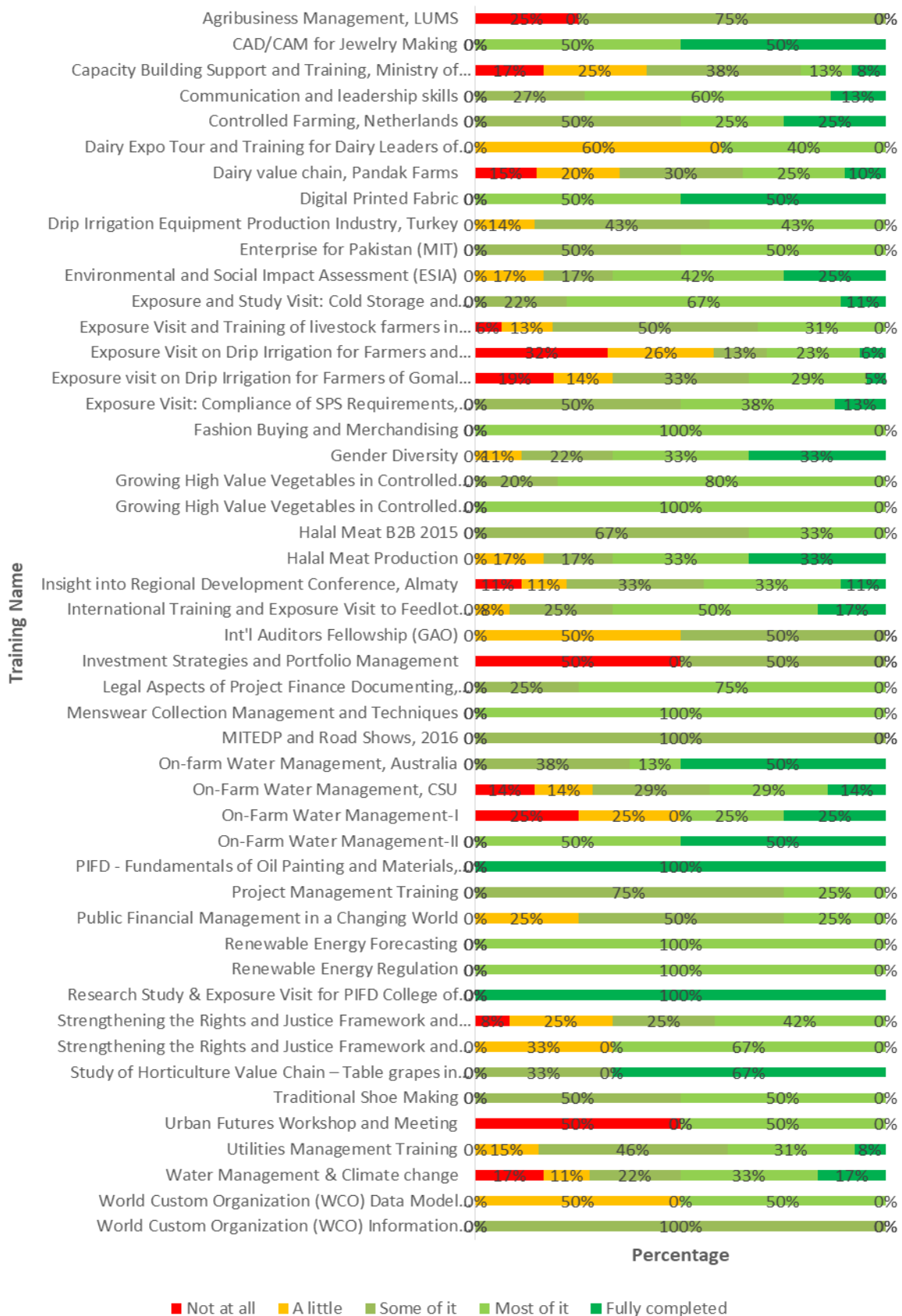
Only 10% of respondents reported that they did not make any progress on their action plans, while 15% reported making “little progress.” Thirty-one percent reported making “some progress” on action plans, 31% reported completing “most of it,” and 13% reported to have “fully completed” their plans. In total, 44% of respondents reported having either fully completed or mostly completed their action plans.



The table below indicates the extent to which respondents (disaggregated by training) reported completing their action plans. Response rates for six and nine-month post-training surveys are low, which means data on progress made in completing action plans beyond three months is largely unavailable. There is the possibility that those who did not respond to the six and nine-month surveys have made more progress on their action plans than what they reported in the three months’ survey. Therefore, actual progress made by participants in completing their action plans may be higher than was reported.

As previously noted, respondents who did not make significant progress on their action plans had generally included activities in their action plans that were either too ambitious or broad or required resources that participants could not arrange. Based on those findings, TFP worked rigorously with participants to help them develop realistic action plans achievable within a nine-month duration.

Action Plan Completion Status



5. Results Against Performance Indicators

The Performance Indicator Tracking Table (PITT) below tracks progress on Project indicators included in the approved MEL Plan. It also incorporates the MSF indicators from all the DOs assigned to TFP.

Performance Indicator Tracking Table (PITT), May 23, 2018

S. No	Indicator Name	Target	Progress		On-Track Signal ^{viii}	Remarks
			Quarterly (Mar – May)	Cumulative		
MSF 2.1.2b	Number of persons receiving training on skill development	NA	-	1,087		Achieved
MSF 2.1.2c	Number of person-days of training on skill development	NA	-	1,8147		Achieved
MSF 4.1.2a	Number of students receiving U.S.-funded scholarships to attend Pakistani institutions of higher education	NA	-	52		Achieved
MSF 4.1.2b	A number of students receiving the U.S. funded scholarships to attend U.S. institutions of higher education	NA	-	62		Achieved
MSFF 4.1.c	Number of individuals who completed workforce development or tertiary education programs	NA	-	99		Achieved
MSF LGL 3a	Number of adolescent girls receiving skill development training	NA	-	2,935		Exceeded target.
MSF 4b	Percentage of graduates from USG-supported workforce development or tertiary education programs reporting themselves as employed	NA	-	89%		Achieved
MSF. 1.2.1b	Number of people trained in technical energy fields supported by USG assistance (EG7.3-2)	NA	-	51		Achieved

S. No	Indicator Name	Target	Cumulative Progress	On-Track Signal	Remarks
I-a	Percentage of participants who reported utilization of new knowledge, skills, and methods acquired as result of participant training	70%	65%		Slightly lower than the target
I-b	Percentage of participants who reported improvement in their work performance as result of participant training	60%	64%		Achieved
I-c	Percentage of participants who reported to have trained others (skills multiplication) on what they learned or experienced during the training	70%	92%		Achieved
I-d	Number of people who benefited from skills multiplication activities carried out by TFP participants	N/A	12,043		Achieved On average, 40 people per participant. Following is the breakdown of the people by each DO: EGA: 9,740 OSG: 1,644 Energy: 659
I-e	Percentage of small grants projects successfully completed	100%	100%		Achieved. All grant activities were completed.
Sub-Objective-Ia	Percentage of programs for which a PDO and a debrief session is organized	90%	100%		Achieved
Sub-Objective-Ib	Percentage of participants who started and completed their programs on schedule	85%	99%		Achieved
Sub-Objective-Ic	Percentage of participants who reported satisfaction (4 on a Likert scale of 5) with the quality of information provided on pre-training essentials	90%	78%		Slightly lower than the target, because of participants unsure of their tax liabilities. VWL files taxes (for US trainings) on behalf of participants.
Sub-Objective-I d	Percentage of participants who rate the quality of the overall training program as at least a 4 on a 5-point Likert scale	75%	80%		Achieved

Sub-Objective-1e	Percentage of participants who report (at least 4 on a 5-point Likert scale) that they will use knowledge/skills/methods acquired from the program in their work	75%	87%		Achieved
Sub-Objective-1f	Percentage of participants who developed action plans for utilization of knowledge and skills after the training	90%	92%		Achieved
3 Sub-Objective-1g	Percentage of U.S long-term training participants who reported to have the opportunity to see how American society works	90%	93%		Achieved
Sub-Objective-2a	Percentage of participants who reported to have acquired new or improved knowledge/skills/methods from participant training program	75%	87%		Achieved
Sub-Objective-2b	Percentage of participants who developed action plans reported progress (at least 3 on a Likert scale of 5) on the implementation of their Action Plans	70%	75%		Achieved
Sub-Objective-2c	A number of person/days of training on skills development for adolescent girls.	N/A	60,459		Achieved
Sub-Objective-2d	Number of capacity assessments, training needs assessments, organizational assessments (standalone or linked to HICD) carried out	1 ^{ix}	1		Achieved
Sub-Objective-2e	Number of staff of Lead Pakistan trained in participant training systems and procedures	6	6		Achieved
Sub-Objective-3a	Percentage of PTWG members who report (4 on a Likert scale of 5) that the PTWG is a useful platform for information and experience sharing related to participant training and exchange visitor's programs (C.4.1.c)	75%	91%		Achieved
Sub-Objective-3b	Percentage of alumni who report (4 on a Likert scale of 5) that the USAID/Pakistan Alumni Association is a useful platform for networking, learning, and information and experiences sharing	60%	84%		Achieved

Sub-Objective-3c	Number of alumni who registered for USAID/Pakistan Alumni Association	NA	1,714		Achieved
Sub-Objective-3d	Average number of partner staff attending PTWG meetings	15	15		Achieved
1- Indicator 1.1	Annual Participant Training Plan completed	5	5		Achieved
1- Indicator 1.2	Number of PDO/PTOs organized	N/A	163		Achieved
1- Indicator 1.3	Number of debrief sessions organized	N/A	131		Achieved
1- Indicator 1.4	Training Providers' database developed and updated	1	1		Achieved
1- Indicator 1.5	Number of training and academic programs implemented	N/A	112		Achieved
2- Indicator 2.1	Number of attendees completing training events in the US, third countries and in Pakistan (F.4.10)	5,885	6,951		Achieved
2- Indicator 2.2	Number of participants completed academic programs [Target = U.S.: 75, IC: 40]	115	171		Exceeded the target
2- Indicator 2.3	The frequency of monitoring calls made to participants during their training programs [Target = once every week for short-term programs, monthly for long-term programs]	Once every week for short programs of duration (15-30 days), and monthly call for a longer-term program of duration longer than one month.	Achieved		Achieved
2- Indicator 2.4	Number of small grants disbursed to participants Alumni and organizations	15 ^x	28		Exceeded the target.
3- Indicator 3.1	Number of platforms formed for information and experience sharing for USAID/Pakistan Alumni	1	1		Achieved

3- Indicator 3.2	Number of USAID/Pakistan Alumni quarterly meetings organized	10	12		Exceeded the target. No further meetings are planned for the remainder of the Project.
3- Indicator 3.3	Number of platforms for USAID/Pakistan Participant Training partners formed	1	1		Achieved.
3- Indicator 3.4	Number of quarterly meetings of PTWVG held	12	18		Exceeded the target. Thirteen meetings were held in Islamabad, and 5 meetings were held in Karachi.
3- Indicator 3.5	A number of success stories, photographs, and media events that positively represent USAID training and its results.	Success Stories: 8. Photographs: 96. Media events: N/A	Success Stories: 13 Photographs: 135 Media events: 10		Exceeded the target.

Annexes

Annex I: Examples of Impact of TFP Trainings Oct 2017 – May 2018

Value Chain/ Focused Area	Training Name	Participant Name	Activities Implemented and Impact
Economic Growth and Agriculture (Agriculture Office)			
Dairy	International Training and Exposure Visit to Feedlot Fattening Operations - Australia	██████████ ██████████ ██████████	Constructed an animal shed for 500 animals as per acquired knowledge from the training.
On-farm Water Management	Drip Irrigation Equipment Production Industry, Turkey	██████████ ██████████	Conducted informal training sessions for 150 farmers on drip irrigation. Also started installation of drip irrigation in south and north Waziristan in Federally Administered Tribal Areas (FATA).
	On Farm Water Management - Turkey	██████████ ██████████	Conducted training for approximately 300 farmers. Also conducted consultative meetings with the farmers on the importance of land levelling for water use efficiency and increased productivity in all districts of Gilgit Baltistan.
Capacity Building of Government Organizations	Private Equity: Investment and Creating Value	██████████ ██████████	Conducted training for 20 investors on importance of private equity market in Pakistan.
	Mergers and Acquisition Follow-on In country Training, Bhurban	██████████	Conducted training for 22 participants, including Privatization Commission (PC) senior management, senior consultants / transaction managers and technical assistants. The training aimed to develop competence of PC's staff relating to different negotiation, strategic & economical, managerial and financial decisions impacting mergers and acquisitions process related to privatization in Pakistan as well as the training capacity of Mr. Shahid Raza.
Energy Office			
Environment Protection	Environmental and Social Impact Assessment (ESIA)	██████████ ██████████	Conducted a training session for about 20 participants including WAPDA staff, consultants and the contractors, at the WAPDA Engineering Academy, Faisalabad. Started implementing the Environment and Social Action Plan (ESAP) in close coordination with relevant social and environmental experts and consultants.
		██████████	Shared the training material with 30 colleagues. Delivered one-day detailed presentation on ESIA to 18 participants at All Pakistan Women Engineers Forum (APWEF).

Annex II: Detailed List of Trainings Disaggregated by DO and Gender

S. No	Development Objective	Training Status	Trainings Name	Male	Female	Total
1	Economic Growth and Agriculture	Completed	Capacity Building Support and Training for the Government of Pakistan's Ministry of Commerce (MOC)	46	16	62
2		Completed	Conference on Innovation and Entrepreneurship – 2013	284	32	316
3		Completed	Consumer Protection and Financial Literacy Conference, World Bank (CPFL, WB)	100	24	124
4		Completed	Executive Certificate in Agribusiness Management (ECAM)-LUMS	8	2	10
5		Completed	Science Technology, Engineering, and Development Conference (STED)	180	48	228
6		Completed	Entrepreneurial Capacity Building Program MIT EFP (2015)	268	48	316
7		Completed	Research Study and Exposure Visit for PIFD College of Design, Hala (Sindh)	9	2	11
8		Completed	Non-Bank Finance Sector and Capital Markets Conference Challenges and Opportunities	217	28	245
9		Completed	Exposure Visit - Vegetable Production in a Controlled Environment	16	4	20 ^{xi}
10		Completed	Exposure Visit and Training of Livestock Farmers in Modern Feedlot Fattening Practices	16	11	27
11		Completed	Exposure Visit on Drip Irrigation for Farmers and Members of FSC from KP/FATA	45	0	45
12		Completed	Exposure Visit on Drip Irrigation for Farmers of Gomal Zam Command Area	25	0	25
13		Completed	Fashion Buying and Merchandising: Intensive	0	1	1
14		Completed	Growing High-Value Vegetable in Controlled Environment-I (2015)	9	0	9
15		Completed	Growing High-Value Vegetable in Controlled Environment-II (2015)	7	2	9
16		Completed	Growing High-Value Vegetables in a Controlled Environment - 2014	6	4	10
17		Completed	Halal Meat Production and Marketing Study Tour - Malaysia (2014)	6	2	8
18		Completed	Menswear Collection Management and Techniques Training in Paris, France	2	2	4
19		Completed	On-Farm Water Management Training – Australia (2014)	7	1	8

20	Completed	Study of Meat Export Certification and Establishment of Business to Business Contacts, Malaysia (2015)	6	3	9
21	Completed	Entrepreneurship Development Program at MIT, USA (2014)	2	0	2
22	Completed	Study of Horticulture Value Chains for Growing Table Grapes	7	2	9
23	Completed	On-Farm Water Management Training – Colorado (2014)	5	3	8
24	Completed	The Art of Traditional Shoemaking	1	1	2
25	Completed	On-Farm Water Management Training – I (2015)	8	1	9
26	Completed	Digital Printed Fabric Course	1	1	2
27	Completed	Comprehensive Computer-aided Design and Computer-aided Manufacturing (CAD/CAM) for Jewelry Training	2	0	2
28	Completed	PIFD - Fundamentals of Oil Painting and Materials, Methods and Concepts	1	0	1
29	Completed	On-Farm Water Management Training - II (2015)	4	2	6
30	Completed	Dairy Expo Tour and Training for Dairy Leaders of Pakistan	10	6	16
31	Completed	Entrepreneurial Capacity Building Program MIT EDP and Road Shows - US 2016	2	1	3
32	Completed	Exposure and Study Tour: Cold Storage and Transportation	8	2	10
33	Completed	Diary Value Chains	9	17	26
34	Completed	World Trade Organization (WTO) Negotiations Week/Trade In Services Agreement Cluster Meeting (Geneva)	1	1	2
35	Completed	World Custom Organization (WCO) Data Model Project Team (Brussels)	3	2	5
36	Completed	Exposure Visit: Compliance of SPS Requirements - Netherlands	6	4	10
37	Completed	WCO - Information Management Sub-Committee	5	0	5
38	Completed	Water Management and Climate Change	33	8	41
39	Completed	Investment Strategies and Portfolio Management	3	2	5
40	Completed	National Workshop Implementing the WTO Trade Facilitation Agreement	31	9	40
41	Completed	Women Leadership in Trade Policy Roundtable	11	100	111
42	Completed	Mergers and Acquisition, USA	2	0	2 ^{xii}
43	Completed	Drip Irrigation Equipment Production Industry, Turkey.	13	0	13
44	Completed	International Training and Exposure Visit to Feedlot Fattening Operations - Australia	9	1	10
45	Completed	Private Equity: Investment and Creating Value, Philadelphia, U.S.	3	1	4
46	Completed	On-Farm Water Management – Turkey	7	1	8
47	Completed	National Seminar on the World Trade Organization Agreement on Sanitary and Phytosanitary (SPS) Measures	42	7	49
48	Completed	Women Leadership in Trade Policy, Advocacy, and Proposal Development Training	5	30	35

49		Completed	Mergers and Acquisition – Pakistan	21	1	22	
50		Completed	Private Equity Follow-on In-country Training	34	14	48	
51		Completed	Investment Strategies and Portfolio Management Follow-on In-country training	15	15	30	
52		Completed	Hands-On Training for Pakistan Customs, PNC-ICC and Transport Operators with Simulation of TIR Procedures	108	71	179	
53		Completed	Women Leadership in Trade Policy - WLTP Phase III, Training on Analyzing Trade Policy through Gender Lens	3	27	30	
54		Completed	Youth Engagement in Agriculture workshop	17	15	32	
55		Completed	National Single Window Conference	119	15	134	
56		Completed	Sindh Development Forum	233	87	320	
57		Completed	TIR Training for Customs Officials By The Union of Chambers and Commodity Exchange Visits Turkey (TOBB), Ankara Chambers of Commerce and International Road Union (IRU)	7	0	7	
58		Completed	World Trade Institute, Courses for Ministry of Commerce Officials	13	4	17	
59		Completed	Training on WTO Laws at Advisory Centre on World Trade Organizations Law.	12	3	15	
60		Completed	Exposure Visit to Study Modern Practices for chili Production and Post-Harvest Handling	12	3	15	
61		Education	Completed	FATA Scholarship Program	80	0	80 ^{xiii}
62			Completed	PhD Scholars	17	18	35 ^{xiv}
63			Completed	USAID Teacher’s Education Masters Scholarship Program (TEMSP)	16	11	27 ^{xv}
64			Completed	Pathways to Success (KP and Sindh)	0	2,935	2,935
65	Energy	Completed	Energy Sector Internship Program	107	49	156 ^{xvi}	
66		Completed	Project Management Training	10	0	10	
67		Completed	Communication and Leadership Skills	20	0	20	
68		Completed	Advancing the Use of Wind and Solar Forecasting to Facilitate the Integration of Variable Renewable Energy to the Grid	2	0	2	
69		Completed	Renewable Energy Regulation – Budapest, Hungary	3	1	4	
70		Completed	Utilities Management Training	48	3	51 ^{xvii}	
71		Completed	Legal Aspects of Project Finance Documenting, Drafting and Negotiation Techniques	3	1	4	
72		Completed	Environment and Social Impact Assessment (ESIA)	8	2	10	
73		Completed	Supervisory Control and Data Acquisition (SCADA) –Australia	10	0	10	
74		Completed	Climate Regional Circulation Modeling	2	0	2	

75		Completed	Water and Sediment Management	10	0	10
76		Completed	Energy Regulations and Regularity Affairs	17	2	19
77	Health	Completed	Community Midwifery Program	0	185	185
78		Completed	Masters of Public Health Program	11	0	11 ^{xviii}
79		Completed	USAID Master of Science in Public Health (MSPH) / Sindh - Batch-I	15	9	24
80		Completed	USAID Master of Science in Public Health (MSPH) / Sindh - Batch-II	14	2	16
81		Completed	Strengthening the Rights and Justice Framework and Agenda - December 2015	28	18	46 ^{xix}
82	Stabilization and Governance	Completed	Gender Diversity Training, Istanbul Turkey	9	1	10
83		Completed	Insight into Regional Development, Almaty International Conference	6	6	12
84		Completed	Strengthening the Rights and Justice Framework and Agenda - Indonesia	12	3	15
85		Completed	Urban Futures Workshop and Meetings	1	2	3
86		Completed	International Auditors Fellowship Program – U.S Government Accountability Office (the US - GAO)	2	0	2
87		Completed	Supreme Audit Institution Tour, USA	2	0	2
88		Completed	Strategic Tours to Supreme Audit Institutions - the United Kingdom	2	0	2
89		Completed	Public Financial Management in a Changing World (USA)	9	1	10
90		Completed	Training of Trainers (USA)	7	3	10
91		Completed	Driving Government Performance: Strategies that produce results	3	1	4
92		Completed	GAO Fellowship Program – 2017	1	1	2
93		Completed	Results-Based Monitoring and Evaluation Session	2	1	3
94		Completed	Certified Information System Auditor (CISA) – ISB	17	1	18
95		Completed	Certified Information System Auditor (CISA) – LHR	21	1	22
96		Completed	Certified Information Security Management (CISM) – LHR	16	6	22

97	Completed	Certified Information Security Management (CISM)- KHI	7	4	11
98	Completed	Certified Information Security Management (CISM)- ISB	15	8	23
99	Completed	Diploma in Financial Crime Management	6	4	10
100	Completed	IPSAS – ISB	72	6	78
101	Completed	IPSAS – LHR	43	18	61
102	Completed	IPSAS – KHI	24	8	32
103	Completed	IPSAS – PSH	22	1	23
104	Completed	Occupational Health Safety Management System (Batch I)	17	1	18
105	Completed	Certified Information System Auditor (CISA) – KHI	16	6	22
106	Completed	Cyber Security & Computer Hacking Forensic Investigator	27	2	29
107	Completed	Certified Fraud Examiner	5	2	7
108	Completed	Risk-Based Auditing	8	2	10
109	Completed	Procurement Management in Public Sector	11	3	14
110	Completed	Integrated Financial Management Systems: Strategies and Implementation	5	3	8
111	Completed	Environmental Auditing	6	3	9
112	Completed	Financial Debt Management	51	3	54
Total			2951	4024	6975

End Notes:

- i Of these, 6,966 participants completed their programs (except five that MSP scholars, that are still to receive their degrees, while nine participants were terminated.
- ii This number was erroneously reported as 444 in the Annual report 2018. The revised correct number is 459. This consequently changes the below total to 6473.
- iii Participants are disaggregated as per the Task Order year i.e. May to May.
- iv As of May 23, 2018.
- v This number has been revised. It was erroneously reported in an earlier quarter this year.
- vi Results exclude programs that the Project inherited from previous USAID implementing partners, one-day in-country conferences, and in-country exposure visits of less than five days. The Project did not administer Pre-training, End-of-training or Post-Training Surveys to participants of these programs.
- vii Action Plans submitted by participants are a maximum duration of nine months.
- viii Green represents 'On track', orange represents 'Slight under achievement or slow progress'.
- ix Only one TNA was requested by USAID.
- x The target was revised to 15 in the last contract modification.
- xi There were six participants in this training that have previously attended a TFP funded third-country training program.
- xii One participant was designated as "terminated" due to his self-delayed return from the U.S.
- xiii TFP inherited 80 scholars, 76 of them successfully completed their academic program, whereas 4 scholars were terminated.
- xiv 31 Scholars have completed; 3 scholars were terminated without graduation; one scholar has been terminated after graduation in 2017.
- xv Twenty-five scholars have completed their programs, whereas two were terminated.
- xvi One hundred and thirty-five interns successfully completed the internship program.
- xvii This includes one participant, that didn't attend the full program.
- xviii TFP inherited 11 scholars, eight of them have completed their program (five are still to receive their degrees pending degree theses,) three of them were terminated.
- xix There were two participants in this training that have previously attended a TFP funded third-country training program.

Bibliographic Information:

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