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Punjab Youth Workforce Development Project (PYWD)

Quarterly Progress Report

First Quarter of Year 3 (October 1 to December 31, 2018)

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Punjab Youth Workforce Development Project (PYWD)

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Acronyms

BCC	Behavioral Change Communication
BISP	Benazir Income Support Programme
CC	Career Counseling
CEO	Chief Executive Officer
COP	Chief of Party
COR	Contracts Officer Representative
COs	Community Organization
DOC	Development Outreach & Communication (DOC)
EDT	Enterprise Development Training
FM	Frequency Modulation
ICB	Institutional Capacity Building
IR	Intermediate Results
IRM	Institute of Rural Management
LTTA	Long-Term Technical Assistance
MEL	Monitoring, Evaluation and Learning
MoU	Memorandum of Understanding
NAVTTCC	National Vocational & Technical Training Commission
NGOs	Non-Governmental Organizations
NSIS	National Skills Information System
OJT	Through on the Job Training
PSDF	Punjab Skills Development Fund
PVTC	Punjab Vocational Training Council
PYWD	Punjab Youth Workforce Development
STTA	Short-Term Technical Assistance
TEVTA	Technical Education & Vocational Training Authority
TIs	Training Institutes
TVET	Technical and Vocational Education and Training
USAID	United States Agency for International Development
USG	United States Government

I. Executive Summary

Punjab Youth Workforce Development (PYWD) project is a three-year project funded by USAID and being implemented by the Louis Berger Group in four target districts of Punjab i.e. Multan, Lodhran, Bahawalpur and Muzaffargarh. Across the intervention locations, the project is intended to create and strengthen opportunities for youth to play a positive role in their communities and to acquire skills that will allow them to secure jobs or pursue self-employment opportunities. This quarterly report presents the achievements from October 1st, 2018 to December 31st, 2018.

During the reporting period, the PYWD project continued to work with Community Organizations (COs) and stakeholders and identified 25 new COs/stakeholders. These COs/stakeholders were engaged through series of consultative sessions and other community-based events. Over 1,400 youth, from underserved or disadvantaged groups, were identified and mobilized to participate in PYWD supported workforce development programs in target districts i.e. Multan, Muzaffargarh, Lodhran and Bahawalpur.

Across the target districts, 55 awareness sessions and 3 community events were organized in which CO members, parents, youth counsellors, key community influencers and public representatives participated to mobilize youth and improve social attitudes towards seeing youth as community assets, who can play a constructive role in economic and social development. Under media programs, radio campaign is being updated and more than 127,000 youth were reached through SMS campaign during October through December 2018.

The PYWD project's Behavioral Change Communication (BCC) strategy was revised. BCC materials, on nine selected topics, were finalized to design campaign materials and implement structured BCC activities with youth groups and community members.

The PYWD project signed a Memorandum of Understanding (MoU) with National Vocational & Technical Training Commission (NAVTTTC) to develop and implement a mobile application integrated with National Job Portal. Through this mobile application, PYWD & NAVTTTC aims to connect skilled youth with potential employers as well as general public to use skilled workforce for domestic use. The vendor has been selected and design phase of the programme has been started.

Through on the job training (OJT) program, 386 youth (28% female), who completed OJT during the reporting quarter, were provided direct job placement support. Additionally, 393 (10% females) youth were enrolled to OJT program with three employers in manufacturing, engineering, and service industries. During the quarter, the project provided Career Counselling Services to 190 (26% female) already graduated youth from other programs and 255 youth (13% female) were provided placement support. Followed by a 5-day Enterprise Development Training (EDT), 312 youth (29% female) from target districts were given microfinance loans to initiate their small-scale businesses.

Under PYWD project supported institutional training program, the third batch of Punjab Vocational Training Council (PVTC) and Technical Education & Vocational Training Authority (TEVTA), comprised of 22 classes, completed 6 months technical training courses, benefiting 700 youth (77 % female) from four target districts, and enabling them to acquire new skills in-demand. Also, through private institutes

(IRM), a total of 220 (24% females) youth completed 3-months skill development training in relevant trades, and 342 (28% female) youth completed 5-days Enterprise Development Training.

Continuing the institutional training program, 24 Training Institutes were selected to offer technical courses in 10 in-demand trades to deserving youth from four target districts. Youth selection and enrollment for fourth batch of TEVTA and PVTC was completed. For the selection of potential youth, interview sessions were arranged in all 24 training institutes and youth from focused districts were invited to take part in rigorous selection process. Out of 758 (70% female) youth who appeared in the interviews, 639 (70% female) were selected and enrolled to TVET programs during October through December 2018.

In continuation to PYWD project's MOU with Benazir Income Support Programme (BISP), Skills-Based Training program was launched. The launch event was held in Multan, in which more than 700 beneficiaries and their families participated. The Deputy Commissioner, Multan was the Chief Guest of the event. The event was also attended by heads of various public & private sector organizations, representatives of Chamber of Commerce and development partners. First round of Skills-Based Training Program was initiated, in which 269 female youth from economically disadvantaged groups in Multan and Muzaffargarh were identified and enrolled to 3-month Commercial Tailoring, Beautician, and Ada Work courses.

Throughout the reporting quarter, the progression of ongoing training programs was monitored, and stipend amount were disbursed to enrolled trainees after cross-checking the minimum attendance requirements. On regular basis, the MEL team conducted field visits for spot evaluations, and process monitoring of ongoing activities.

2. Program Updates

Program achievements under each technical component are mentioned below:

Component I: Community Engagement

Under the Community Engagement component, the PYWD project is expanding its reach to target beneficiaries (youth aged 18-29) through building grassroots-level community support. Across the target districts in selected Union Councils, the PYWD project has identified and engaged 247 Community Organizations (COs) and stakeholders to build strong community support for its programming. These COs and stakeholders are supporting the PYWD project’s field teams to identify youth from underserved or disadvantaged groups and to mobilize them to pursue skills development in demand-driven trades, take advantage of employment or other income-generating opportunities, and become change agents in their own lives and in their communities.

At the community level, members of COs, parents, youth counselors, key community influencers and public representatives are engaged in various community events, aware raising sessions, and other thematic campaigns to improve social attitudes towards seeing youth as community assets, who can play a constructive role in economic and social development.

Based on project feedback loops, the project has designed Comprehensive Behavioral Change (BCC) communication materials on selected topics in order to implement a structured institutions-based BCC campaign for youth in relevant TVET institutions, and for community members, members of COs, stakeholders and local government representatives in community-based BCC sessions. PYWD’s communication team has used various mass media programs including Radio Spots, Jingle, Social Media updates and SMS campaign to disseminate key messages and to promote PYWD’s at a mass level.

Figure I.1 shows Component I’s overall achievements.

Component Summary as of December 2018	
Number of COs/Stakeholders identified & engaged	247
Number of consultative sessions held with COs or stakeholders	247
Number of youths identified	12,992
Number of individuals participating in awareness sessions	12,464
Number of individuals participating in community-based events	5,785
Community Development Projects	37
Number of students (prospective trainees) who participated in outreach visits to training institutes	1,631 students from 28 schools
Number of individuals reached through SMS	127,000 individuals

Figures 1.1. Component Summary as of Dec 2018

The following narrative describes PWYD’s quarterly progress against activities that were planned for Y3 Q1, following the order of the Work Plan.

1.1. Identification of new COs and stakeholders in four districts

Since its inception, the PYWD project has adopted a vibrant social mobilization process to engage local communities, parents and public representatives to raise awareness on youth issues and to build ownership of PYWD’s interventions in order to generate a long-term societal impact. At the local level within each Union Council, the PYWD project has identified and engaged Community Organizations (COs) and stakeholders (key community influencers) to identify youth for program participation and to ensure community participation in PYWD-supported activities.

During the reporting quarter, 25 COs and Stakeholders were identified and engaged. **Figures 1.2** provides a summary of the CO and stakeholders identified and engaged by district during this quarter.

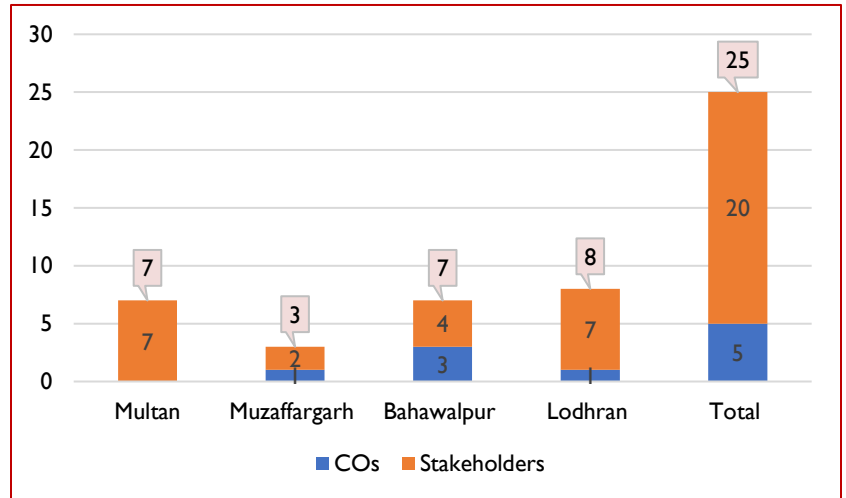


Figure 1.2. Summary of COs/Stakeholders by District

Across the PYWD target districts – Multan, Muzaffargarh, Bahawalpur and Lodhran, the PWYD project has formally engaged COs and stakeholders by signing a resolution document and organizing well-structured consultative sessions. In these consultative sessions, the PYWD team invited all CO members and stakeholders to deliberate on youth issues and explained the youth selection process, and PYWD supported workforce development programs. Based on consensus reached in these consultative sessions, the PYWD field team, through the support of COs and stakeholders, reached out to communities and parents to identify youth from disadvantaged groups. Overall, the PYWD project has identified and engaged 247 COs and Stakeholders through consultative sessions.

Towards the end of December 2018, through these consultative sessions and community outreach, the project identified 12,992 youth (42% female) from four target districts for possible program participation.

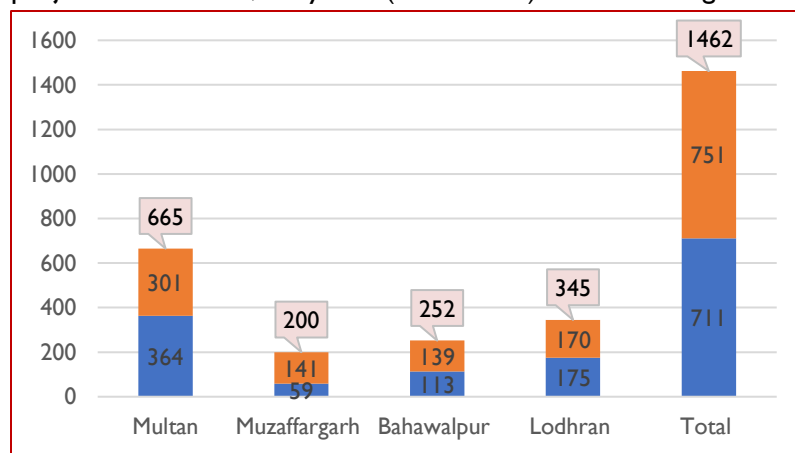


Figure 1.3. a Summary of youth identified during Qtr 1, Year 3

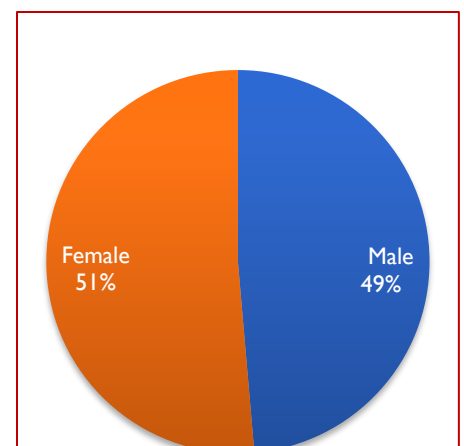


Figure 1.3.b. Gender Ratio

The 42% female youth ratio shows project’s emphasis on gender equality and efforts in mobilizing female youth to increase women participation in the workforce. Out of these, 1462 youth (51% female) were identified and mobilized to participate in PYWD-supported training programs, during this quarter.

Figures 1.3. a and b provide a summary of youth identified during this quarter.

1.2. Behavior Change Campaign

To promote positive and constructive behaviors of youth in target districts, the project developed Behavior Change Campaign (BCC) communication materials on 9 topics, selected after a series of consultations, brainstorming and reviews with USAID’s DOC department. Nine topics from the BCC handbook are mentioned below:



Figure 1.4. Cover Page of BCC Handbook

The PWYD team prepared a checklist of giveaways and promotional materials to package with BCC materials. In addition, the project conducted a two-day design workshop for field teams at the project’s head office to discuss and develop a detailed BCC Implementation Plan, BCC modules, and a session plan for the trainers. The project identified a total target audience of 6,300 for the BCC campaign.

1.3. Community Awareness Campaign/Events

Taking advantage of special events, national and international days, the project organize various community-based events to increase community awareness, promote project programming, and jointly celebrate thematic events. These events have greatly helped the project team in bringing the communities together and for disseminating key messages at a mass level. Overall, the project has organized 27 mega events, in which 5,785 individuals (55% females) participated.

During this quarter, the project organized the following three major events, in which 1,015 individuals (71% female) participated:

I. Skills-Based Training (for BISP Beneficiaries) Launch Event

The PYWD project organized a launch event for a new Skills-Based Training Program on Saturday, December 8, 2018, at the Arts Council Multan. The purpose of this event was to showcase the successful public/private partnership model by launching exclusive skills-based trainings for self-employment for Benazir Income Support Programme (BISP) beneficiaries, especially for underprivileged women of the targeted districts of Multan, Muzaffargarh, Lodhran and Bahawalpur.

The event provided a platform to 755 individuals, including representatives from TEVTA, PVTC, the chamber of commerce and industry, government officials, civil society, NGOs, and the community, to learn more about the joint efforts of the PYWD project and BISP to strengthen stability and improve livelihoods, especially in South Punjab Pakistan.

Speaking on the occasion, the Deputy Commissioner of Multan, Mr. Mudassir Riaz Malik, strongly emphasized the need for workforce development through technical and vocational training, as well as the need for the participation of women in the labor market in order for there to be strong economic growth. He further highlighted the importance of technology integration in skills development and promised his maximum support to improve the skills development initiatives. He applauded the PYWD project for its youth development programming in Punjab.



Figure 1.5. Launch Event of PYWD Skills-Based Trainings for BISP Beneficiaries

The event also created awareness among the project trainees and youth on human rights, particularly women rights, to eliminate gender-based violence and gender-based discrimination.

Speakers included Mr. Mudassir Riaz Malik (Deputy Commissioner of Multan), Ms. Zahida Khan (CEO, Human Development Foundation), Zahra Zaidi (Member, Board of Directors, Women Crisis Cell Multan), and Prof. Dr. Farzana (Head of Urdu Department, Baha-ud-Din Zikriya University, Multan). The PYWD trainees and BISP beneficiaries actively participated in different segments including a Naat Recital, the Welcome Performance, as well as role plays on the importance of girls' education, gender-based violence, and skills development for women.

2. Naat Competition

The project organized Mehfil-e-Milad events at the Vocational Training Institute, Lodhran, and the Vocational Training Institute, Bahawalpur, on November 30, 2018. Mehfil-e-Milad proceedings included recitation, quizzes and debate competition amongst trainees. Total 260 participants (110 female and 150 male) including trainees, teachers and parents attended Mehfil-e-Milad events. These events provided a platform for self-expression to trainees who participated in the competition. Based on performance, the judges distributed prizes among the winners. The contest helped to spread the message of love, peace and humanity among youth and provided them with an opportunity to improve their confidence through self-expression.



Figure 1.6 A Winner trainee of Naat Competition during Mehfil-e-Melad at VTI, Bahawalpur

3. PYWD Exhibition in Lahore

The project exhibited at an event in Lahore on December 12, 2018, where the young trainees of the project met with U.S. Consul General, Colleen Crenwelge, and the Acting Provincial Director USAID Punjab, Dean Salpini.

The young graduates demonstrated their newly acquired skills in solar panel system management, blue pottery, healthcare support, and pest management.

The event highlighted the role of the PYWD project to provide employment or self-employment opportunities for youth, thus contributing to a stable and prosperous Pakistan – a key component of USAID's development strategy.



Figure 1.6.a. U.S. Consul General, Colleen Crenwelge, Acting Provincial Director Punjab USAID, Dean Salpini, and COP, Qaisar Nadeem, during the visit.

The U.S. Consul General, Colleen Crenwelge while addressing the beneficiaries shared that “she is impressed to meet the youth beneficiaries from focus districts. She appreciated the success of the trained project youth and expressed her thoughts about the USAID-PYWD project contribution towards sustainable economic opportunities through better incomes and improved livelihoods in project focus districts.”



Figure 1.6.b. Project-Trained Solar Panel Technicians During a Live Demonstration

Moreover, in her remarks, she acknowledged the considerable efforts of USAID-Punjab Youth Workforce Development project, and all stakeholders, especially the youth and their respective families to make it a success. She added that skills are a pathway to prosperity and the project’s results to empower the country’s youth are a piece of evidence to the commitment and cooperation of Pakistan through assistance of United States.

I.4. Identification and Implementation of Community Development Projects

Through Reflect Sessions, the PYWD project has identified 37 community development projects, including 21 water filtration plants, 5 solar street lights, and 10 large garbage bins and 1 small garbage bin schemes (inclusive of 35 small garbage bins) in the four target districts. **Figure 1.7** provides a summary of the identified schemes (by type and district).

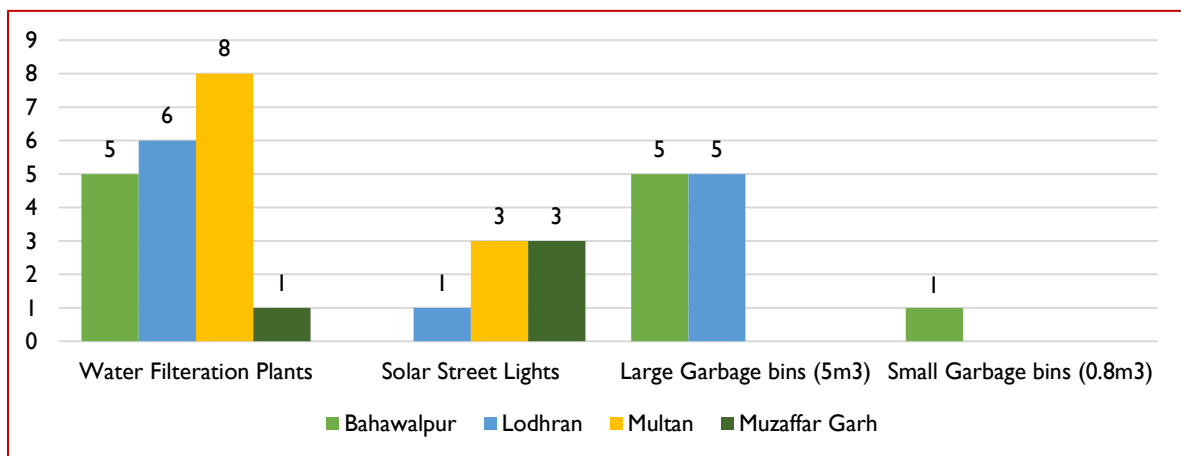


Figure 1.7. Number of Community Development Schemes Identified.

These community development initiatives were finalized through the Reflect Circle Approach, which is a participatory approach to engage the community to address their local issues through consensus building and through participation of the local government to ensure the sustainability of the schemes in future.

During this quarter, the project completed the prequalification process for the shortlisting of contractors for the implementation of these schemes and issued Requests for Proposals (RFP's) for the Water Filtration Plants and Street Lights to shortlisted contractors. The project completed the technical and financial evaluation of proposals and has initiated vetting process for the contractors of Garbage Bins.

I.5. Awareness sessions with vulnerable groups and families

The project, through awareness sessions, has reached out to ultra-poor families and women who are socially disadvantaged due to limited mobility, cultural norms, and other social barriers. The PYWD team, with the support of the local community, has increased women participation and is striving to achieve gender equality in its target beneficiaries. As of December 2018, a total of 12,463 individuals (44% females) from vulnerable groups and poor families have participated in these awareness sessions. During this quarter, the project organized 55 sessions – 26 in Multan, 6 in Muzaffargarh, 10 in Bahawalpur and 13 in Lodhran – where 1,483 individuals (35% female) participated. **Figures 1.8** provide number of participants of awareness sessions in each district.

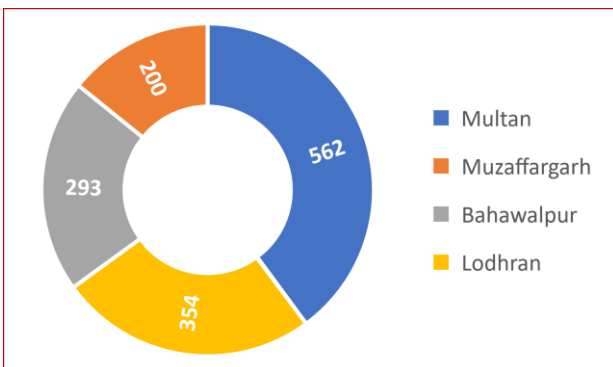


Figure 1.8. Number of Participants by District

I.6. Outreach to schools to promote vocational training

To increase the outreach of TVET to build greater awareness of technical education, the PYWD project organized exposure visits for high school students. During this quarter, PWYD organized exposure visits for 621 students (51% females) from 8 schools in the project's target districts. During these visits, students were provided an orientation on TVET institutions and participated in interactive sessions that showed the importance of skills development for economic growth. Due to NOC issues, exposure visits were not organized in district Bahawalpur. Target were achieved from District Lodhran. The NOC was obtained towards the end of quarter, and outreach activities, in Bahawalpur, will be implemented in next quarter.

Figures 1.9.a and **1.9.b** provide summary data on these outreach visits.

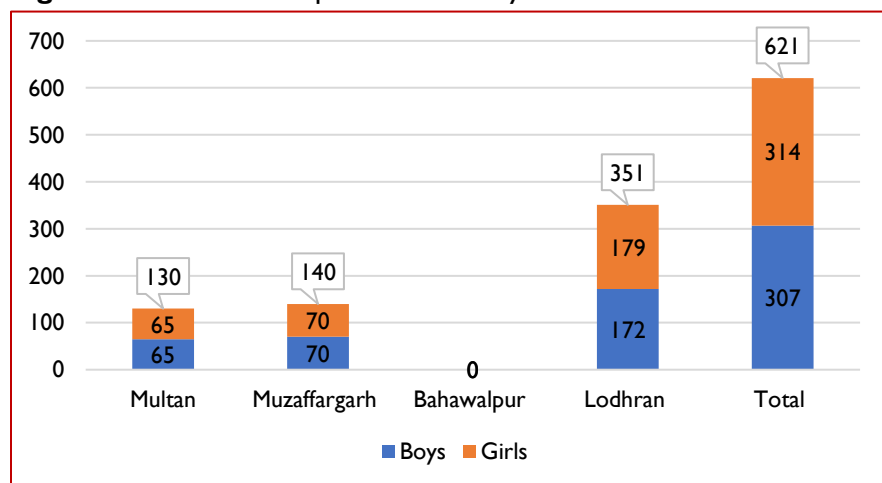


Figure 1.9.a. Outreach Participants by District & Gender

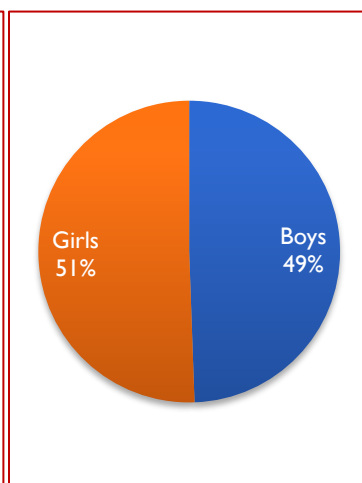


Figure 1.9.b. Gender Ratio

I.7. Media programs in focus districts

a. Radio Shows

The Project conducted a radio show to highlight the PYWD project’s role in addressing youth unemployment through its career counselling and job placement services. The show was aired on November 15, 2018 in a leading weekly Radio Show “Aap Hum Aur Behtar Zindagi” at FM101. Yasir Alam and Amir Habib, who secured jobs through the career counseling services by the PYWD project, participated in the show and talked about their experiences and about the positive changes in their lives due to the PYWD project. Mr. Faisal Shabbir, Program Coordinator, Partnership and Placement (PYWD) and Muhammad Saleem Ahmad, Deputy Manager of Operations (TEVTA), also participated in the discussion. During the show, Mr. Shabbir briefed the audience about the project’s role in providing result-oriented career counseling services to improve access, equity and employability for marginalized youth from the project’s target districts in South Punjab



Figure 1.10. PYWD Project participated in radio show in Aap, Hum Aur Behtar Zindag

b. Radio Campaign

During this quarter, the project communication team, in close coordination with the USAID DOC office, has revised Jingle, Promo, three Public Service Announcements (Radio Spots) and 4 Magazine Shows. The editing of three shows is in-process, and one show will be re-taped in the next quarter. The radio material, once finalized, will be broadcasted through selected radio channels in the target districts. The purpose of a two-week Radio Campaign is to increase awareness and promote PYWD project interventions in the four target districts of South Punjab. The radio shows will contribute to a change in positive attitudes, e.g., responsible citizenship, leadership, gender-based violence awareness, and decision-making.

District	Radio Channel
Multan	FM 101
Muzaffargarh	FM 105
Bahawalpur	FM 105
Lodhran	FM 108, FM 98

c. SMS Campaign

The project conducted SMS campaigns to increase outreach and to create awareness among youth about PYWD-supported skill-based trainings, microfinance and career counseling opportunities.

During the current quarter, through multiple rounds of SMS campaigns, 127,000 youth were reached in the project’s four districts – Multan, Bahawalpur, Muzaffargarh and Lodhran. In response, 183 calls were received through the project’s toll-free number. A log of incoming calls were documented, and individual queries and information requested were referred to relevant departments.

Component II: Institutional Capacity Building, Partnerships and Placement

Under this component, the PYWD project is building the capacity of selected Training Institutes and striving to strengthen linkages between industry and training institutes. The project has adopted a robust industry outreach mechanism to identify potential employers for On the Job Training (OJT) of unemployed youth in demand-driven trades and direct job placement. Target beneficiaries who opt for self-employment are linked with various self-employment support, including the provision of microfinance for trainees of Enterprise Development Training (EDT) programs and a toolkit to graduates of institutional TVET programs.

The project completed the solicitation, inspection, and award process for the procurement of 2,200 toolkits in December 2018, and it is preparing for a toolkit distribution plan.

Continuing its capacity building support to selected TVET institutes, the PYWD project identified six additional institutes (1 PVTC, 5 Specials Education Schools) and has initiated the due diligence process.

In eight training institutes, the project has helped establish Career Counselling & Placement (CC) Centers to provide Career Counselling and Placement support for TVET graduates. Additionally, the project is developing various innovation programs – a mobile application integrated with the National Job Portal through NAVTCC and online e-learning modules of Career Counselling courses and related integration with National Skill Information System.

Figure 2.1 provides a summary of overall achievements under this component. The following narrative describes PWYD's quarterly progress against the component activities that were planned for Y3 Q1, following the order of the Work Plan.

2.1. On the Job Training (OJT)

Through its 'On the Job Training' (OJT) program, the PYWD project is helping youth develop skills needed by industry employers and also supporting their transition into the labor market through direct employment in the same trades or similar trades. Under the OJT program, the PYWD project has identified a variety of local employers in target districts to provide direct traineeship to youth in demand-driven trades and also to provide permanent placement of the trained youth in their workplaces and/or with partners. During this quarter, 393 (10% females) youth were enrolled with three employers, one

Component Summary as of Dec 2018	
Number of youths benefited through OJTs	2,171
Number of youths placed	2,425
Number of youths received CC support	997
Number of youths placed through CC Centers	481
Number of youths benefited through Microfinance program	902
Number of Training Institutes upgraded	21

Figure 2.1. Summary of Achievement under 'Institutional Capacity Building, Partnerships and Placement'

each in the districts Multan, Lodhran and Bahawalpur. **Figures 2.2.a** and **2.2.b** show the number of OJT Trainees by District and Trade and the proportion by employer.

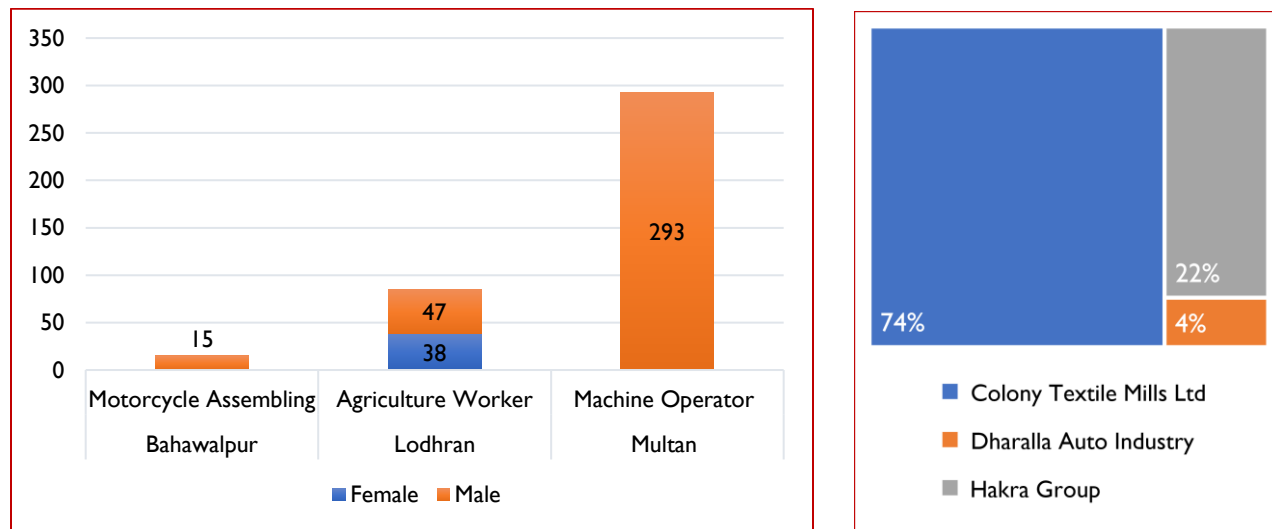


Figure 2.2.a. Number of Trainee who Enrolled in OJT District & Trade Figure 2.2.b. OJT Ratio by employer

During the reporting period, 386 trainees (28% female) completed On the Job Training and received regular employment with relevant industries – 35 in Agriculture, 322 in Manufacturing, and 29 in Services.

Figures 2.3.a. & 2.3.b show the number of trainees who completed OJT (by districts, trade) and gender ratio.

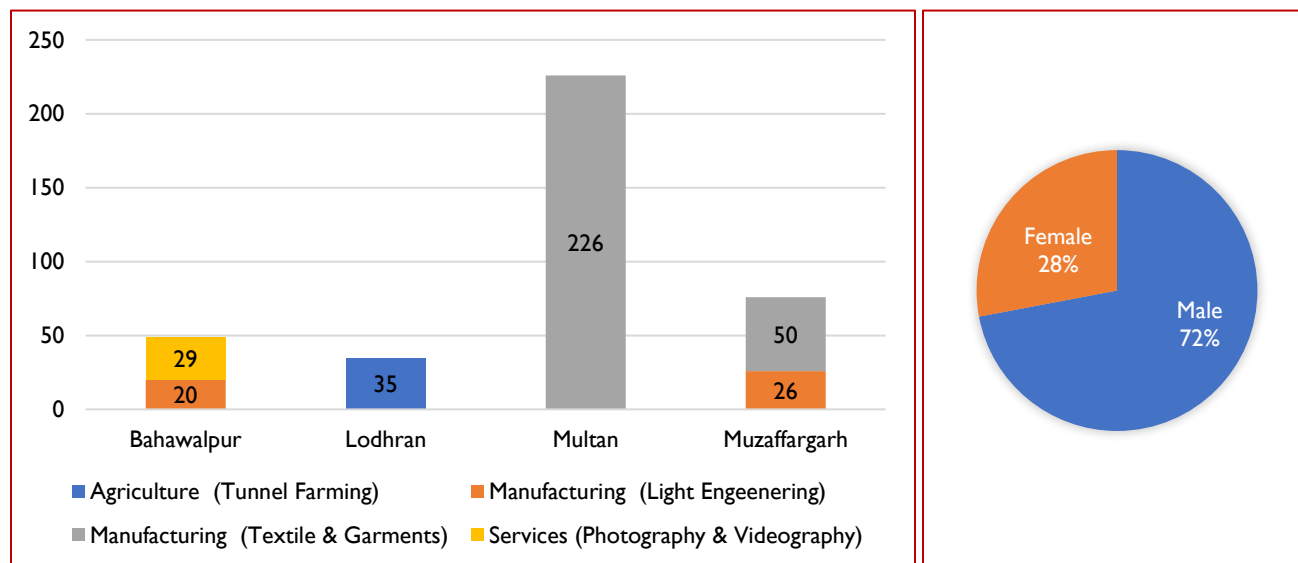


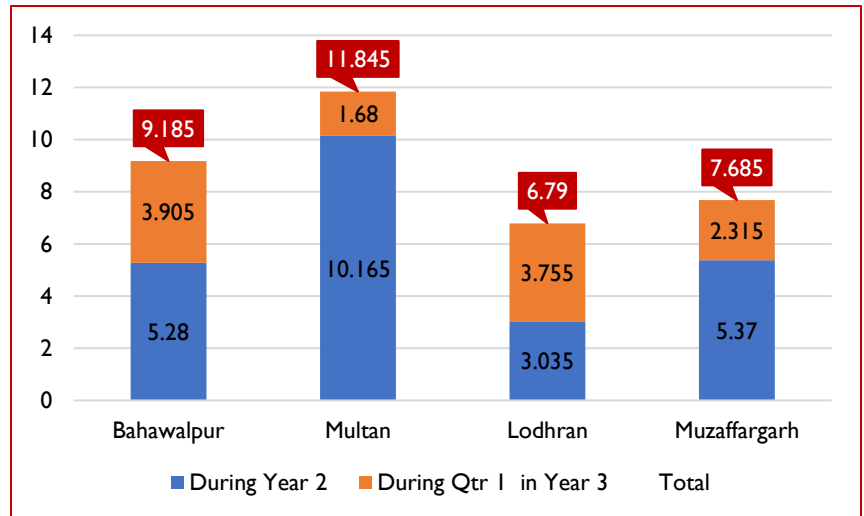
Figure 2.3. a. Number of Trainee who Completed OJT by Trades

Figure 2.3.b. Gender Ratio in OJT Trainees

2.2. Microfinance to support for youth led enterprises

Beginning in Year 2, the PYWD project, in collaboration with Akhuwat, has directly supported over 900 young entrepreneurs (27% females) in the four target districts. It has provided them with PKR 35.5 million of microfinance to start their own businesses in varying sectors. The project identified these young entrepreneurs through an intensive and grassroots-level community mobilization, provided a 5-day Enterprise Development Training, and awarded microfinance after a thorough social appraisal process undertaken through Akhuwat. The project is implementing the microfinance program on a cost shared basis – 50 % (PYWD) and 50% (Akhuwat). The average loan size, calculated as of December 2018, was PKR 39,362 per beneficiary.

Figure 2.4. Microfinance funds disbursement by district (in Million PKR)



During this quarter, 312 youth (29% female) were given microfinance to initiate small scale businesses. The summary of loan disbursements and recipients of microfinance assistance for each target district are shown in **Figure 2.4.** and **Figure 2.5.**

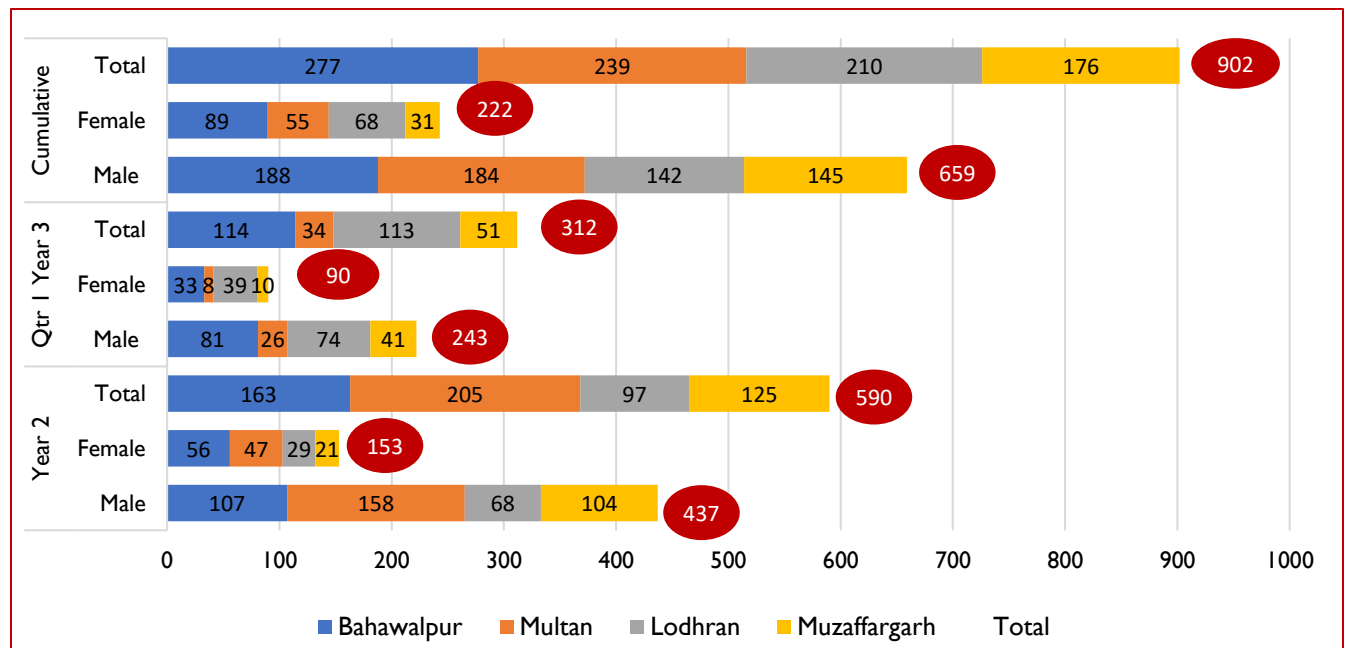


Figure 2.5. Number of Youth received Microfinance Assistance, by Gender & District.

2.3. Career Counselling Service and Linkages with Employers

Realizing the significance of career counselling and placement support to the employability of TVET graduates, the PYWD project has established eight dedicated Career Counseling (CC) Centers, two in each target district. Earlier in Year 2, the project helped equip the CC centers with the required infrastructure and trained staff. During the reporting period, 190 TVET graduates (26% female) trained by other TVET institutes, were given necessary career counselling support. Overall, as of Dec 2018, a total of 997 youth (27% females) were provided career counselling support through PYWD-established CC Centers. **Figure 2.6.a** and **Figure 2.6.b** provide data on CC beneficiaries by district and gender.

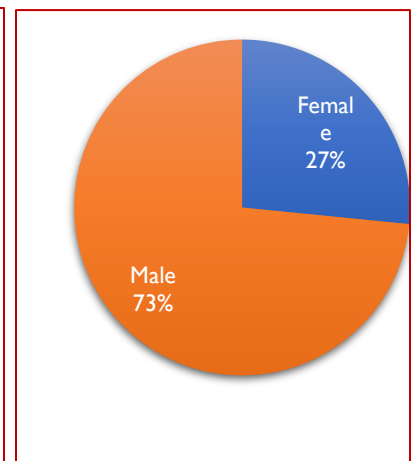
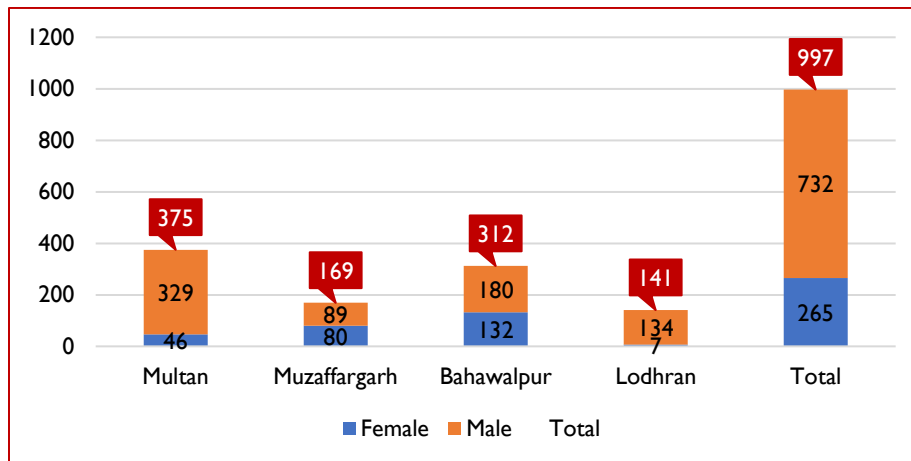


Figure 2.6.a. Number of Youth that Received Career Counseling Support

Figure 2.6.b. Gender Ratio

Job placement is another key function of PYWD-supported CC Centers, which help link students with employers. During this quarter, 255 trained youths (13% females) were given job placement support at these CC Centers. Furthermore, project team continues to identify potential employers to link with these centers and also to explore job opportunities for PYWD-supported TVET graduates. As of Dec 2018, a total of 481 trained youth (11% female) were provided placement support through PYWD-established CC Centers. **Figure 2.7.a** and **Figure 2.7.b** provide data on job placement by district and gender.

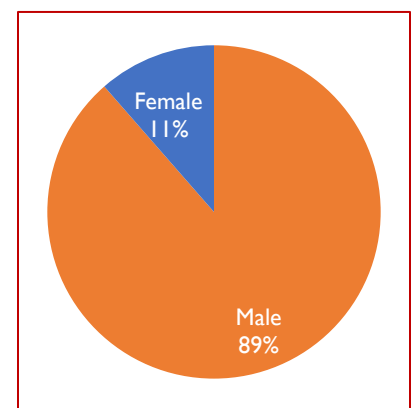
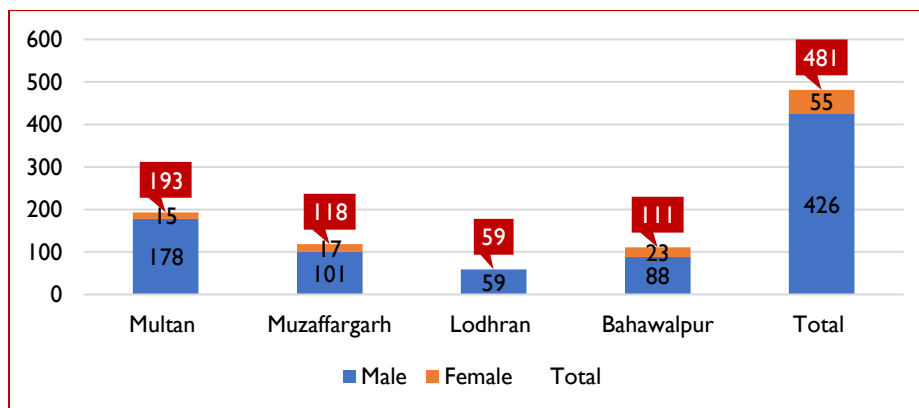


Figure 2.7. a. Number Placements by District and Gender

Figure 2.7. c. Gender Ratio in Placement

The project analyzed placement data to draw insights on the trades in demand. More than 50% of successful job placements were for Electrician/Electronic Technicians, and the remaining placements were in IT, Air Conditioner Repair, Auto Electrician, Auto Mechanic, Welder, and Motorcycle Mechanic services. **Figure 2.8** illustrates the job placements by trade.

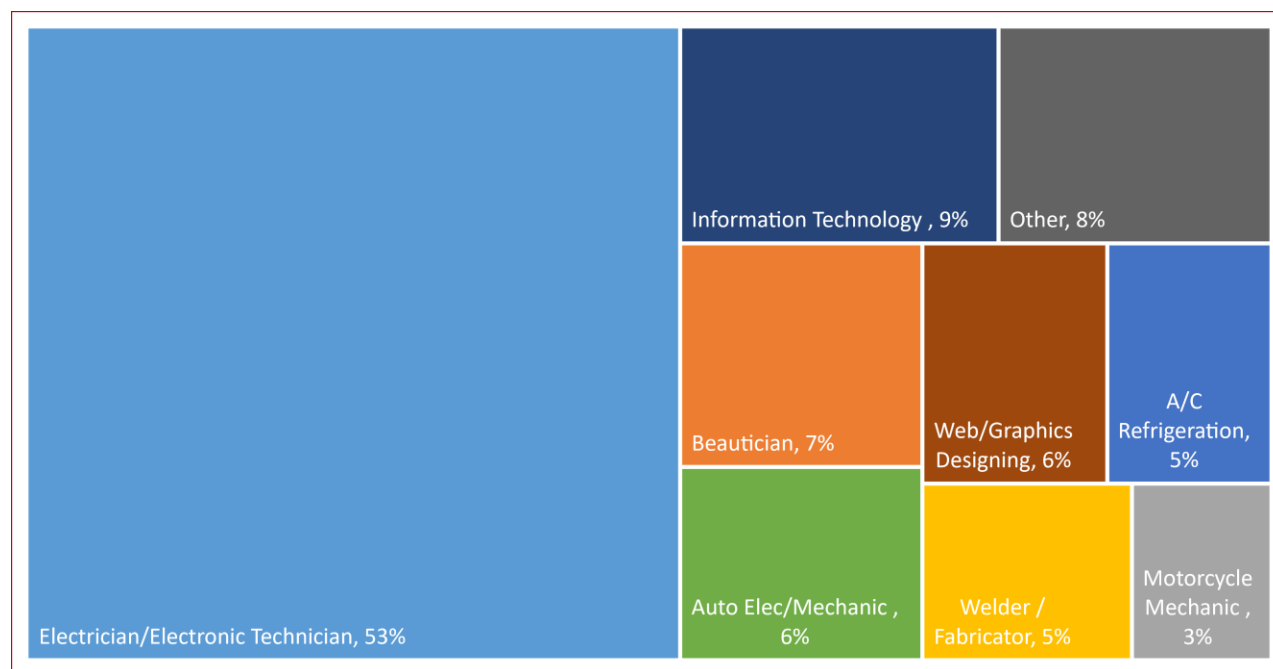


Figure 2.8. Proportion of Job Placement by Trades

Furthermore, the project undertook further efforts to identify potential employers and expand OJT coverage in target districts. During this quarter, the project identified the following four additional employers and has initiated the due diligence process.

District	Employers
Bahawalpur	1. Barkat Food Industries
	2. Multisyn, in District Bahawalpur
Lodhran	3. Skills Leader Institute
Multan	4. Allah Wasaya Textile and Finishing Mills

2.4. Institutional Capacity Building

Under Institutional Capacity Building (ICB), PYWD has conducted Institutional Capacity Assessment in 21 training institutes and developed capacity building plans for each institute. Based on the finalized capacity building plans, the project upgraded a total of 21 Training Institute through providing laboratory equipment and conducting teachers training in 21 institutes (9 PVTC, TEVTA 11, 1 Industrial Home) and supporting curricula development in 1 PVTC institute.

During this quarter, the project conducted Institutional Capacity Assessments of 6 institutes (1 PVTC, 5 Special Education Schools) based on requests received from relevant Government Authorities.

Institute	Description of Assessment
Vocational Training Center Multan	Assessment completed for solarization of institutes. Load assessments of the institute were carried out in detail followed by the initiation of vendor hiring process. The PYWD project received proposals from 10 vendors, and it is conducting a technical review of these before final selection.
Five Special Education Schools	The Assessment was completed to augment the capacity of five Special Education Schools of the Special Education Department Punjab to equip them for technical and vocational education for special needs youth. The project conducted these assessments during this quarter and then managed the bidding process for the provision of required equipment, tools and fixtures. It has received proposals; however, changes in Punjab Government’s Special Education Department have slowed down the process. PYWD is in continuous coordination with the departments and will provide the equipment and other institutional capacity building support immediately after a formal go ahead from the Special Education Department.

2.5. Development of Mobile Application for TVET youth

MOU signing between USAID-PYWD Project and NAVTTC

The PWYD project and the National Vocational Technical Training Commission (NAVTTC), the apex body at the national level to regulate, facilitate and provide policy direction in vocational and technical training signed a memorandum of Understanding (MoU) for the development of a mobile application on December 10, 2018 at the NAVTTC Head office, Islamabad.

Dr. Nasir Khan, Executive Director, NAVTTC, and Mr. Qaiser Nadeem, Chief of Party, USAID-PYWD project signed the MoU to work together for the development of mobile application.

Mr. Muhammad Masood Ahmed, Director, General Administration, NAVTTC along with Mr. Abdul Hafeez Abbasi, Director, National Skills Information System (NSIS), and Mr. Faisal Shabbir, Program Coordinator – Partnership & Placement, PYWD project, were also present at the occasion.

Contract Signing between PYWD and RIKSOF

After a thorough due diligence and procurement process for the development of the mobile application in partnership with NAVTTC, the project shortlisted RIKSOF, a private software development company. The project conducted initial coordination meetings between RIKSOF and NAVTTC to develop and formalize a detailed work plan and complete application specifications. The contract was signed on December 14, 2018, while the application development is to be completed within 3 months of the signing of the contract.



Figure 2.9. Chief of Party – PYWD project and Executive Director NAVTTC signing the MoU on December 10, 2018 at the NAVTTC Head office, Islamabad.

Component III: Access to Workforce Education and Training

Under this component the PYWD project is implementing various institutional TVET programs to expand the workforce in demand-driven trades. Youth, identified through community engagement, are linked with various TVET Programs through a comprehensive induction process.

In areas where public sector TVET providers are not available, the PYWD project, through its partner organization IRM and other private TVET providers, has introduced customized TVET trainings course on trades in-demand.

The PYWD-supported TVET programs are aligned with industry demand and focused on work readiness skills for wage employment as well as self-employment. Additionally, the project offers various other TVET programs to improve soft-skills of youth and entrepreneurship programs i.e. 5-day Enterprise Development Training (EDT) and 12-month Skills for Market Linkages programs for self-employment of youth.

During this quarter, the PYWD project completed 22 technical training courses, benefiting 920 youth (65% female) from target districts, and enabling them to acquire new in-demand skills, thus increasing employment or other income generating opportunities. Furthermore, 342 youth (28% females) completed 5-days entrepreneurship training, preparing them to acquire project-supported microfinance for self-employment.

To achieve the targets of next quarters, the project selected 24 training institutes (12 IRM, 8 PVTC, 4 TEVTA) to offer technical courses to deserving youth from the four target districts. For the selection of potential youth, the project arranged interview sessions in all 24 training institutes and it invited youth from all four target districts to take part in a rigorous selection process. Out of 758 (70% female) youth who appeared in the interviews, 639 (70% female) were selected and 36 (69% females) were put on a waiting list as backup/reserve candidates.

Figure 3.1 provides a overall summary of this component's achievements.

The following narrative describes PYWD's quarterly progress against the component activities that were planned for Y3 Q1, following the order of the Work Plan.

Component Summary as of Dec 2018	
Number of youths benefited through TVETA & PVTC Programs	2,634
Number of youths benefited through Private Institutes	850
Number of youths benefited through Enterprise Development Training (Entrepreneurship)	1,013
Number of youths benefited through Skills for Market Linkages Program (PSDF)	1,100
Number of youths benefited through Industrial Home Training	112

Figure 3.1. Summary of achievement under 'Access to workforce education and training'

3.1. Institutional Training through TEVTA and PVTC

During this quarter, 700 youth (23% female) from the four target districts have completed 6-month technical vocational training from 28 TVET institutions (18 TEVTA, 10 PVTC). **Figure 3.2.a & b** provides a summary of youth who completed TEVTA-III or PVTC-III trainings during Oct to Dec 2018.

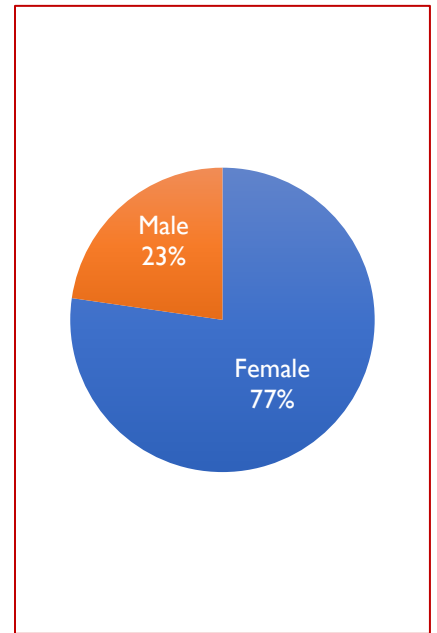
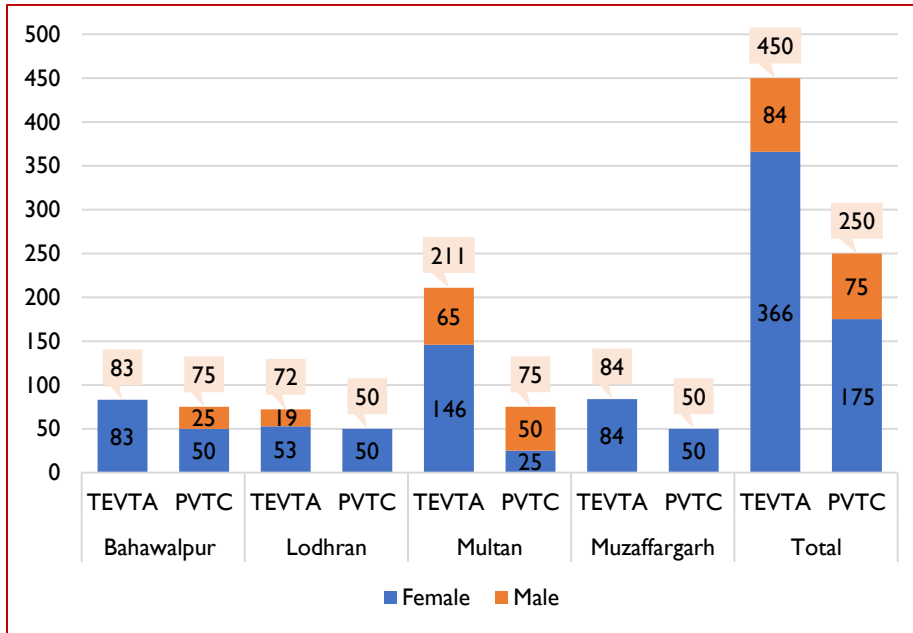


Figure 3.2a. Summary PVTC & TEVTA Graduates by District, Gender

Figure 3.2b. Gender Ratio

During this quarter, the project selected 12 training institutes (4 PVTC, 8 TEVTA) to offer technical courses in 10 demand-driven trades to deserving youth from the four target districts.

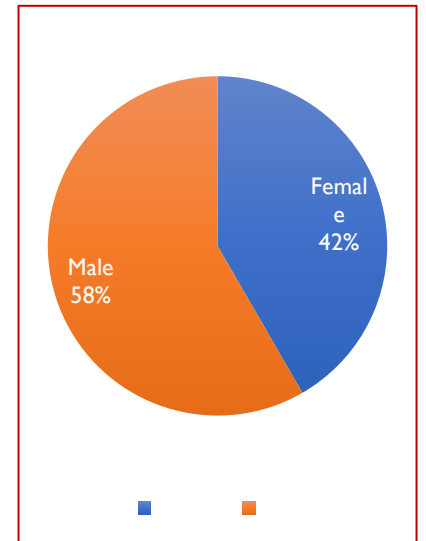
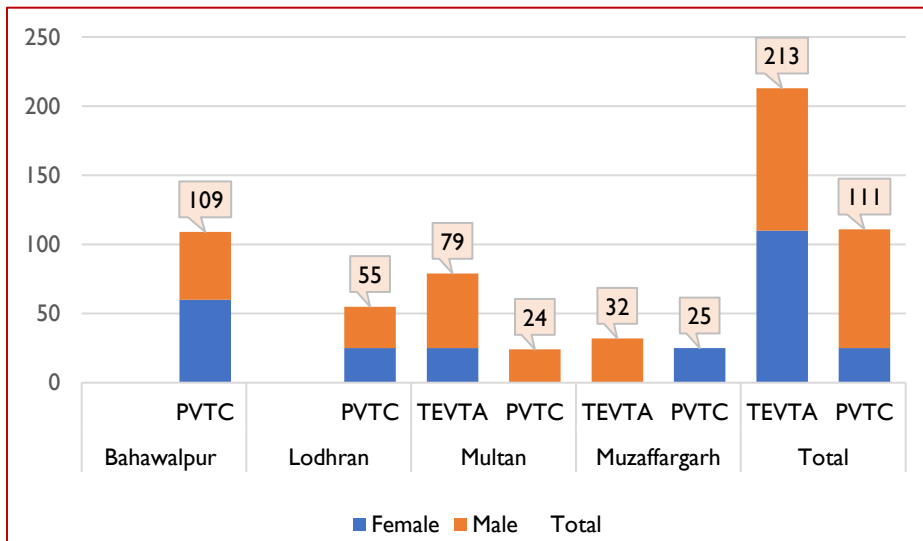


Figure 1.3.a. Summary of Youth Selected for PVTC IV & TEVTA IV

Figure 3.3.b. Gender Ratio

The selected trades include Tunnel Farming, Kashi Gari, Solar (PV) power generation, Refrigeration and AC, Beautician and Embroidery and Fabric Printing. **Figure 3.3.a & 3.3.b** provide a summary of TEVT IV, and PVTTC IV enrolment.

For the selection of potential youth, the project arranged interview sessions in all 12 training institutes and it invited youth from all four target districts to take part in rigorous selection process. Out of 397 youth (43 % female) who appeared for the interviews, 324 (42% female) were selected and 25 (56% females) were put on wait list as backup/reserve candidates.

3.2. 3-Month Training through IRM

In all four districts, there are rural areas where TVET Institutes are not available or women in those areas have limited access to TVET institutions due to distance and various social barriers. In such areas, the PYWD project, through local partner organization (IRM), has introduced 3-month customized trainings for youth. These training are more focused on women empowerment and on trades with prospects for women employability.

During this quarter, in district Bahawalpur and Lodhran, 220 (24% females) beneficiaries completed a 3-month training in seven trades – Hand Embroidery, Bridal Makeup, Khussa Making, Driving, Commercial Tailoring, Chunnri Making, Chester Making and Daycare Attendant course.

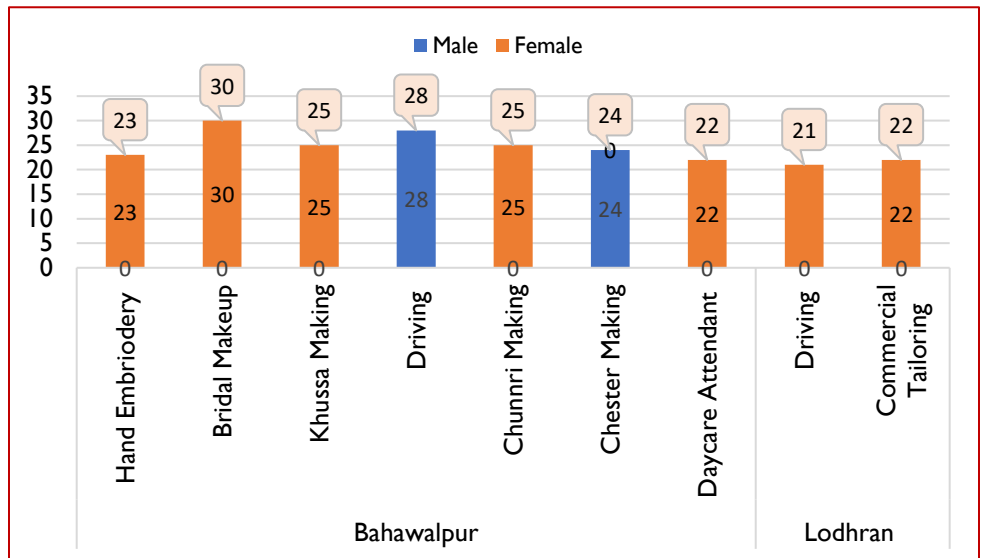


Figure 3.4. Summary of Trainee completed 3-months training

Figure 3.4 provides a summary of trainees by District and Trade.

In December, the PYWD project signed an MOU with the BISP to train around 600 young women in demand-driven trades.

During this quarter, the project selected 269 young women and enrolled them in 10 institutes in Multan and Muzaffargarh. These women will complete a 3-month course in Commercial Tailoring, Beautician, or Ada Work. The trades, selected for 3-months trainings, are focused on women employability.

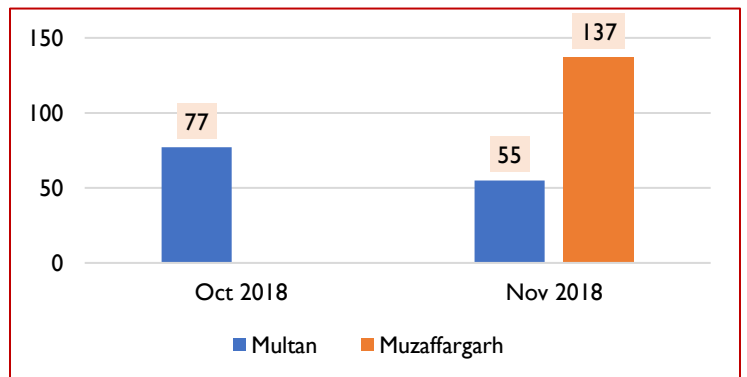


Figure 3.5. Trainee Ratio by Trades

Figure 3.5 provides a summary of enrollment in this program.

3.3. Entrepreneurship Development Training (EDT) Programs

The Entrepreneurial Development Training (EDT) Program is a 5-day entrepreneurial certificate course, designed for unemployed youth who aspire to access PYWD-supported microfinance to start their own small-scale businesses. Over the life of the project, the project has provided 1,013 youth (25% female) from disadvantaged groups intensive training on the fundamentals of entrepreneurship and the necessary skills required to initiate small businesses. During this quarter, the project organized 16 EDT programs in the targets districts – 6 in Bahawalpur, 4 in Lodhran, and 3 each in Multan and Muzaffargarh. In these 16 trainings, it trained 342 youth (28% female). **Figure 3.6** provides a summary for each month of this quarter’s training participants by district.

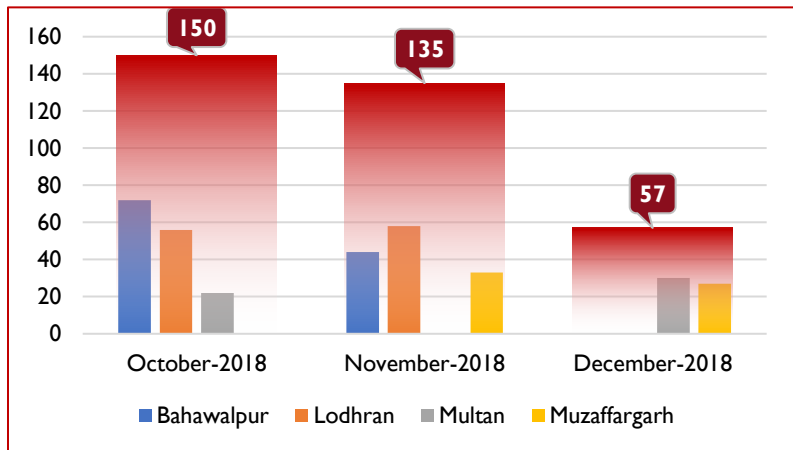


Figure 3.6. Participants of Entrepreneurial Development Training (EDT) Program

3.4. Skills for Market Linkages (SML)

Under the Skill for Market Linkages (SML) program, the PYWD project, in collaboration with Punjab Skill Development Fund (PSD), has started a 12-month course for 1,100 women in four districts. The program has three phases – a 4-month institutional training, 2-month experiential part, and 6-month market linkages to support business development or self-employment. Figure 3.7. a & b provides summary of trainees

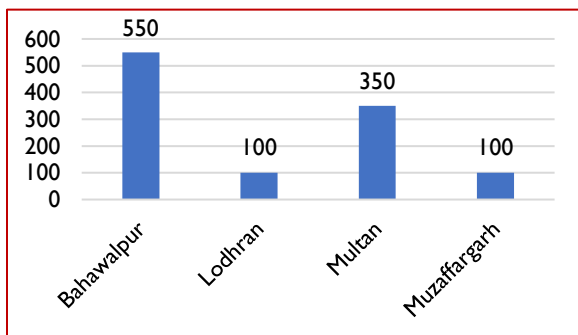


Figure 3.7.a. SML trainee by District

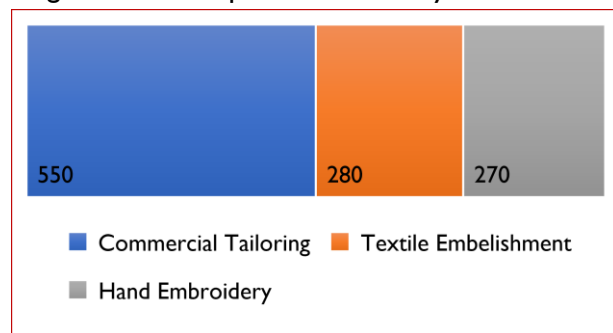


Figure 3.7.b. SML trainee by Trade

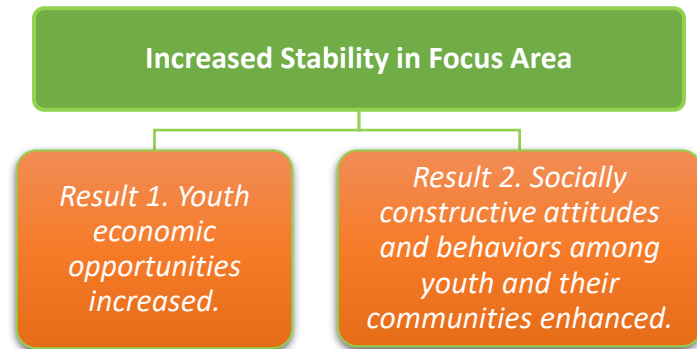
During the reporting period, the program has entered into market linkage phase, in which the project is supporting all enrolled women to develop linkages with markets at PSDF Centers. The PYWD project will distribute toolkits to all the enrolled trainees, who opt for various self-employment opportunities after completing the 12-month SML program.

3. Key Results Achieved

The results framework as outlined in the project’s Monitoring & Evaluation plan contributes to the Development Objective “Increased stability in Focus Area”. The intended results (higher level outcomes) of the project are:

Result 1: Youth economic opportunities increased.

Result 2: Socially constructive attitudes and behaviors among youth and their communities enhanced.



Intermediate Result 1: Youth economic opportunities increased

For periodic reporting purposes, the PYWD project team, through a quick follow-up survey, have collected employment & income data of youth placed followed to by OJT or supported provided through Career Counselling & Placement Centers. By end of December 2018, through PYWD project support, 2,425 (14% female) received employment including 641 youth who were placed during the reporting quarter.

Out of these 641 job placements, 386 (28% female) youth were placed followed by On the Job Training, and 481 (55% female) were placed through CC Centers. Sector wise of percentage of job placement are shown in Figure 1.

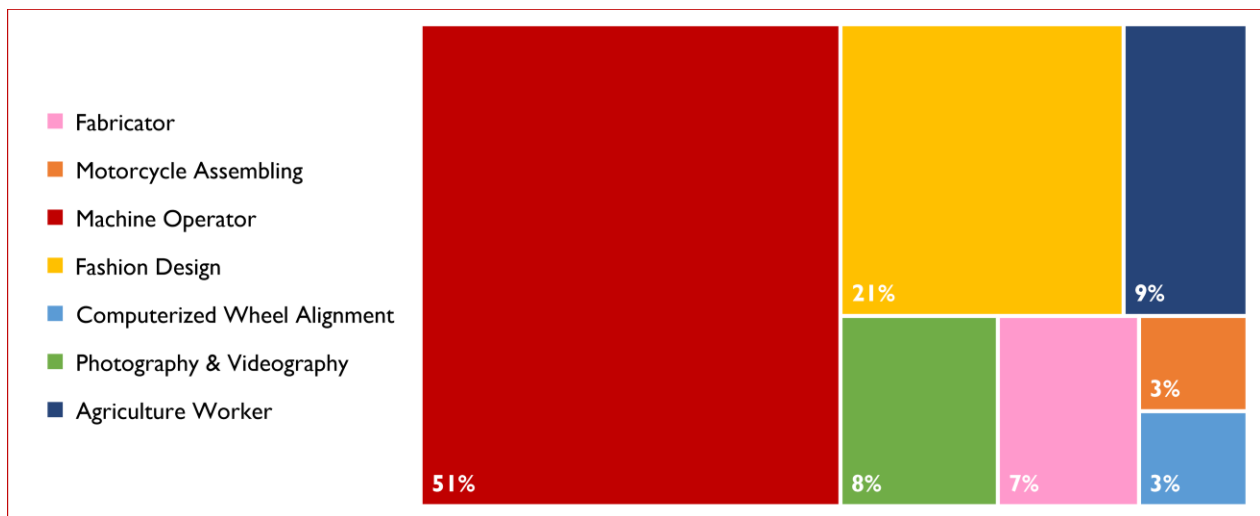


Figure 2. Proportion of Jobs by Sector/Trade

A summary of average monthly income (PKR) of youth, placed during the reporting quarter, is mentioned below:

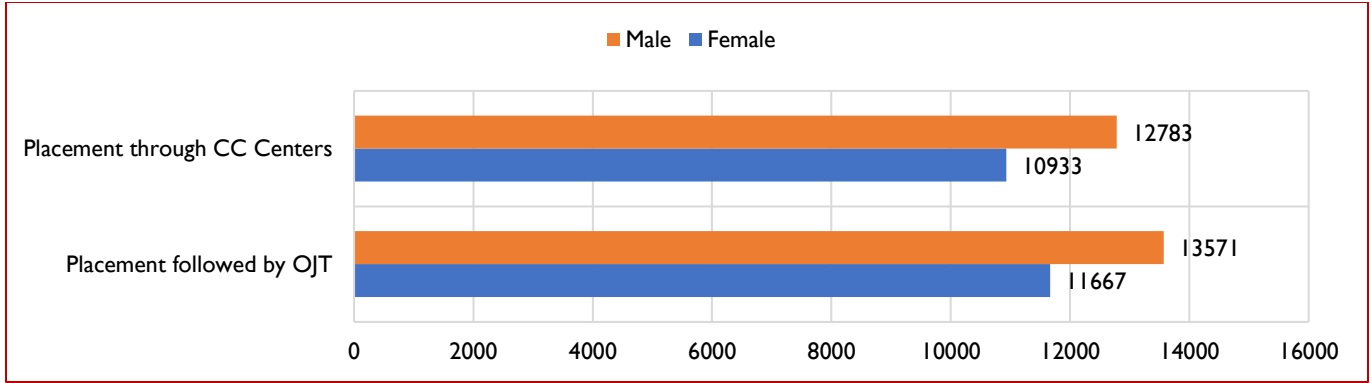


Figure 2. Average Monthly Income (PRK)

A detail tracer study was designed and being administered to measure the anticipated outcomes under Results 1 i.e. the transition of PYWD project supported trainees into labor market and increase in their monthly income (or family income) due to employment or other income generating opportunities.

Result 2: Socially constructive attitudes and beliefs among youth and their communities enhanced.

In pursuit of anticipated outcome under Results 2 - “Supporting Youth Develop Positive Behaviors and Attitudes”, the PYWD project is implementing a range of community-based activities including awareness sessions, community-based events, celebration of National & Internationals Days and media campaigns. These community engagement events are instrumental in reshaping community perception towards youth and contributing to socially constructive attitudes among youth. The project supported community events are effective platforms to raise youth awareness, resilience building, strengthen their voice, and meaningful integration of youth for social cohesion. To measure the contribution of community events, post-event feedback was collected from youth. In two events, the project collected data from 105 participants (89 female and 16 male). **Figure 2** summarized responses of youth who provided feedback after attending the two events.

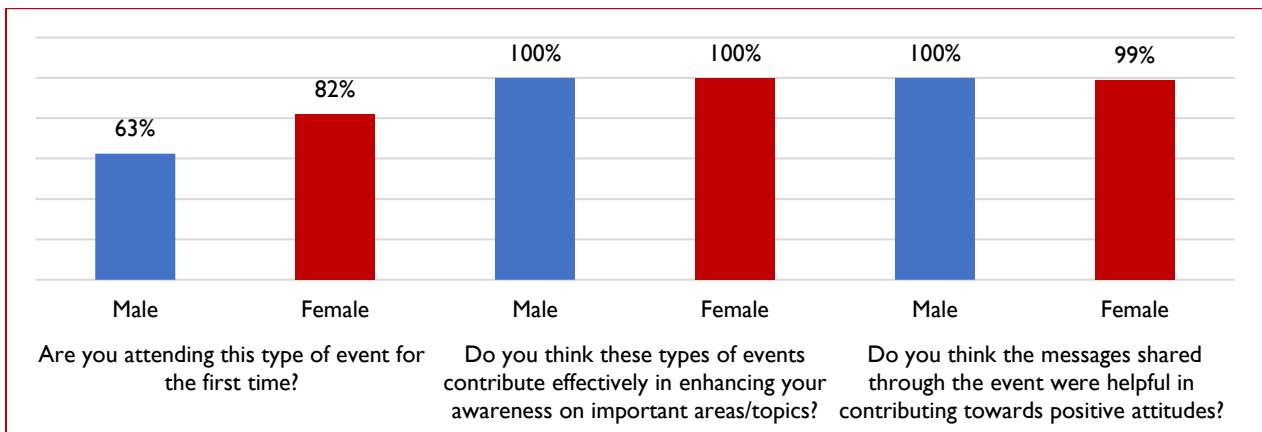


Figure 2: Participants response on youth engagement events

Marginalized females from the target districts have limited opportunities to participate in outdoor events. The feedback data revealed that, 82% of the females were participating for the first time in such events. The PYWD project is actively engaging youth, especially women/girls and providing them outdoor exposures, self-expression and collaborative learning. Majority of the participants affirmed that the events contributed toward positive attitudes.

In addition, participants were asked to rate the effectiveness of these events “as an opportunity to interact socially, learn and share one’s thoughts.” **Figure 3** shows the response broken down by gender and using a scale ranging from “0” (Poor) to “4” (Excellent). Significantly, 98% of the respondents rated these events to be “Good” or “Excellent” in giving them an opportunity for social interaction, learning and idea sharing.

As shown in **Figure 4**, almost all of the respondents expressed the need to conduct such youth engagement events on a regular basis.

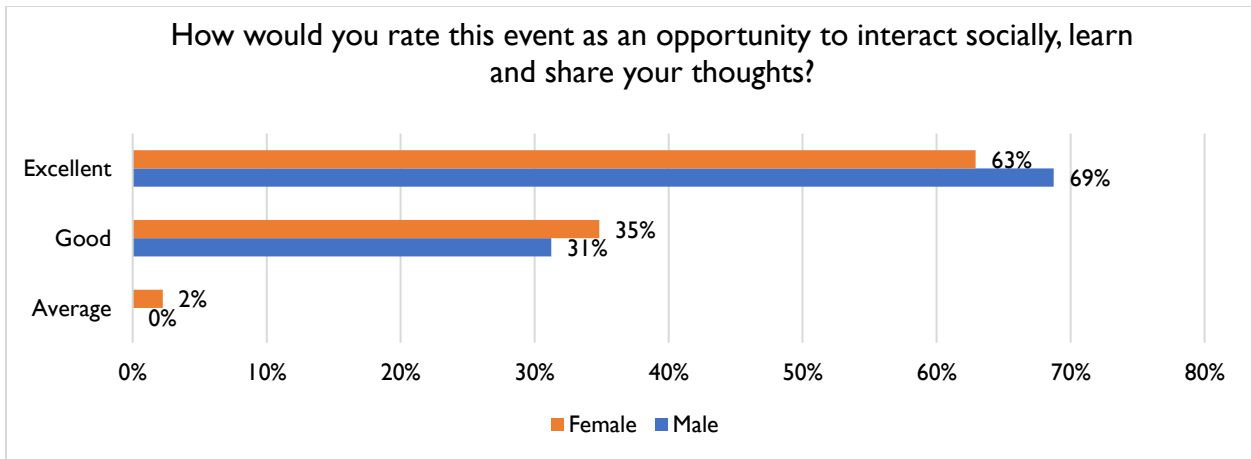


Figure 3. Participants response on Question 7 of Spot Evaluation

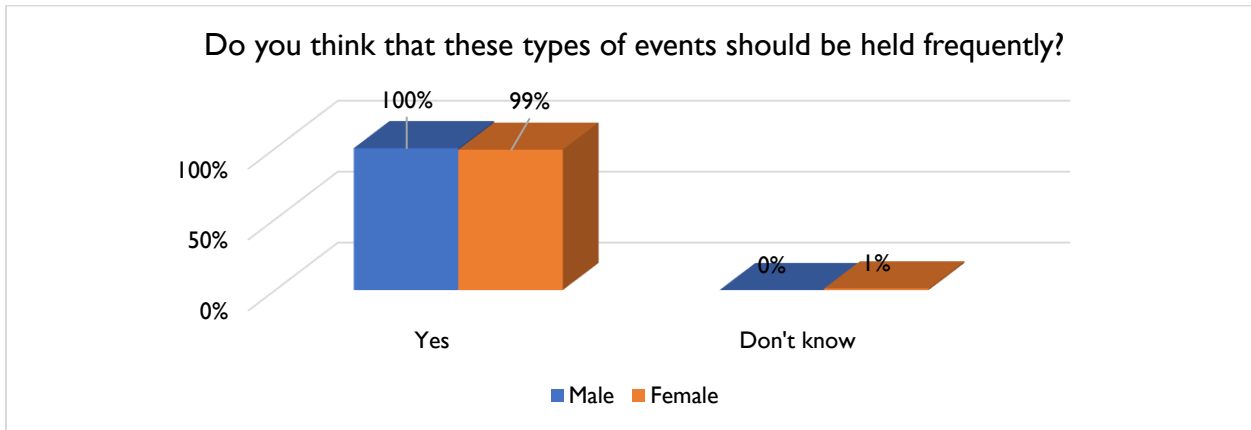


Figure 4. Participants response on Question 9 of Spot Evaluation

Moreover, youth who are receiving PYWD project supported TVET programs and given training on crucial life/soft skills needed to improve their work readiness and employability. Through pre-post assessment tool, change/shift in social attitudes of the youth as result life skills integrated was measured.

At the time of pre-test, 398 enrolled trainees recorded their responses against the four questions regarding their perception of existing levels of positivity and self-efficacy. Likewise, 340 participants responded during the post-training assessment data analysis. The participants were asked to rate their responses on a scale from 5 to 1, whereas, 5 depicts “substantial” and 1 refer as “None”.

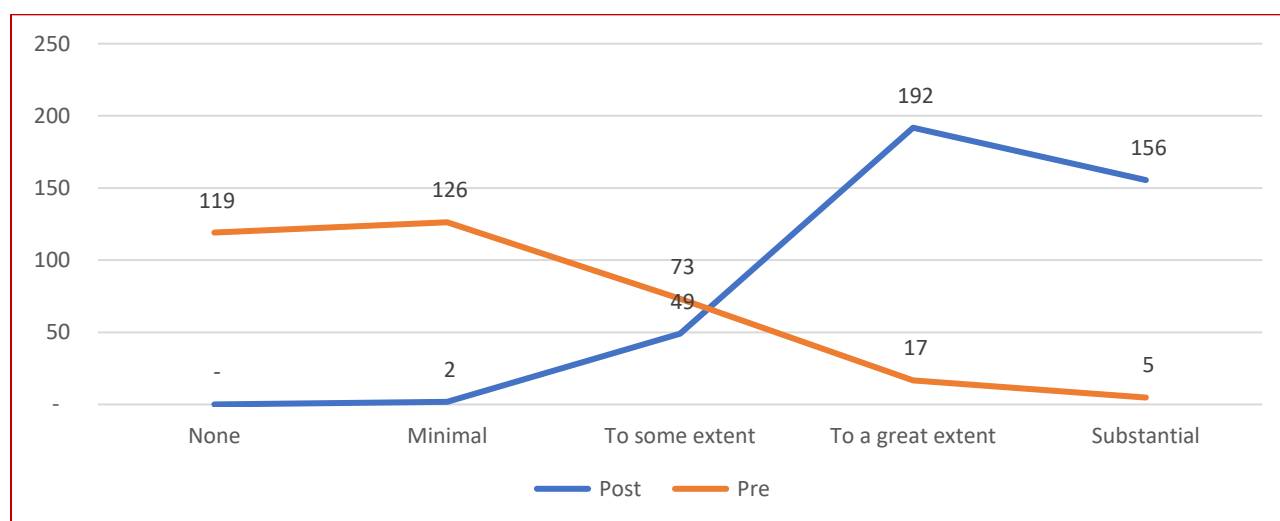


Figure 5. Pre- & Post Assessment Trend

The data revealed interesting insights related to the perception of youth after analyzing responses of pre- and post-test. **Figure 5** shows a very positive trend in how trainees perceived their role in the society indicating a clear impact of the program interventions. Prior to intervention, most trainees answered “1 = None” i.e., 119(35%), “2 = Minimal” i.e., 126(37%), while very few 17(5%) fell under the “4 = to a great extent” and 5 (1%) “5 = substantial”. Once the trainees completed their institutional training along with having exposure to project’s youth awareness campaigns, the large majority of the participants, marked 192 (48 %) “4 = to a great extent” and 156(39%) marked “5 = substantial”, signifying that they now felt more socially empowered and eager to play an active role in the society. The analysis also reflects that at the pre-test level, most of the responses fall under the lower three scales i.e., 1 to 3, which were transformed as a result of project intervention with marginalized youth and the majority of responses fall to the top two levels “4 or 5” during the post analysis.

4. Women Inclusion and Empowerment

The PYWD project is striving to achieve a target of 35% women inclusion across the programmatic interventions. As of December 31, 2018, women participation in project activities stands at 45%. This is indicative of the project’s efforts to support women, helping them to take full advantage of USAID resources through the project to start a journey that leads to their empowerment in society.

The PYWD project is supporting women to overcome the prevalent barriers of societal attitudes and cultural beliefs in the target districts, which restricts them to home-based domestic tasks. The project, through its effective social mobilization approach involving local stakeholders, is supporting women and girls break the associated taboos, which have prevented their active representation in the workforce alongside men.

Figure 4.1 provides gender ratios for each PYWD-supported intervention.

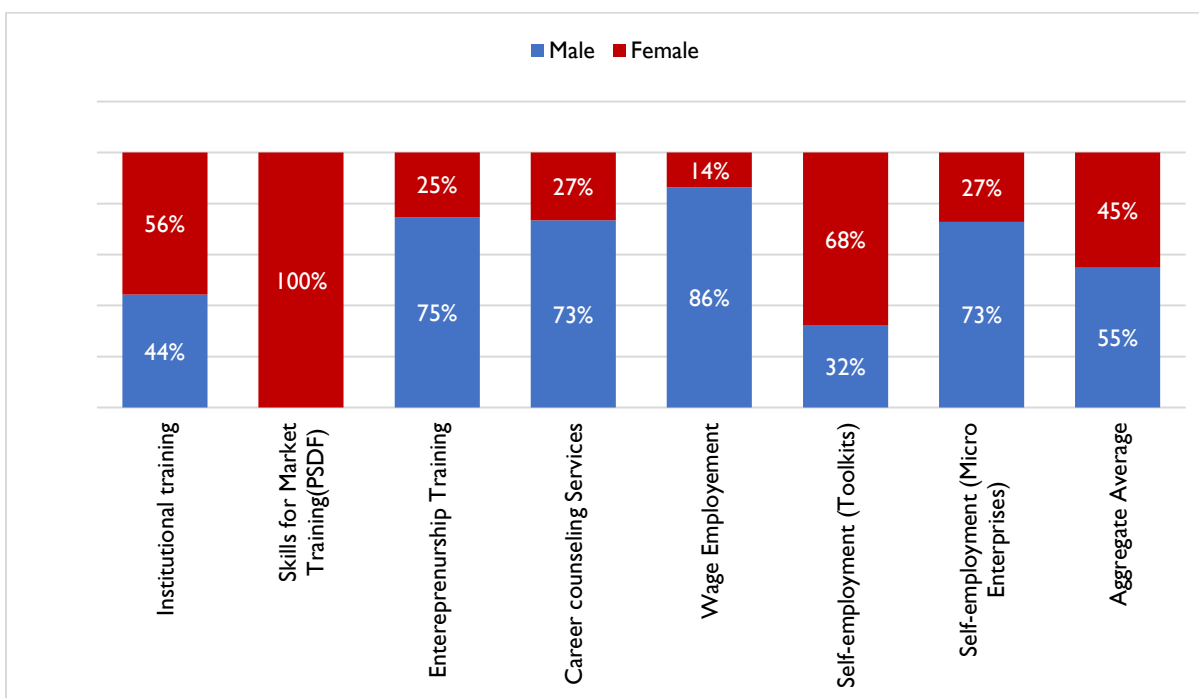


Figure 4.1. Gender Ratio in PYWD project interventions

The PYWD project’s planning and implementation approach incorporates gender-sensitive programming, based upon an equitable allocation of resources for marginalized female and male youth. The data reflects this active engagement of women corresponding to the thematic interventions of institutional training (56%), Skills for Market Linkages (100%), toolkits for self-employment (68%) and enterprise development support through microfinance loans (27%). Women in the project’s target districts are faced with many

societal and cultural challenges, limiting their access to wage employment. However, the PYWD project's community engagement and placement teams are actively pursuing employment avenues for women in both the formal and informal sectors.

5. Communication & Outreach

1. Newsletter Dissemination

Designed and developed “The Spotlight Volume II, Issue IV”, highlighting project's various activities and events during the last quarter of Year II, July-September 2018, ranging from the Celebration of Independence Day, Launch of TVET Sector Skills Gap Analysis, Green and Clean Pakistan Campaign to Inauguration of Career Counseling Center for the TVET sector.

Newsletter Volume II Issue IV

This issue of Spotlight also showcased inspirational stories of two young people whose lives took a positive turn with support from the project. Disseminated around 200 copies among national and international stakeholders and partners. Further, it was uploaded on the USAID DOC page for wider dissemination.

2. Monthly Factsheet

Monthly Factsheet were prepared and shared with USAID.

3. Success Stories

During the reporting quarter, the following two success stories were

- a. Helping Najma Break the Glass Ceiling
- b. Nothing Succeeds like Success



I. Helping Najma Break the Glass Ceiling

“This OJT training under USAID-PYWD Project has really transformed my life, personally and professionally. My biggest relief is that I am financially independent now. I receive immense satisfaction from seeing my parents and siblings smile by becoming a major financial support to my beloved family”.



Najma Razaq, District Multan

With improved confidence and resolve to face any setback in her career, Najma wants to become a successful entrepreneur and a role model for her peers.

20-year old Najma Razaq belongs to a sidelined family of District Multan. Her parents are ice sellers and it was very difficult for them to bear the household chores within the meagre earning. The impoverished family had been wondering every day, do they had enough money to provide two meals a day to suffice their needs? Pursuing their aspiration to attend school has always been unfulfilled fantasy for Najma and her siblings (2 sisters and 1 brother).

Being eldest daughter in the family, Najma knew that she would have to step forward to support her parents change the living conditions of her family. During the course of time, she heard about USAID-Punjab Youth Workforce Development (PYWD) PYWD-Project from Aashiyana Development Organization, a community organization (CO). The CO representative told Najma about the available opportunity of On-the-Job (OJT) training at Brightways Enterprises, initiated in collaboration with USAID-Punjab Youth Workforce Development (PYWD) Project.

The USAID-Punjab Youth Workforce Development Project has designed innovative training and employment models for sustainable youth employment. Among these is on-the-job training and placement with relevant industries. The project identifies and establishes linkages with institutions and industries that offer on-the-job skills and vocational trainings and hire trainees on jobs after the completion of training programs.

Brightway Enterprise is a Multan-based firm providing services in textile industry such as designing, stitching, garments accessories, and shoe embellishment to the local and national clientele. USAID-PYWD Project team partnered with Brightway Enterprise to enroll 80 females for 3-month on-the-job training and 2-month job placement in trades including domestic tailoring, embroidery work and shoe embellishment. The project team mobilized youth from four districts and linked them with Brightway Enterprise.

Najma grabbed this opportunity hurriedly and joined 3-month hands on On-the-Job Training (OJT) in Adda Work, organized by Brightway Enterprise. During her OJT, she used to receive 1500 stipend per month by the PYWD project. The stipend helped her manage her transportation expenses to and from the training center. During OJT she manifested brilliant learning competence and enduring hard work. As a recognition of her adopting capabilities and constant efforts, she was offered a full-time job at the same place (Brightways Enterprises). She is happily employed and receiving a salary of 10,000 per month. Now with her saving, she is able to purchase her own wooden frame to start her personal embroidery set up for Adda Work.

With improved confidence and resolve to face any setback in her career, Najma wants to become a successful entrepreneur and a role model for her peers.

2. Nothing Succeeds like Success

“The USAID-PYWD project helped me find my career path, where I recognized my abilities and sharpened up my core skills. With continuous hard-work and perseverance, I learned to develop my technical and soft skills and earn a respectable livelihood for me and my family”.



Salman Ahmad, Tehsil Yazman, District Bahawalpur

“A driven self-made Youngman who, turned around his fortune through continuous hard work and believing in himself. He is a source of pride to his parents, happiness to his siblings and inspiration to his family and friends”.

Despite of hinderances and countless obstacles, life gives you the chance to gear up and move forward. This is how Salman Ahmad made up to success by remaining focused and persevere towards his learning. He belongs to an under-privileged family of Tehsil Yazman, District Bahawalpur. His father, a harvester by profession wanted him like many other parents to become an educated and established person. But it was very difficult to manage the bread and butter for the family and provide for the better education of Salman and his three siblings within a low income. Sustaining all the hurdles, Salman completed his 3-year Diploma course in Mechanical from Government Technical Training Institute, Yazman.

He strived hard for several months, in the quest of job but could not get a positive response from any side. In one such dismal evening, Ahmad came to know about the USAID-Punjab Youth Workforce Development (PYWD) Project’s free of cost technical and vocational training programs, aimed at transforming livelihoods of marginalized youth through increased income opportunities and socially constructive attitudes. Getting inspired, Salman took it as an opportunity to shape up his fortune and got enrolled in 3-month diploma course of Motorcycle Assembling at Dharala Auto Industry. The hands-on on-the-job (OJT) training helped him refresh the technical knowledge, he acquired during his 3-year diploma in Mechanical and exert his newly gained technical skills.

The USAID-Punjab Youth Workforce Development (PYWD) project engages public-private partner organizations and the business community to provide skills trainings to 10,000 youth (including 35% females), aged 16 to 29. The project has designed Innovative training and employment models for enabling sustainable youth employment. On-the-job training and placement at industry is one such model, which enables young trainees learn the market-driven skills and get hired by the employers after the completion of training programs. This is how, the project is addressing the unemployment concerns among youth and dearth of skilled workforce to the industry.

Besides gaining technical knowledge and skills, Salman used to receive PKR. 10,000 per month stipend during his OJT at Dharala Auto Industry. Upon successful completion of the training, he was offered full-time employment in the same industry and was thus, hired on PKR.12000 per month. Salman Ahmad’s hard work paid off, and within a short time, he got a full-time job offer as “Quality Inspector” at Eiffel Industry in Kasur. Salman is now earning PKR. 15000 and entitled other job benefits including workers residence, medical and two meals per day.

6. Monitoring, Evaluation & Learning

Monitoring, Evaluation and Learning (MEL) is central to the PYWD project's continuous quality improvement through generating analysis and learning that can inform program adjustments. MEL is embedded into the PYWD program planning and delivery cycles. The PYWD project uses a participatory MEL approach to assist the management in timely decision-making and course corrections.

The PYWD project team understands that achieving program target outputs and outcomes is critical to ensure that the program reaches its goals and targets. The MEL team is involved in measuring short and long-term impacts of project interventions to ensure that the project beneficiaries and activities are accurately recorded, traced, and reported; causal relationships between the activities and the outcomes are identified and reported; data is disaggregated, as appropriate, with respect to age, gender, location, trade, etc.; and post-training outcomes of trained youth are evaluated (i.e., self-employed or job placements). The MEL team used the following methods to assess the short-term results:

Field Monitoring: As part of the program design, four MEL Field Coordinators conducted periodic monitoring visits to all projects sites and supported the program team in program data collection and data management. Under the guidance from the MEL unit from the head office, they have established a robust monitoring mechanism, which will ensure that the program activities are aligned and on track. They utilized different MEL tools i.e. Aware Session Monitoring Checklist, Reflect Circle Monitoring Form, Training Institute Monitoring Form, OJT Monitoring Form, Pre/Post Test Form, and SPOT Evaluation Form, to monitor project activities according to the MEL plan to ensure effectiveness of activities related to community engagement, training and placements. They conducted monitoring visits to various community engagement events/awareness sessions and validated the selection process of 20 interviews for shortlisting youth for project trainings. Additionally, they conducted 38 monitoring visits to different project training institutes to monitor the quality of training delivered to project trainees. The MEL field team also visited seven employers to assess the quality of Apprenticeship/On the Job Trainings to project youth. In upcoming quarters, more focus will be on monitoring placement data, consolidation of program data on MIS, monthly progress reviews and tracking of data to remove inefficiencies.

Spot Evaluations: The MEL team periodically conducted spot evaluations to assess the change in behavior of youth after participation in community support events and sessions. They conducted feedback sessions with beneficiaries to evaluate the effectiveness of the activity and shared recommendations with the program team for future improvements. Post-event feedback data was collected through M&E administered forms (SPOT Evaluation) to measure the perceptions of participants regarding improvements in socially constructive attitudes and beliefs among youth and communities and analyzed the data in SPSS software for progress reports. During this quarter, the team conducted 105 Spot Evaluations with participants in the launch event for Skills-based Training of BISP beneficiaries, and community events.

Post Assessments: The MEL team conducted a comprehensive exercise of post-assessment of completed training. The purpose of the assessment is to collect data from all enrolled trainees about their feedback on the effectiveness of the training in terms of knowledge and skills acquired in the trades by

trainees. The MEL team team already conducted Pre-Assessment of trainees before commencement of classes in all trades.

During the current quarter, the Post Assessment was conducted with 398 trainees, who completed 6-month TVET program from TEVTA's institutes. This assessment shows major changes in technical and social knowledge of the trainees. Assessments forms of all trainees are entered on SPSS software for analysis, and statistics were utilized to gauge the effectiveness of trainings.

Field Monthly Work Plan:

The MEL team emphasizes the proper planning of activities at the field level to ensure timely accomplishment of assigned tasks of project staff. At district offices, field M&E team collected, consolidated and tracked weekly plans for each technical component. On monthly basis, the MEL team cross-check the actual implementation of work plans and provides recommendations for corrective actions.

Monthly/Quarterly Progress Tracking of Program Components: To track the overall project progress, the MEL team conducted monthly progress tracking of program components and shared the results against the MEL plan in the monthly progress review meetings in the presence of all the program team, the COP, and the COR. They placed emphasis on tracking outputs in line with monthly targets. The MEL team also identified activities lagging against targets and the program team discussed challenges faced during the implementation of activities. After detailed deliberations and feedback, corrective actions were sorted out for future improvements.

Other Work Done: Besides routine activities, the MEL team also supported the communication team to capture success stories and feature stories. Similarly, the MEL team developed Urdu script for the questionnaire for tracer survey and rolled out the tracer survey in their respective districts. They also conducted orientation sessions with all field staff to initiate tracer study.

7. Learning through key challenges faced and solutions adopted

During the reporting period the project adopted timely solutions to address various challenges faced and deterring the smooth implementation of the project activities in field.

Key challenges and solutions adopted are mentioned below:

Challenges	Solutions proposed/implemented
Despite of having industrial demands, youth were reluctant to take part in traditional trades like carpentry, welding etc.	Through mentorship and additional counseling support, youth were motivated to enroll in traditional trades. The reinforcement through community engagement team helped to retain youth in traditional trades.
Due to NOC issues, exposure visits of Higher School students to training institutes were not organized in District Bahawalpur.	The PYWD Project team continuously followed-up with relevant Government offices and obtained NOC for outreach session in Bahawalpur. Outreach target were achieved from District Lodhran. In next quarter, outreach visits will be implemented in Bahawalpur.
The schemes under community development initiatives, were not implemented due to delays in procurement i.e. delays in solicitation, queries from vendors and lengthy assessment process.	Timelines are revised to achieve target through parallel implementation. Moreover, vendor's queries were timely addresses to speed up issuing purchase orders.
Trainees were not happy with lower stipend amount and reported disparity in stipends given to trainees by PYWD project and other public sector TVET providers. In PYWD supported training, Rs. 1,500 monthly stipends are given to trainees, who meet 75% attendance criteria. The amount is not enough to meet monthly travel cost, and stipend amount is not competitive as compare to stipends given by other TVET providers. In other National Vocational and Technical Training Commission provided trainings, Rs. 3,000 is given as monthly stipends for each trainee.	Project has motivated youth, through counselling support, placement support and direct mentoring. The stipend amount can't be increased at this stage however the provision of toolkits has further motivated trainees to complete trainings.

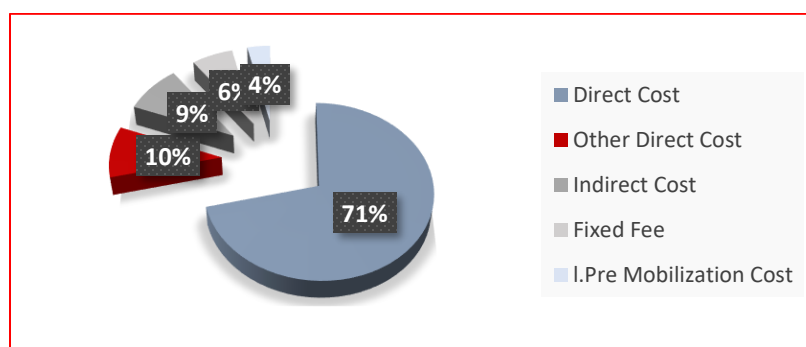
8. Financial Updates

The detailed financial report reflecting the expenditure vs. budget in US Dollars is shown below:

Budget Heads	Budget vs. Expenditure in USD		
	Approved Budget	Expenditures Till 31 Dec 2018	Remaining Budget
Direct Labor	\$ 10,424,762.53	\$ 4,390,274.41	\$ 6,034,488.12
Indirect Cost	\$ 1,129,118.26	\$ 557,764.17	\$ 930,034.89
Other Direct Cost	\$ 1,487,799.06	\$ 593,739.02	\$ 535,379.24
Fee	\$ 685,879.05	\$ 400,450.63	\$ 285,428.42
Pre-Mobilization	\$ 220,235.00	\$ 220,235.73	\$ (0.73)
GRAND TOTAL	\$ 13,947,793.90	\$ 6,162,463.96	\$ 7,785,329.94

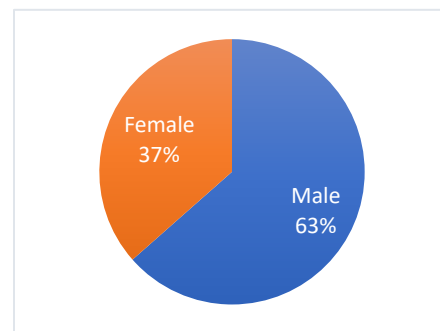
The following graph reflects an overview of the expenditures (in US Dollars) against the PYWD Program from 20 May 2016 to 31 Dec 2018. An expenditure of US \$ 6,162,463.96/- was made against the ongoing activities.

Head-wise expenditure break-up in percentage terms



9. HR Updates

During the reporting quarter 10 staff (9 Male, 1 Female) joined the PYWD Project Out of these 7 were issued Long-Term Technical Assistance (LTTA) contracts and 3 were issued Short-Term Technical Assistance (STTA) contracts. The staff turnover remained a challenge as three staff left (2 LTTAs, 1 STTA) during the month of October and December 2018. Out of 63 staff, 23 are females.



Detail of list newly joined and outgoing personnel is mentioned below:

New Hiring during the reporting quarter

S. No	Position	Name	Joining Date	Status
1	Partnerships, Placement and ICB Advisor	Tahir Najeeb	9-Oct-18	STTA
2	Partnerships, Placement and ICB Specialist	Muhammad Umer Arfi	8-Oct-18	LTTA
3	Office Support/Cleaner	Imtiaz Ali	22-Oct-18	LTTA
4	Program Implementation Support Consultant	Ismat Ara Niazi	5-Nov-18	STTA
5	Microfinance Specialist	Raza Shah	5-Nov-18	LTTA
6	M&E Manager	Sher Bahadur	8-Nov-18	LTTA
7	Civil Engineer	Muhammad Usman Khalid	5-Nov-18	STTA
8	Driver	Khurram Shahzad	15-Nov-18	LTTA
9	Training Coordinator	Aziz Ur Rehman	28-Nov-18	LTTA
10	Voucher Examination Specialist	Ahmed Javed	10-Dec-18	LTTA

List of outgoing staff

S. No	Position	Name	Leaving Date	Reasons
1	Micro Finance Specialist	Muhammad Abdul Basit	Oct 25, 2018	Resigned
2	Community Mobilizer	Fozia Bibi	Dec 27, 2018	Resigned
3	Civil Engineer (STTA)	Wajid Hussain Channa	Oct 31, 2018	Contract Ended

10. Annexures

Annex A. Progress Against the Workplan

Activities	Year 3 Target	Targets Quarter (Oct-Dec 2018)	Progress Quarter (Oct-Dec 2018)	Cumulative Progress as of December 31, 2018	Remarks
Component I: Community Engagement					
Identify & engage existing COs and stakeholders, setup meetings and conduct 1st dialogue	22	11	25	247	COs and local-level stakeholders were engaged for expansion into new Union Councils.
Signing Resolutions/MOUS with COs	22	11	25	247	- do -
Conduct consultative meetings with selected COs, stakeholders and community members in four districts	22	11	25	247	- do -
Conduct district level events	13	4	3	27	Two events on Mehfil-e-Naat and 01 event on Inauguration of Skills based Trainings for BISP beneficiaries during the quarter.
Participation in district level events from youth trainees & youth identified through community	1,830	615	1,015	5,785	Target was achieved more than planned, 1015 (751 female & 264 male) beneficiaries & community members participated in 3 events.

Activities	Year 3 Target	Targets Quarter (Oct-Dec 2018)	Progress Quarter (Oct-Dec 2018)	Cumulative Progress as of December 31, 2018	Remarks
Formation of REFLECT Group through finalization of members	16	12	-	22	After completion of vetting and award process, RCs will be formed for the community projects identified by local Government.
Conducting sessions with REFLECT Group/Circle members	38	22	-	44	The procurement process is in progress but during implementation of these identified projects, consultative sessions will be conducted for ensuring community ownership and sustainability of the schemes.
Implementation of consensus-based schemes/ community projects	38	4	-	-	The contract will be awarded in next quarter and Implementation of community development projects will be initiated accordingly
Conduct awareness session at community level(esp. reaching out to families of female youth for their participation in offered training)	2,600	1,800	1,483	12,463	Youth in target four districts were mobilized and engaged for participation in awareness sessions.
Identification of Schools and orientation meetings with school management	16	8	8	28	8 new schools identified during the quarter for exposure visits of students
Arranging exposure visits of school students to	800	400	620	1,631	Achieved more than target and the remaining target will be covered in next quarter

Activities	Year 3 Target	Targets Quarter (Oct-Dec 2018)	Progress Quarter (Oct-Dec 2018)	Cumulative Progress as of December 31, 2018	Remarks
vocational training institutes					
Using both print & electronic media to provide coverage of youth community service projects and cultural events	15	3	1	6	Arranged media coverage of Launch Event of Skills-based Trainings for BISP Beneficiaries in 8 newspapers and the other two events of Mehfil-e-Naat were not covered due to security concerns
Identification of vulnerable and marginalized youth in focus districts for enrollments	3,000	2,000	1,456	12,992	1456 (female 506 & male 950) youth were identified during the quarter.
Implementation of SMS campaign	1	1	1	1	One SMS campaign was roll out in this quarter covering 1,30,000 Audience.
Component 2: Institutional Capacity Building					
Establishment of Career Counseling Centers	-	-	-	-	08 CC Centers were established during Year 2
Training of TIs staff in Career Counseling	16	-	-	43	The TI staff training of 43 was completed in Year 2
Support to trained youth through CC services	1,193	700	190	997	190 unemployed youth (50 females and 140 males) were given CC services. The focus during the quarter was on placement of the youth already received CC services in the previous quarters. This target will be achieved in the next quarter.

Activities	Year 3 Target	Targets Quarter (Oct-Dec 2018)	Progress Quarter (Oct-Dec 2018)	Cumulative Progress as of December 31, 2018	Remarks
Youth linkage with employers for placements	774	387	255	481	255 unemployed youth (42 females and 213 males) were placed on Jobs with employers during the quarter. PYWD project claims placement only when received employment letters as MOVs from Employers. Placement around 100 plus have been done, however MoVs are still awaited. Targets for placements will be completed by June 2019.
Trade-wise gap analysis conducted	15	5	5	26	In-depth capacity assessment of 05 government institutes was conducted.
Development of institute-specific capacity building plan to target critical gaps	15	15	5	26	ICB plans for the targeted institutes to be finalized in next quarter.
Provision of machinery and equipment to finalized training institutes	17	2	-	21	Assessment of 5 special education institutions are conducted followed by ICB plans preparation, however awaiting final request letter from special education department to provide required machinery and equipment.
Develop a cadre of master trainers	77	33	-	77	Planning is done, however it will be implemented in February 2019.
Component 3: Access to Workforce Education and Training					
Enrollments with Institutes for skills development training	1,125	625	425	3,596	Enrollments with 175 youth with TEVTA-IV &250 youth with IRM, the reaming target will be completed in next quarter.
Enrollments in partnership with PSDF for “Skills for Market Linkages Program”	1,100	-	-	1,100	This training is ongoing

Activities	Year 3 Target	Targets Quarter (Oct-Dec 2018)	Progress Quarter (Oct-Dec 2018)	Cumulative Progress as of December 31, 2018	Remarks
Enrollments in Apprenticeship with Employers for “On the Job Training Program”	1,320	540	433	2,171	For due diligence and process improvement, enrollment in one of the employers i.e. Colony Textile Mills was stopped for couple of months, which is now re-initiated. Trust to achieve the previous and extended targets in next quarter
Provision of Entrepreneurship training to selected youth	329	300	342	1,013	The target is completed
Distribution of Toolkits to Trainees	3,158	300	-	342	Vendor selection process and due diligence took some time. Once vendors will be selected, all the toolkits will be distributed as per plan to meet the targets within deadlines.
Placement of youth with employers/industry for on-the-job training	1,861	400	386	2,425	The remaining youth will be placed in next quarter
Disbursement of loans to final selected youth	410	350	312	902	Few beneficiaries, after the social, technical appraisals received EDT and selected for final loans disbursement. However the beneficiaries changed their mind and/or could not complete Akhuwat's processing requirements. It was the last batch thus could not furnish more members. EDT is planned for more beneficiaries to be conducted to receive these loans in next quarter.
Cross-Cutting Activities					
Developing Newsletters(English and Urdu)	4	1	1	5	The newsletter of July-September 2018 was developed
Documentation of Success Stories	17	4	3	18	One feature story and two success stories were developed during the quarter

Activities	Year 3 Target	Targets Quarter (Oct-Dec 2018)	Progress Quarter (Oct-Dec 2018)	Cumulative Progress as of December 31, 2018	Remarks
Development of Fact sheet	12	3	2	14	Two fact sheet were developed in Quarter I, while the third Fact sheet is in process

Annex A-2: Progress against Performance Indicators

Indicator Statement	LOP Target	Baseline Value / Year	Year 3 Targets	Progress During Quarter	Cumulative Progress as of Dec 31, 2018
IR 1: Youth Economic Opportunities increased					
Sub-IR 1.1: Selected Training Institution's capacity enhanced					
I.1.a: % of participants on capacity building activities which report improved abilities and that have applied new knowledge [IR 3.2.b]	60%	0	60%	98%	97%
I.1.b: # of training institutions for which Capacity Building Plans successfully implemented	22	0	15	0	21
Sub-IR 1.2: Selected youth enrolled with TIs, apprenticeship program & placed through career counseling services					
I.2.a: # of youth completing vocational training courses with USG assistance	3,500	0	2,774	1200	7880
I.2.b: # of youth completing apprenticeship program/OJT	4,500	0	1,320	433	2171
I.2.c: # of trained youth linked with various businesses through PYWD placement support	3,900	0	1861	386	2425
Sub-IR 1.3: Self-Employment Enterprises Supported					

Indicator Statement	LOP Target	Baseline Value / Year	Year 3 Targets	Progress During Quarter	Cumulative Progress as of Dec 31, 2018
1.3.a: # of toolkits distributed to youth through USG assistance for support in implementation of learnt skills in respective trades	3,500	0	3,158	0	342
1.3.b: # of youth successfully acquiring micro-finance loans	1,000	0	410	312	902
1.3.c: % of female participants in USG-assisted programs designed to increase access to productive economic resources (assets, credit, income or employment) [Gender – F Indicator]	35%	0	35%	24%	30%
IR 2: Socially Constructive attitudes & beliefs among youth and their communities enhanced					
Sub-IR 2.1: Local Community in focus areas Engaged					
2.1.a: # of COs/CBOs engaged through community-level meetings & Youth awareness session	300	0	22	25	247
2.1.b: # of consensus building forums (multi-party, civil/ security, and/or civil/political) held with USG assistance [IR 3.2.2.a]	40	0	22	0	44
2.1.c: # of youth engaged in recreational, cultural and other benign activities through USG-assistance [IR 3.2.3.a]	6,000	0	1,830	1,015	5,785
Sub-IR 2.2: Positive Social attitude messages and Training Opportunities Communicated					
2.2.a: # of community members (individuals) reached through project's communication and outreach campaign	80,000	0	30,000	127,000	127,000
2.2.b: # of focus youth identified from local community	13,300	0	3,000	1,456	12,992