

Employable **SKILLS**

VOCATIONAL TRAINING PROGRAMME

....empowering the impoverished





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Unemployment is a global challenge. Our experience shows that the lack of employable skills is one main factor contributing to widespread unemployment in the country and the hardest hit being rural women. The challenge is to provide cost-effective and flexible learning opportunities to these marginalized segments of the society. Based on ILO-TREE methodology, the *Employable Skills Vocational Training Programme* is a futuristic initiative of the Institute of Rural Management (IRM), to impart technical skills to the underprivileged and empower them economically, through upgrading their skills and knowledge.

OBJECTIVES

This fast track employable skills training programme is designed to empower underprivileged marginalized youth of rural areas:

- To obtain employment opportunities;
- To provide knowledge and practice of the required attributes and challenges for starting and operating a successful enterprise, particularly a small business;
- To prepare beneficiaries to work productively in small and medium-sized enterprises and more generally for an environment in which formal, full- time wage employment may be scarce or unavailable.

BENEFICIARIES

The intended beneficiaries of the programme include:

- Unemployed rural youth ;
- Underprivileged women;
- Persons with disabilities (PwD);
- Other marginalized segments.



WOMEN ON THE RISE

Women play a major role both in formal and informal sectors of economy, through their productive work. IRM ensures empowerment of rural women by developing their employable skills to enable them to earn a livelihood. The idea is to provide women with the technical and vocational skills so that they can begin and enhance a home-based business.

A RAY OF HOPE FOR PEOPLE WITH DISABILITIES

People with disabilities constitute that segment of our society, which normally is denied the opportunity to develop its capacities to build a better future for itself. Vocational Training Programme has designed various training courses like Tailoring, Beautician, Computer and Electronic Equipment Repair etc, to strengthen their skills, so as to enable them to become active members of the society.

THE BUSINESS MANAGEMENT SKILLS TRAINING (BMST)

A four day training exercise for development of business skills has been integrated in the course curriculum which serves as an integral part of the Vocational Training Programme. This course is referred to as Business Management Skills Training (BMST). The objective of BMST is to guide those participants who are interested in starting and managing business at village and local level.

PORTFOLIO OF VOCATIONAL TRAINING

The portfolio of Vocational Training Programme consists of more than 100 different types of training events based upon the needs identified by the community activists.

FAST TRACK INTENSIVE COURSES

Button Making. Beautician & Parlor Management. Bicycle Repair & Maintenance. Bakery Products. Cable Jointer. Calligraphy. Computer Training (Basic). Computer Training (Advance). Dress Designing. Cooking. Computer Aided Designing (CAD). Dress Designing (Advance). Carpentry (Wood Working). Dry Cleaning. CNG Kit Installation & Maintenance. Embroidery. Electric Motor Winding. Football Stitching Apprenticeship. Fax Machine Repairing. Greeting Card Making. Handicrafts Making & Designing. Glass Painting. Light Engineering (lathe, sharper, etc.). Hair Dressing. Mobile Phone Repairing. Knitting & Sewing. Mason Training. Light Vehicle Driving. Paper Making. Professional. Photography. Pottery. Photo Framing/ Mounting. Operation Theater Attendant. Photo Copier Repairing. Medical Lab Attendant. Radio & Tape Mechanic. Cushion Making. Ajrak Making. Shuttering/Carpentry. Appliqué Work. Steel Fixer. Topi Making (Sindhi). Tractor Repairing . Paper Machie. Tractor Driving & Thrasher Usage Training. Furniture Polish. CNG Filling. Gardner Training. CNG Compressor Operator. White Wash. Building painter. Interior designer. Tile Fixer. Fumigation Training. UPS Manufacturing & Repairing. Battery Repair. Generator Repair & Maintenance. Screen Printing. Rilli Making. Road Driller operator. Bulldozer Operator. Chain Excavator Operator. Grader Operator. Shovel Operator. Wheeled Excavator Operator. Doze Operator. Driving training Ching Chee/rikshaw. Ching chee/Richshaw mechanic. Plumbing & pipe fitting. Hotel Management. Receptionist. Marketing and Tour Guide. Split AC installation. Split Ac and Window Ac repairing. Fridge/ Deep freezer and Water Cooler repairing. Motor Winding. Computer Hardware. Computer networking. Graphics Designer. CCTV Camera installation and Maintenance. Laptop Mechanic. Penaflex Machine Operator. Adda work. Furniture making. House Hold Appliances Repair.

30 Days

Welding (Arc). Welding (Gas). TIG- MIG Welding (for those who are already trained on welding) Video Film Making.

45 Days

Auto Electrician. Auto Mechanic. Building Electrician. Civil Draftsman. Machinist. Quantity Surveyor Basic. Civil Surveyor Basic. Boat Repairing & Maintenance. Waiter Training. Security Guard Training. Mechanical Draftsman. Shoe Making

60 Days

Industrial Electrician. Bag/clutch Making. Advance Quantity Surveyor. Carpet Making. Advance Civil Surveyor. Medical Representative Training. Steel Furniture Making. Aluminum Carpenter. HVAC. Fiber Optic Training

90 Days

METHODOLOGY

The methodology consists of a set of procedures for systematically identifying employment and income generating opportunities at the local/community level. The major characteristics of the approach are given as under:

Pre-training: Training Needs Identification, TNA, screening process, designing of the training, Technical Assessment, Social Assessment (village assembly)

Training: Quality training conducted at properly equipped institutes with all necessary equipment and training material;

Post-training: Facilitating trainees (wherever possible) for on job training or financial support. Post training services are provided to those beneficiaries who start their own enterprise or need advice for placement. For effective feedback and coordination, the graduating trainees are provided envelopes, which are sent back by them, periodically.

GAINFUL EMPLOYMENT

After getting trained, trainees normally work with professionals as an apprentice to gain considerable experience, after that they either start their own business or are employed as skilled labour. Some of the people have even attained gainful employment in foreign countries after getting training.



About IRM

IRM is the leading skill enhancement and capacity development training institute of Asia in not-for-profit sector. With portfolio of 500 training and annual turnover of 50,000 trainees; the programmes offered by IRM aim at reducing poverty and enhance human and organizational productivity.

The institute holds two decades of experience and expertise in arranging and conducting a wide range of skill enhancement programmes including both staff and community, national and international workshops, field oriented surveys, symposiums and diploma courses.

Technical Partners

- City & Guilds, United Kingdom
- Skill Development Council, GoP
- Sindh-Technical and Educational & Vocational Training Authority
- KPK Training & Testing Board
- Iqra Centre for Technical Education
- National Institute of Science and Technical Education (NISTE), GoP
- National Training Bureau - Technical Training Center, Ministry of Education, GoP
- The Master Heavy Machinery Operator Training & Testing Center, Islamabad
- SOS Technical Training Institute, Rawalpindi;
- Federal Institute of Technology, Rwp.



Sindh Technical Educational
& Vocational Training Authority



Skill Development Council



Technical Training Center
Islamabad



SOS Technical Training Institute
Rawalpindi



Punjab Technical Educational
& Vocational Training Authority



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