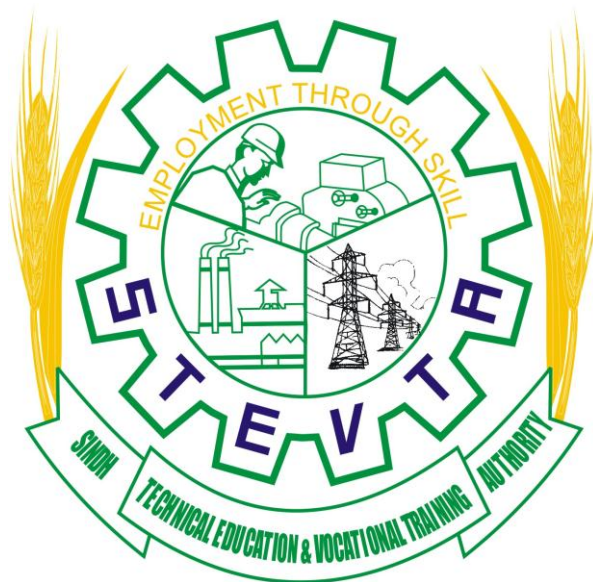


Sindh Technical Education & Vocational Training Authority (STEVTA)

WORKING PAPER

5TH MEETING OF STEVTA BOARD



28th June, 2010

Employment through Skill

Sindh Technical Education & Vocational Training Authority (STEVTA)

9th Floor, Shaheen Complex, M. R. Kiyani Road, Karachi.

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Agenda for 5th Meeting of STEVTA Board

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1. Opening / Introduction

1.1 Welcome remarks by Chairman, STEVTA:

1.2 Acknowledgement for retiring / resigning Board Members:

S. No.	Name	Remarks
1.	Air Marshal (Retd.) Riazuddin Shaikh	Resigned on 21 st December, 2009
2.	Mr. Shahzado Shaikh	Resigned on 25 th March, 2010.
3.	Dr. Zubair Shaikh	Retired on 20 th April, 2010 (due to Gazette Notification of STEVTA Act, 2009).
4.	Dr. Islam Hamid	

1.3 Introduction of Board Members:

The proposal for nomination of 02 MPAs and 01 representative of agriculturist community has been sent to the Chief Minister, Sindh on 7th June, 2010.

The remaining / ex-officio members are requested to introduce themselves.

1.4 Review & Approval of Minutes of 4th Meeting of STEVTA Board:

The 4th Meeting of STEVTA Board was held on 8th August, 2009 at 10: 00 am in the Conference Room of Sindh Technical Education & Vocational Training Authority (STEVTA), **9th Floor, Shaheen Complex, M. R. Kiyani Road, Karachi** chaired by Air Marshal (Retd.) Riazuddin Shaikh, ex-Chairman, STEVTA.

Following attended the meeting:

S. No.	Name / Designation	S. No.	Name / Designation
1	Air Marshal (Retd.) Riazuddin Shaikh Chairman, STEVTA	10	Mr. Khalid Waheed Special Secretary (P&D), Representative of ACS (P&D)
2	Mrs. Naheed S. Durrani Special Secretary (B&R)	11	Mr. Abdul Wahid Uqaily Managing Director, STEVTA
3	Mr. Alam Din Bullo Secretary (Labour)	12	Mr. Karim Bakhsh Siddiqui PC, BBSYDP
4	Mr. Sohail Wajahat Siddiqui M.D. (Siemens)	13	Mr. Khalil Ahmed Memon Director Technical Education
5	Dr. Zubair Ahmed Shaikh Director FAST University	14	Mr. Nazar Ali Direction Manpower & Training
6	Mr. Tahir Jawed GM HR, Engro Chemicals	15	Mr. Abid Altaf Mian Director (MIS), STEVTA
7	Dr. Islam Hamid Shaikh Representative of KCCI	16	Mr. Khalil-ur-Rehamn PO-I, BBSYDP
8	Mr. Muhammad Ramzan Awan Additional Secretary (HE) Representative of Secretary (Edu.)	17	Mr. Nazir Ahmed Channa Deputy Director (Admin-I), STEVTA
9	Ms. Talat Waseem Regional Director NAVTEC		

After the recitation from Holy Quran, Chairman welcomed participants and briefed them about agenda of meeting. After detailed discussions, following decisions were made:

S. No.	Agenda Items	Board Decisions
01	<p>Agenda Item No. 1.3 Review and approval of minutes of 3rd meeting of STEVTA Board held on 14th March 2009.</p>	<p>The minutes of the last meeting were reviewed and confirmed.</p>
02	<p>Agenda Item No. 2.3 Visit of German Expert</p>	<p>Date-wise activity plan to be made for implementing the recommendations of the German Expert</p>
03	<p>Agenda Item No. 3.1 Rented Premises for STEVTA Headquarters at Shaheen Complex</p>	<p>The Board approved the expenditures amounting to Rs.5.189 Million</p>
04	<p>Agenda Item No. 3.2 Establishment of STEVTA Headquarter</p>	<p>The Board appreciated the establishment of STEVTA Headquarter at Shaheen Complex and related expenditures.</p>
05	<p>Agenda Item No. 3.3 Purchase of Office Equipment / Accessories & Vehicles</p>	<p>The Board approved the expenditures of Rs.3.695 Million on account of Furniture / Fixtures, Rs.4.247 Million against the purchase of Office Equipment / Accessories and Rs.3.108 Million for purchase of Vehicles.</p>
06	<p>Agenda Item No. 4.4 Constitutional Petitions filed against STEVTA Agenda Item No. 4.5 Decision of Supreme Court of Pakistan and STEVTA Ordinance</p>	<p>The Board decided to refer the matter to Draft Act Committee. The committee will review and approve Draft Act after considering the issues, especially the reservations of employees raised in the constitutional petitions. The board preferred soft landing for effective performance of STEVTA. The Draft Act may be placed before the Assembly after review by Draft Act Committee.</p>
07	<p>Agenda Item No. 4.6 Admission Policy for Academic Year 2009-10</p>	<p>The Admission Policy for the Academic Session 2009-10 was approved by the Board with the modification that provision for all Sindh basis may be increased to 30% instead of 10% to facilitate the general public to avail maximum opportunities in specialized technologies that are not available in all districts. The Board further advised that due to improved transportation facilities and for creating a mobile workforce the admissions may be made on provincial basis instead of District basis from academic session 2010-11.</p>

S. No.	Agenda Items	Board Decisions
08	Agenda Item No. 4.7 Contractual Appointments against Vacant Posts	The Board approved Institution-Specific contractual appointments against the vacant sanctioned posts after completing codal formalities and obtaining necessary approval from Finance Department.
09	Agenda Item No. 5.1 STEVTA Employees Service Rules 2009	The agenda item was approved by the Board. The Board authorized the Chairman to constitute a committee comprising of two members of STEVTA Board and a representative from Services, General Administration & Coordination Department for framing STEVTA Employees Service Rules and hiring of services of consultant for the purpose.
10	Agenda Item No. 5.2 Policy on Public Private Partnerships (PPP)	The policy of Public Private Partnership was appreciated and approved by the Board. The Board members advised to devise a transparent mechanism to finalize contract agreements under PPP.
11	Agenda Item No. 5.3 Amendments to the STEVTA Ordinance 2007	The Board decided to refer the matter to Draft Act Committee.
12	Agenda Item No. 6.1 Expenditures – Financial Year 2008-09	The Board approved the expenditures for financial year 2008-09.
13	Agenda Item No. 6.2 Budget Estimates – Financial Year 2009-10	The Board approved the Budget Estimates for the Financial Year 2009-10.
14	Agenda Item No. 6.3 Board Members – Honoraria / TA/DA	The Board decided to refer the matter to the Finance Committee headed by Dr. Islam Hamid with Secretary Labour and Managing Director, STEVTA as members.
15	Agenda Item No. 6.4 STEVTA Staff – TA/DA & Reimbursements	- do -
16	Agenda Item No. 6.5 Development Outlays (New, On-going, & Revamping Schemes)	The Board directed to constitute Development Works Committee for approving expenditures relating to each proposed scheme.
17	Agenda Item No. 7.1 Recruitments in STEVTA Headquarters	The Board approved the contract appointments as per the approved Organogram and their pay packages. The Board further advised that the performance monitoring mechanisms be devised for these employees. The contracts offered to them must mention probation period, tenure of contract and terminal benefits payable in consultation with the HR Committee.

S. No.	Agenda Items	Board Decisions
18	Agenda Item No. 7.2 HR Committee (Pay Package)	The Board approved the recommendations of the HR Committee. Regarding the honorarium of Chairman, the Board approved payment of Rs.100,000/- per month as honorarium to the present incumbent.
19	Agenda Item No. 7.3 Internal Job Postings (In-Service Personnel & their Allowances)	The Board approved the scheme of Internal Job Postings to encourage existing employees of the TEVT institutions for specialized jobs.
20	Agenda Item No. 7.4 Short Term Consultancies	The Board approved the consultancies for Public Private Partnerships and framing of STEVTA Rules. Regarding consultancies for industrial linkages and benchmarking of institutions, the Board advised to utilize the existing capacities of the system. The Board also advised to document industries, and conduct initial stakeholders' seminars on regional basis.
21	Agenda Item No. 8.1 Implementation of BBSYDP through STEVTA Board	The Board approved implementation of Benazir Bhutto Shaheed Youth Development Program (BBSYDP) under STEVTA.
22	Agenda Item No. 8.2 Continuation of Program Coordination Unit (PCU)	The Board approved BBSYDP under STEVTA through its implementation arm of Provincial Coordination Unit (PCU).
23	Agenda Item No. 8.3 Approval of Proposals for Training (PFTs)	The procedure for approval of PFTs was approved by the Board.
24	Agenda Item No. 8.4 Reconstitution of Technical Committee	The Board approved reconstitution of Technical Committee.
25	Agenda Item No. 8.5 Board of Directors for BBSYDP	<p>The Board approved constitution of Steering Committee instead of separate STEVTA Board for BBSYDP.</p> <p>The Steering Committee will replace PDWP as approving forum for all the Proposals for Training. The committee will be headed by Chairman, STEVTA with PC, BBSYDP and Managing Director, STEVTA as secretary and member respectively besides other approved members.</p>

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26	<p>Agenda Item No. 8.6 Approval of Proposal For Training</p>	<p>The Board took following decisions on the PFTs:</p> <table border="1"> <thead> <tr> <th data-bbox="715 342 783 383">S. #</th> <th data-bbox="788 342 951 383">Dept.</th> <th data-bbox="956 342 1492 383">Decision</th> </tr> </thead> <tbody> <tr> <td data-bbox="715 389 783 506">1.</td> <td data-bbox="788 389 951 506">Antiquities Department</td> <td data-bbox="956 389 1492 506">The PFT was approved with estimated cost between Rs. 43 to 44.5 million. Amended PFT to be furnished by the department will be discussed by Dr. Islam Hamid Member of BOD, PC-PCU and Program Officer-IV and their decision will be final.</td> </tr> <tr> <td data-bbox="715 512 783 656">2.</td> <td data-bbox="788 512 951 656">Education & Literacy Department</td> <td data-bbox="956 512 1492 656">The PFT was approved with estimated cost Rs. 180.00 million for training of 5000 trainees with duration of 5 months. Amended PFT to be furnished by the department will be discussed by Dr. Islam Hamid Member of BOD, PC-PCU and Program Officer-IV and their decision will be final.</td> </tr> <tr> <td data-bbox="715 663 783 880">3.</td> <td data-bbox="788 663 951 880">The Directorate of Technical Education, STEVTA</td> <td data-bbox="956 663 1492 880"> <ul style="list-style-type: none"> The BOD approved PFT subject to maximum ceiling of Rs. 516.00 million for training of 18,000 trainees in 16 trades. 2500 in first batch, 4500 in second batch and 9000 in third batch. Dr. Islam Hamid, Member of BOD, PC-PCU and Program Officer-V will go through the revised PFT to be furnished by DTE and their decision will be final. </td> </tr> <tr> <td data-bbox="715 887 783 1028">4.</td> <td data-bbox="788 887 951 1028">The Directorate of Manpower and Training</td> <td data-bbox="956 887 1492 1028"> <ul style="list-style-type: none"> The BOD approved PFT with estimated cost of Rs. 232.56 million for training of 8160 trainees. Dr. Islam Hamid, Member of BOD, PC-PCU and Program Officer-V will go through the revised PFT to be furnished by DMT and their decision will be final. </td> </tr> <tr> <td data-bbox="715 1034 783 1205">5.</td> <td data-bbox="788 1034 951 1205">PCU and PSTW-PCU</td> <td data-bbox="956 1034 1492 1205"> <ul style="list-style-type: none"> PFT of PCU was approved with estimated cost of Rs. 797.00 (including Rs.595.0 m for PSTW) million. PFT of Private Sector Training Wing-PCU was approved with estimated cost of Rs. 595 million for 15,000 trainees and it will be one of the components of overall PFT of PCU. </td> </tr> <tr> <td data-bbox="715 1211 783 1308">6.</td> <td data-bbox="788 1211 951 1308">Information Department</td> <td data-bbox="956 1211 1492 1308">The PFT was approved with estimated cost of Rs. 160.00 Million. The PFT contained proposal of training of 4200 trainees in two disciplines in two batches with the duration of 4 months for each batch.</td> </tr> </tbody> </table>	S. #	Dept.	Decision	1.	Antiquities Department	The PFT was approved with estimated cost between Rs. 43 to 44.5 million. Amended PFT to be furnished by the department will be discussed by Dr. Islam Hamid Member of BOD, PC-PCU and Program Officer-IV and their decision will be final.	2.	Education & Literacy Department	The PFT was approved with estimated cost Rs. 180.00 million for training of 5000 trainees with duration of 5 months. Amended PFT to be furnished by the department will be discussed by Dr. Islam Hamid Member of BOD, PC-PCU and Program Officer-IV and their decision will be final.	3.	The Directorate of Technical Education, STEVTA	<ul style="list-style-type: none"> The BOD approved PFT subject to maximum ceiling of Rs. 516.00 million for training of 18,000 trainees in 16 trades. 2500 in first batch, 4500 in second batch and 9000 in third batch. Dr. Islam Hamid, Member of BOD, PC-PCU and Program Officer-V will go through the revised PFT to be furnished by DTE and their decision will be final. 	4.	The Directorate of Manpower and Training	<ul style="list-style-type: none"> The BOD approved PFT with estimated cost of Rs. 232.56 million for training of 8160 trainees. Dr. Islam Hamid, Member of BOD, PC-PCU and Program Officer-V will go through the revised PFT to be furnished by DMT and their decision will be final. 	5.	PCU and PSTW-PCU	<ul style="list-style-type: none"> PFT of PCU was approved with estimated cost of Rs. 797.00 (including Rs.595.0 m for PSTW) million. PFT of Private Sector Training Wing-PCU was approved with estimated cost of Rs. 595 million for 15,000 trainees and it will be one of the components of overall PFT of PCU. 	6.	Information Department	The PFT was approved with estimated cost of Rs. 160.00 Million. The PFT contained proposal of training of 4200 trainees in two disciplines in two batches with the duration of 4 months for each batch.
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27	<p>Agenda Item No. 8.7 Approval of Guidelines version-III for BBSYDP</p>	<p>The approval of Guidelines version-III was referred to the Technical Committee of BBSYDP for review and approval.</p>																					

2. Progress / Activity Report – 2009-10

2.1 STEVTA Act, 2009

- The STEVTA Act, 2009 was passed on: 29th March, 2010
- The Gazette Notification issued on: 20th April, 2010

2.1.1 Major changes:

- i. The Minister, STEVTA will be the Chairman of the Authority in place of Chief Minister, Sindh.
- ii. The composition of the Board has been changed to include Administrative Secretary, Secretary Information Technology, Secretary Social Welfare and Chairman, Sindh Board of Technical Education and 02 MPAs to be nominated by the Provincial Assembly. The representative of academia and Chamber of Commerce and Industry has been deleted. Besides, representative of Mehran University has been included in place of NED University as Board Member.
- iii. The provision for co-opted members by the Board has been deleted.
- iv. The existing employees have been given the status of Government servants but will be governed by STEVTA under its rules.

2.1.2 Proposals / Suggestions:

The Board may consider proposing the Government to include more members from private sector to increase private sector participation.

2.2 Functionalization of PTTI, Khairpur:

Considering vast scope of employment in Oil & Gas sector, the STEVTA Board had approved establishment of Petroleum Technical Training Institute (PTTI) at Khairpur. The institute is mandated to impart post-diploma training for employment in Petroleum Exploration & Production companies. The project has been financed through Ministry of Petroleum and Natural Resources at an estimated cost of Rs.88.816 Million.

The institute has been operationalized and 1st batch of 50 trainees are undertaking post-matric diploma in Petroleum Technology.

2.3 Establishment of VTCs under 14 Uncovered Tehsils:

The STEVTA signed an MOU in May, 2009 with National Vocational & Technical Education Commission (NAVTEC) for establishment of Vocational Training Centers in following 14 Talukas of Sindh where such facility did not exist before:

S. No.	Name of VTC	District	S. No.	Name of VTC	District
1	Bulri Shah Karim	TM Khan	8	Samaro	Umerkot

S. No.	Name of VTC	District	S. No.	Name of VTC	District
2	Mirpur Sakro	Thatto	9	Kot Ghulam Mohd.	Mirpurkhas
3	Majhand at Sann	Jamshoro	10	Gambat at Khora	Khairpur
4	Jhando Mari	Tando Allahyar	11	Ghotki	Ghotki
5	Daulatpur	Benazirabad	12	Naseerabad	Kamber Shahdadkot
6	Shahdadpur	Sanghar	13	Gadap Town, Karachi	Karachi
7	Chachro	Tharparkar	14	Gulshan-e-Iqbal	Karachi

The total project cost including establishment and operational expenditure for 30 months amounting to Rs.183.712 Million has been committed by NAVTEC. The project will employ 448 teaching / non-teaching staff members and train 8400 trainees.

The project has been formally launched on 30th March, 2010 through inauguration of first VTC at Shahdadpur by Chairman / Minister, STEVTA. 05 other VTCs have also been operationalized so far. The remaining 08 VTCs will also commence training programs by the end of July, 2010.

2.4 Short-Term Skill Development Trainings under BBSYDP:

The STEVTA through its Directorates of Technical Education and Manpower & Training Wing has initiated short-term skill development programs under Benazir Bhutto Shaheed Youth Development Program (BBSYDP). The target for STEVTA is to train 26,000 trainees which is expected to be completed by end October, 2010.

In order to encourage healthy competition amongst the trainees of BBSYDP in STEVTA institutions, a prize distribution ceremony and exhibition of jobs completed during the trainings was organized at Sukkur, Hyderabad and Larkano.

2.5 Curriculum Development – Scheme of Studies for 26 Technologies:

The STEVTA through technical assistance of Senior Experten Service of Germany has initiated a comprehensive review and upgradation of curriculum of 26 technologies offered under DAE program.

The achievements so far are as under:

- The 26 technologies have been grouped into 8 mother groups.
- The scheme of studies has been revised for 26 technologies with commonality of subjects for the mother technologies i.e. 8 groups.
- The course contents of common subjects of 26 technologies have been reviewed / revised and forwarded to NAVTEC and NISTE for approval.
- The course contents of technical subjects for 26 technologies are being reviewed for onward transmission to NISTE for approval.
- The Teaching / Learning Resources (TLR) will be revised after approval of the scheme of studies by NISTE.

2.6 Academic Reforms

After the centralization of DAE admission policy, the STEVTA has addressed centralization of B. Tech policy this year. The B. Tech Program is currently offered at Government Colleges of Technology at Karachi, Hyderabad and Khairpur. All the colleges were observing their own academic calendar, syllabus and admission process. These colleges are also affiliated with different universities like NED University, Mehran University and Quaid-e-Awam University. In order to streamline the B. Tech program in the province of Sindh, an Steering Committee has been constituted to synchronize the academic calendar, scheme of studies and admission process for B. Tech program.

2.7 Human Resource Development:

Considering the Human Resource Development as the major success sector for transformation of Technical Education & Vocational Training, following measures have been taken:

- 06 week Capacity Building program for over 100 Technical Teachers at NISTE in collaboration with NAVTEC has been completed.
- 25 Civil Engineering Teachers are being trained in Disaster Management Techniques with collaboration of UNESCO by an expert from New Zealand on 5th July, 2010.
- The training for Teachers of Commercial Stream at IBA Sukkur and Karachi is being commenced from end July, 2010.
- Training sessions have been conducted for the Principals / DDOs to effectively perform their role as withholding agents through Federal Board of Revenue.
- Training on Study Technology has been conducted through M/s Lexicon Pvt. Ltd.
- Personal Development Training on use of Information Technology, Managerial Skills and Financial Management including Code of Conduct and Rules governing Drawing and Disbursing Officer (DDO).
- Entrepreneurship Training under Shell Tameer Program in collaboration with Shell Pakistan Ltd.

2.8 SNE, Nomenclature and Renaming of Commercial Institutes:

At the time of establishment of STEVTA, 32 institutes and 12 offices under STEVTA were without SNE. The SNE proposal for 2010-11 required creation of 1486 posts with financial implication of 186 million.

The STEVTA after a comprehensive study ascertained the actual requirement of teaching faculty and non-teaching staff for Government Colleges of Technology, Polytechnic Institutes, Monotechnic Institutes, Commercial Training Institutes / Colleges, Vocational Institutes (Boys/Girls) and Vocational Schools (Girls).

The study revealed various distortions in the structure of the approved SNE:

- Against the actual requirement of 07 teachers per technology, the institutions had varying numbers ranging from 5 to 9.
- Some of the institutions including GCT, Khairpur did not have any post for Chowkidar.
- The District offices without vehicles had upto 4 posts for drivers.
- The double shift program in 02 institutions did not have any admission for the last 06 years.
- The positions like Shop Assistant, General Electrician & Mechanic did not have any line of promotion.
- In Vocational Schools, the Headmistress was in BPS-06 whereas the Jr. Clerk was in BPS-07.
- No uniformity in nomenclature with the post of “Instructor” existed in various grades starting from BS-10 to BS-19.
- Redundant posts such as Lift Man, Boiler Attendant, Black Smith, Gestetner Operator etc.
- No post of Principal for some of the Govt. College of Education in Commercial Practices / Colleges.

After the comprehensive rationalization exercise, the STEVTA submitted revised SNE proposals with demand for creation of only 42 additional posts instead of 1486. The SNE proposal has been approved by the Finance Department and duly incorporated in the Budget Book 2010-11. Now, all the institutions of STEVTA have SNE.

This exercise has saved a recurrent cost to the Government of Sindh for Rs.186.00 Million each year.

2.9 Distribution of Funds under Mora Scholarship (Rs.80 Million):

The STEVTA has remained engaged with Zakat, USHR and Religious Affairs Department for financing of vocational training through Zakat funds as per the existing model of Punjab Vocational Training Council.

The financing of Vocational Training through Zakat funds is being actively considered for the next year. However, the Secretary, Zakat, USHR and Religious Affairs Department entrusted STEVTA with the overall supervision for distribution of Mora (Technical) Scholarship for the trainees of TEVT institutions. The task has been successfully completed in a very well planned and organized manner.

The breakup of distribution of Zakat funds against allocation of Rs.80.00 Million is as under:

Region	# of Beneficiaries	Funds Distributed (Rs. in Million)
Karachi	555	6.450
Hyderabad	1067	19.20
Sukkur	1227	2.496
Mirpurkhas	669	9.234
Larkano	1586	8.197
Total	5104	45.577

The distribution of Zakat funds by STEVTA in a fair and transparent manner has been greatly appreciated by the Zakat, USHR and Religious Affairs Department. Further, a huge sum of Rs.282.00 Million has been entrusted to STEVTA for disbursement to the trainees of Technical Education during the next financial year (2010-11).

2.10 Institute-Industry Linkages:

The STEVTA realizes that the ultimate test of its effective policies is the actual number of trainees getting employment. In order to achieve this objective, STEVTA has organized series of seminars for revival of Institute-Industry Linkages. These seminars were attended by leading industrialists, representatives of Chambers of Commerce and Industry, Members of Academia, International Labour Organization (ILO) etc. These seminars were organized at following venues:

- Polytechnic Institute, Thatto on 19th December, 2009.
- Regent Plaza, Karachi 14th January, 2010.

3. Approvals – Academic & Training

3.1 Admission Policy (DAE and B. Tech) Academic Session 2010-11:

The Board in its 4th meeting had approved admission policy for 2009-10. The Board is requested to approve following changes in the admission policy for 2010-11:

S. No.	Proposed Changes	Justification
1.	Admission Process for DAE and B. Tech through NTS	Transparency and merit based admissions
2.	Conversion of 10 seats of self finance in Regular Programs on open merit basis	To increase enrollment and extend greater opportunity for deserving students
3.	Increased seat allocation for DAE Self-Help Basis Evening Program (SHBEP) from 50 to 60	To accommodate increasing demand for admissions and achieve financial viability for the program
4.	Abolition of Lower Age Limit for admission to DAE and reduction of maximum age limit from 35 to 30 years in SHBEP.	To attract maximum number of students who were deprived of low cost education and diverted to private sector institutions last year
5.	Requirement of interview / scrutiny of original documents at institute level	The interview requirement restricted the accessibility of the students to the politicized institutions
6.	Admissions to newly established / approved SNE institutions	32 new institutions are being operationalized after approval of SNE proposal

3.2 Interactive Distance Learning System:

Currently, there is a shortage of faculty in various institutions under STEVTA. Besides, the quality of teachers is a big issue. It is comparatively easier to find competent teachers in big cities but difficult to find in smaller cities.

In order to address this issue, the STEVTA is planning to launch an interactive distance learning technology through which lectures can be delivered simultaneously in various institutions around the province through broadband internet service.

The plan includes establishment of 01 studio at Karachi office and establishment of 20 Interactive Distance Learning (IDL) classrooms in 1st phase. The plan will have following advantages:

- i. Instant delivery of training content at all locations
- ii. Online monitoring and students attendance
- iii. Utilization for training and capacity building of trainers
- iv. Archiving of all lectures for web-based access

- v. Facility of questions and answers through interactive live transmission

Recommendation:

The Board is requested to approve the program in principle. The procurement process will be completed under the SPPRA Rules, 2010.

3.3 Distribution of Free Books and Manuals:

As per the study conducted by the STEVTA, one of the impediments to better performance of the students is inability to purchase technical books due to high cost involved and prevalent poverty especially in the interior of Sindh.

It is therefore, proposed that starting from academic year 2010-11, STEVTA provide free books and practical manuals to all the students securing admissions in first year DAE.

The estimated cost of the project has been worked out as under:

# of Students	Estimated Cost per Student	Total Cost
7,000	Rs.1,500/-	Rs.10.00 Million

Recommendation:

The Board is requested to approve the program in principle. The procurement process will be completed under the SPPRA Rules, 2010.

4. Approvals – Finance

4.1 Expenditures – Financial Year 2009-10 (upto 31st March, 2010):

The Board had approved budget for the Financial Year 2009-10 as per the following details:

(Rs. in Million)

Budget Allocated	Budget Released	Savings 2008-09	Budget Estimates 2009-10	Total Expenditures
STEVTA HQ	300.00	199.73	500.00	44.639
Public Private Partnership	200.00	-	200.00	Nil

Complete financial statements for the 1st three quarters of the Financial Year 2009-10 including Income & Expenditure Account, Balance Sheet, Bank Reconciliation Statement and Trial Balances are annexed.

Recommendation:

The Board is requested to approve the expenditure incurred by the Authority during the Financial Year 2009-10 (**Annexure-I**).

4.2 Re-appropriation in Budget 2009-10:

The Board had approved budget for the Financial Year 2009-10. However, the essential re-appropriations are annexed.

Recommendation:

The Board is requested to approve the proposed re-appropriations to the budget 2009-10 (**Annexure-II**).

4.3 Budget Estimates – Financial Year 2010-11:

4.3.1 Operationalization of STEVTA

Income:

Head	Amount (Rs. in Million)
Savings 2008-09 & 2009-10	441.95
Provincial Grant	300.00
Profit on Term Deposit Receipts	10.00
Total Income	751.95

Expenditure:

Pay and allowances	65.71
Model Institutions	310.04
Rehabilitation of GCTs	100.00
Interactive Distance Learning	8.65

Lifeline / Major Restoration Works	50.00
Establishment of STEVTA H.Q.	53.50
Distribution of Free Books	10.00
Establishment of RD Offices / PTTI	25.00
NAVTEC / SSDP	10.00
Transport for Institutes	50.00
Others	106.01
Total	788.91
Surplus / Deficit	(36.96)

4.3.2 Public Private Partnership (PPP):

Income:

Savings 2009-10	200.00
Provincial Grant	200.00
Profit on Term Deposit Receipts	1.50
Total Income	401.5

Expenditure:

The Hunar Foundation	80.00
Furniture Pakistan	27.00
Pakistan Chemical & Energy Sector Skill Development Company (PCESSDC)	25.00
School of Nursing, Community Midwifery and Health Technicians	30.00
B. Tech classes at GSEZIT Karachi, GHCT Nawabshah and GPI Larkano	100.00
Unapproved Projects	139.50
Total	401.50
Surplus / Deficit	-

Recommendation:

The Board is requested to approve the budget for the financial year 2010-11 (Annexure-III).

4.4 Salaries and Employee Benefits:

4.4.1 Payment of project based allowance to Government employees:

The various authorities of Government of Sindh including Sindh Public Procurement Regulatory Authority (SPPRA) and Provincial Disaster Management Authority (PDMA) are paying project based allowance as per the approved framework of the Government of Sindh to all its employees who are existing employees of the Government.

It is therefore, proposed that the similar benefits may be extended to the Government employees posted in STEVTA Headquarters with following conditions:

- The allowance would be payable against the post approved by STEVTA Board.
- The allowance would be payable to the employees selected by 03 members committee, headed by any member of STEVTA Board (nominated by the Chairman), the Managing Director, STEVTA and concerned Director.
- The continuance of allowance would be subject to quarterly review of performance by a team comprising of Managing Director, Director concerned and immediate Supervisory Officer.

4.4.2 Annual Pay Raise to Contractual Employees:

The STEVTA Employees selected through open market competitive selection process are allowed fixed pay scales as per the pay structure approved by STEVTA Board. Besides, the low paid staff is also engaged on fixed salary basis. These employees are unable to avail the advantage of annual pay raise announced by the Government keeping in view the prevailing inflation.

In order to cater to this anomaly, it is proposed to convert the fixed pay structure of these employees to scale based structure with difference of scale based salary and approved market based salary as Competency Based Allowance (CBA) **(Annexure-IV)**.

The proposed conversion has no financial implication. However, through this modification, the employees would be able to get salary enhancement as per the government policy announced from time to time.

Recommendation:

The Board is requested to approve the proposals at (a) and (b) above.

4.5 Standard Operating Procedures approved by Finance Department:

As the STEVTA Rules have not been framed so far, a standard operating procedure for financial transactions was proposed to the Finance Department. The same has been approved with minor changes.

Recommendation:

The Board is requested to approve carrying out of financial transactions of STEVTA in terms of SOP approved by the Finance Department **(Annexure-V)**.

4.6 Audit Report 2008-09:

The abstract of budget allocated, released and expenditures for 2008-09 were as under:

(Rs. in Million)

Budget Allocated	Budget Released	Total Expenditures	Carry forwarded for next year
200.00	200.00	6.300	193.70

The Director General (Audit), Government of Sindh was requested to conduct audit of STEVTA Accounts for the year 2008-09. The audit has been completed and the Audit Party has observed that overall general condition of accounts and records of STEVTA for the year 2008-09 is satisfactory.

5. Approvals – Human Resource

5.1 Recruitment of Teaching Staff as per rationalized SNE:

The STEVTA Board in its 4th Meeting under Agenda Item No. 4.7 had approved institute-specific contractual recruitments of Teaching / Non-Teaching Staff after completing necessary codal formalities. Now, after completion of SNE rationalization exercise, the vacancies have been correctly identified for each institute. The grade-wise vacant positions for the teaching and non-teaching staff in the Technical Education Wing are as under:

Position	BPS	# of Vacant Posts	Budgeted Amount 2010-11 (Rs. in Million)
Junior Instructor	14	280	64.96
Lecturer	17	277	99.99
Assistant Professor	18	38	20.29
Associate Professor	19	29	20.97
Professor	20	20	16.00
Total		644	222.21

It is proposed to recruit the teaching staff in three categories:

- i. Workshop Instructors to conduct practical work
- ii. Lecturers for instructional duties
- iii. Professors for advance level instructional duties

The recruitments would be institute-specific, non-transferable for the academic session only. The teachers in the above 03 categories would be paid suitable remuneration on the basis of **“Teaching Hours / Periods per Day”**.

It has been generally observed that the staff appointed on contract basis in various government departments against the sanctioned posts subsequently form into groups and bring political pressure on the government for their regularization. In order to avoid this situation, it is proposed that the Finance Department would be requested to transfer the amount equivalent to the budgeted salaries of vacant positions to STEVTA as a single line grant. Thereafter, these contractual employees would be paid by STEVTA against a contract signed by them with STEVTA. It is expected that the actual remuneration payable to the teaching staff engaged through this process will cost 30% less than the amount budgeted through regular SNE. Besides, it will also lessen the burden of government on account of post retirement benefits. The process would be managed in such a way that the recruitment process is continuous i.e. it is done on at least 06 monthly basis to fill the gaps.

In the first phase, it is proposed to recruit Junior Instructors (280) and 50% Lecturers and Assistant Professors (157). These teachers will be given an initial contract for one year which will then be renewed on yearly basis subject to achievement of following Key Performance Indicators (KPIs):

- Completion of Course Contents
- Conduct of assigned Teaching Hours
- Successful completion of Pedagogical and Psycho Motive Capacity Building (15 days in a year)
- Attendance levels in assigned class
- Conduct of Monthly and Quarterly Tests
- Students assessment
- Third Party Evaluation of Teaching Capabilities

In order to ensure transparency and merit, the selection of teaching staff would be based on following parameters:

Parameters	Weightage
Intermediate, Diploma or Graduation	30%
Additional Marks for Higher Qualification	10%
Previous Experience	10%
Aptitude Test conducted through National Testing Service (NTS)	30%
Interview conducted by the Selection Committee	20%

Recommendation:

The Board is requested to approve the mechanism for recruitment of Teaching Staff as stated above.

5.2 Recruitment of Principals for 10 Model Institutions:

STEVTA is establishing 10 Model Institutions at GMI Gulistan-e-Johar, Karachi, GPI Lyari, TTC Kotri, GMI Tando Muhammad Khan, GMI Naushehro Feroze, GMI Shahdadpur, GPI Dadu, GPI Larkano, TTC Mirpurkhas and GPI (Boys) Sukkur.

The Principal of an institution plays a pivotal role in the effective management of the institution through creation of a good learning environment and successful placement of the trainees. The STEVTA has proposed considerable investment for establishment of the Model Institutions. This would not yield desired results if the appropriate persons are not placed as Heads of these Model Institutions. Within our system, there are some hardworking employees who can be assigned this challenging task with some extra incentives. However, at least 50% of these would have to be selected from open market offering a handsome salary packages. These Principals would be recruited initially for one year and their contract would be renewed on the basis of achieving the following Key Performing Indicators:

Academic KPIs:

- Attendance levels in the institutions
- %age of classes conducted in the institutes
- Completion of Course Contents
- Conduct of Monthly and Quarterly Tests

- Submission of Teachers' weekly / monthly performance reports

Administrative and Financial KPIs:

- Quarterly meetings of Institute Management Committee (IMC) and %age of decisions implemented
- Number of Industrial Tours / Internships arranged
- Employability of Graduates
- Proper utilization and reporting of financial transactions through ERP and completion of reconciliation / audit exercise.

5.3 Recruitment of Project Coordinators:

5.3.1 NAVTEC:

The STEVTA is currently implementing following major projects with financial assistance of National Vocational & Technical Education Commission (NAVTEC):

Name of Project	Project Cost (Rs. in Million)
VTCs in 14 Uncovered Tehsils	183.172
President's Fanni Maharat Program (at Karachi, Hyderabad, Sukkur and Larkano)	50.974
Total	234.146

The Government of Punjab is getting annual assistance of more than Rs.500.00 Million each year under President's Fanni Maharat Program. Whereas, in Sindh such interventions are at the minimum level due to lack of full time Project Coordinator to do the necessary documentary work for approval of funds and supervise the implementation of programs. Besides, some other windows of funding are also available through NAVTEC such as Small Tools & Equipment Grant (upto Rs.500,000/- per institution), renovation and up-gradation of TEVT institutions. In order to fully utilize this source of funding, it is proposed to engage a full time Project Coordinator.

5.3.2 Sindh Skill Development Project:

The STEVTA has signed Aide Memoire with the World Bank for funding of approximately US\$20.00 Million for a period of next 03 years. The major component of the funding is for Benazir Bhutto Shaheed Youth Development Program (BBSYDP). However, Component-II & III of the program include up-gradation of Infrastructure, Equipment & Machinery, Curriculum Development, Capacity Building at Institutional and Headquarter level. Besides, the project will also undertake Training Need Assessment (TNA) and governance reforms at institute level through establishment of Institute Management Committees (IMCs). The approval of PC-I of the project is in the pipeline. A block allocation of Rs.10.00 Million is allocated in the current budget of STEVTA to meet contingencies relating to completion of project documentation and implementation mechanism. For these activities, a

full time Project Coordinator and 01 Deputy Project Coordinator is immediately required.

5.3.3 Vocational Training for Mustehageen:

The Zakat, USHR and Religious Affairs Department has committed a sum of Rs.282.00 Million for the financial year 2010-11 for disbursement to the Mustehageen trainees of Technical Education & Vocational Training (TEVT) Institutions. It has been suggested by STEVTA that instead of distributing these funds in the form of stipend, an institutional mechanism for Vocational Training of Mustehageen is developed on the pattern of Punjab Vocational Training Council. This is again a very important portfolio where organized and concerted action is required by STEVTA through engagement of full time Project Coordinator.

Recommendation:

The Board is requested to approve engagement of Project Coordinators for the above projects. The appointment of Project Coordinators will be made by observing recruitment procedure as prescribed in SPPRA Rules, 2010.

5.4 Health Insurance Policy:

After the establishment of STEVTA, the existing employees of the TEVT Institutions have been expecting a tangible pay rise keeping in view the prevailing pay structures in various autonomous bodies.

Due to the financial constraint, it may not be possible to unilaterally enhance the salary structure. However, these employees and their families may be offered benefits like health insurance plan which will positively improve their performance and commitment to the aims and objectives of STEVTA. The proposed plan is on the same lines as extended to Secretariat employees by the Government of Sindh.

The Health Insurance Plan will be obtained after following the competitive bidding process under SPPRA Rules, 2010.

Recommendation:

The Board is requested to approve the proposal for Health Insurance Policy for STEVTA Employees. The procurement shall be completed as per the SPPRA Rules, 2010.

5.5 Consultancy Services for framing of STEVTA Rules:

The bids were invited for framing of STEVTA Rules as per the decision of 2nd meeting of the STEVTA Board. The lowest bid of the responsive bidder was for Rs.9.50 Million. Accordingly the bids were cancelled and fresh process was initiated. After completing the necessary codal formalities, the contract for framing of STEVTA

Rules has been awarded to M/s Sustainable Development Consultants (Pvt.) Ltd. for a sum of Rs.3.00 Million.

Recommendation:

The STEVTA Board is requested to approve the award of contract to M/s Sustainable Development Consultants (Pvt.) Ltd.

6. Approvals – Procurement and Works

6.1 Enhancement of Ceiling for calling Quotations

According to the SPPRA Rules, 2010, the maximum ceiling for calling quotations is Rs.100,000/-. However, the authorities / autonomous bodies with the approval of their boards may fix higher ceiling for calling of quotations. In order to expeditiously complete the procurement process or execution of civil works, it is proposed that the ceiling of Rs.100,000/- for calling quotations may be raised to Rs.200,000/-.

Recommendation:

The Board is requested to approve enhancement of ceiling for calling quotations from Rs.100,000/- to Rs.200,000/- for procurement done by STEVTA Headquarters.

6.2 Establishment of 10 Model Institutions:

The findings of the baseline survey conducted by STEVTA in 2008-09 revealed a dilapidated condition of buildings, equipment & machinery and furniture in most of the Technical Training Institutes. In order to address this issue in a phased manner, the STEVTA has planned to restore these institutions and to convert them into model institutions. The selection of these institutions has been made in such a manner that all the regions of Sindh are appropriately covered so that the benefits of upscale training in these model institutions is accessible to people from all parts of the province of Sindh.

The STEVTA has carried out detailed homework to identify requirements in terms of civil infrastructure, equipment & machinery, furniture & fixtures, human resource for these institutions. The cost estimates are based on actual gaps existing in these institutions. Maximum efforts have been made to utilize the existing infrastructure, equipment & machinery and furniture & fixtures.

These model institutions will offer demand driven training programs in line with the proposed revised / upgraded curriculum. These institutions are being established in the existing GMI Gulistan-e-Johar, Karachi, GPI Lyari, TTC Kotri, GMI Tando Muhammad Khan, GMI Naushehro Feroze, GMI Shahdadpur, GPI Dadu, GPI Larkano, TTC Mirpurkhas and GPI (Boys) Sukkur.

The cost estimates for the model institution project have been worked out at Rs.310.04 Million. The project would be completed during the current financial year.

Recommendation:

The Board is requested to approve the Model Institution Project at the cost of Rs.310.04 Million. The procurement process will be completed under the SPPRA Rules, 2010.

6.3 Establishment of STEVTA Headquarter at Gulshan-e-Iqbal (NIPA):

The STEVTA Board in its 2nd meeting had approved establishment of STEVTA Headquarters by purchasing suitable land and constructing a custom Headquarters.

Thereafter, keeping in view the urgency of establishing the STEVTA Headquarters, rented premises were obtained in Shaheen Complex building on an area covering 4884 sq. ft. Currently, the rental is payable at the rate of Rs.88/- per sq. ft. i.e. Rs.429,792/- per month and Rs.5,157,504/- annually. The rent is increased by 10% every year.

A three-storey building with an area of 13,000 sq. ft. in the existing premises of Directorate of Manpower & Training Wing near NIPA Karachi has been identified for establishment of STEVTA Headquarters. This building will require interior designing & space planning, custom built furniture, air-conditioning & electrification works, plumbing & sanitary works and improved security infrastructure.

The Honourable Chairman / Minister had approved the proposed shifting of STEVTA Headquarters and directed to place the cost estimates before the Board for approval. The proposed shifting would have a dual advantage of saving capital costs on acquisition of plot and construction of new building and recurring rental costs. The existing office space and its furniture and fixtures is likely to be taken over by Public Private Partnership (PPP) Unit of the Finance Department. The expenditure incurred on furnishing of present office will be re-cooped in this manner.

The best evaluated bid for STEVTA Headquarters Project is Rs.25.00 Million. Besides, computers and other equipment & machinery would require an investment of Rs.10.00 Million. The raising of boundary wall and other security arrangements will require additional cost of Rs.5.00 Million. The total investment in the project is approximately equal to 5 years rental charges with tripling the available office space.

The relocated STEVTA Headquarters will also accommodate 02 core Directorates of STEVTA i.e. Directorate of Manpower & Training and Directorate of Technical Education in the same office premises which will facilitate the implementation of policies and programs undertaken by STEVTA.

Recommendation:

The Board is requested to approve the expenditure of Rs.40.00 Million on proposed refurbishment and shifting of STEVTA Headquarters. The procurement process will be completed under the SPPRA Rules, 2010.

6.4 Rehabilitation of 04 Government Colleges of Technology:

The 04 Colleges of Technology at Karachi, Hyderabad, Khairpur and Nawabshah are the major institutions with highest enrolment. These institutions also offer B. Tech (Pass) and (Hons.) programs besides Diploma of Associate Engineering (DAE). These institutions were constructed in early 60s. Since then there has not been any major infrastructure improvement in these institutions.

The baseline survey has also revealed requirement of major intervention to enable these institutions to provide quality workforce to meet demand of industry. The cost estimates worked out by the Works & Services Department are around Rs.100.00 Million for basic infrastructure improvement and necessary equipment & machinery.

Recommendation:

The Board is requested to approve the expenditure of Rs.100.00 Million. The procurement process will be completed under the SPPRA Rules, 2010.

6.5 Lifeline Repair Works (completed and planned):

In order to address the basic infrastructure needs of the training institutions to develop an environment conducive to good learning, the survey under lifeline repair was conducted by the Works & Services Department, STEVTA. The survey under lifeline repair focused on restoration of lavatory, drinking water, internal distribution system and electrification of classrooms and workshops, dangerous roof, broken doors and windows etc. The survey was conducted with a view to improve the quality of training especially for Benazir Bhutto Shaheed Youth Development Program (BBSYDP). The outcome of the survey is as under:

S. No.	Type of Institution	No. of Institutions	Estimated Cost (Rs. in Million)
1.	GCT	4	12
2.	GPI	23	42.5
3.	GMI	43	64
4.	GVI	12	11.6
5.	GVS	61	62
6.	GCTI	15	20
7.	GCECP	25	27
8.	ATC/VTC/YVC	34	31.961
9.	SEC	16	16
Total		233	287.061

It is therefore, proposed that out of estimated expenditure of Rs.287.00 Million, Rs.50.00 Million have been allocated during the current year for emergent repairs / renovations.

Recommendation:

The Board is requested to approve the expenditure of Rs.50.00 Million on the proposed rehabilitation of institutions under “Lifeline Repair Works Project”. The execution of works will be carried out by observing codal formalities under SPPRA Rules, 2010.

6.6 Appointment of Consultants for Civil Works:

The Works & Services Department headed by a Director (Works & Services) has been established with the approval of STEVTA Board. However, in order to bring in professionalism and expert monitoring of project execution by the contractor, it is

proposed to execute all the Works & Services Projects with cost estimates above Rs.5.00 Million by engaging professional consultants.

The STEVTA Model Institution Project being the first mega project to be executed by STEVTA has been planned to be executed through professional consultants. The Expressions of Interests were invited from the Civil Engineering / Architectural firms for rendering of professional consultancy services for various STEVTA projects spread all over the province. After completing procedural formalities under SPPRA Rules, 2010, following consultants have been identified for providing consultancy services at the rates specified below for survey, planning, designing and supervision as a percentage of total project cost in the regions mentioned against their names:

S. No.	Name of Consultant	Consultancy Charges (%age of project cost)	Region
1.	M/s Shahzad Associates	4.25%	Karachi and Sukkur
2.	M/s G-III Consultants	3.75%	Hyderabad
3.	M/s G-III Consultants	3.45%	Mirpurkhas
4.	M/s Zaheeruddin Consultants	4.20%	Larkano

Recommendation:

The Board is requested to approve the execution of major civil works through engagement of consultants at the rates specified above as ascertained by observing codal formalities under SPPRA Rules, 2010.

6.7 Constitution of Development Committee:

The requests for establishment of new institutes are received from various authorities including Prime Minister, Chief Minister and other political representatives. Besides, such requests are also received from residents of various areas and civil society representatives. These schemes require relatively high expenditure. In order to institutionalize a mechanism for examination and approval of such proposals, it is proposed that a Development Works Committee may be constituted by the Board comprising of 01 member of STEVTA Board as its Chairman. The Director (Works & Services), Director (Finance) and Deputy Director (Development) are proposed to be the members of the committee. The committee will approve all schemes exceeding Rs.5.00 Million.

Recommendation:

The Board is requested to constitute Development Works Committee. The works approved by the committee will be carried out by observing codal formalities under SPPRA Rules, 2010.

6.8 Transport facilities for Staff & Students:

A snap survey conducted by STEVTA has revealed that the biggest impediment to proper attendance of students, trainees and staff in Technical

Colleges / Polytechnic Institutes in Sindh is a considerable rise in transportation charges and lack of effective facilities of public transport for commuting to and from the institutions. Majority of Technical Colleges / Polytechnic / Monotechnic Institutes are located quite far away from main city / town centers. Besides, commuting the trainees of Technical Institutes have to undertake industrial tours as part of scheme of studies. The Model Institution Project being initiative by STEVTA plans to address these impediments to effective learning environment.

The operational expenditure for the transport would be met out from the transportation and conveyance charges included in the Non-Government fee portion recovered from the students. M/s Hino Pak has agreed to provide comprehensive training on operation and maintenance of these vehicles to the drivers / helpers of STEVTA. Besides, the online web based tracker services will be obtained to restrict the possible misuse of transport facility.

It is therefore, proposed to procure identified transport for the cities mentioned below. The proposed transport facility to cater to the number of institutions identified below:

S. No.	City	# of Institutes	Proposed Transport	Estimated Cost (Rs. in Million)
1.	Karachi	52	Hino City Liner (63 Seater)	4.650
2.	Hyderabad	15	- do -	4.650
3.	Mirpurkhas	09	Rapid Liner Coach (33 Seater)	3.225
4.	Thatto	10	- do -	3.225
5.	Badin	10	- do -	3.225
6.	Naushehro Feroze	09	- do -	3.225
7.	Dadu	07	- do -	3.225
8.	Larkano	15	Hino City Liner (63 Seater)	4.650
9.	Sukkur	13	- do -	4.650
10.	Khairpur	14	Hino City Liner (63 Seater) and Rapid Liner Coach (33 Seater)	4.650 3.225
Total				42.60

Recommendation:

The Board is requested to approve the incurrence of expenditure of Rs.42.60 Million for procurement of transport identified above. The transport will be procured from M/s Hino Pak Motors as per the codal formalities as prescribed under SPPRA Rules, 2010.

7. Approvals – MIS

7.1 Enterprise Resource Planning (ERP) Software:

The good governance requires effective check and control on the finances handled by various STEVTA authorities. The institutes besides regular budget allocated by the Government also generate funds under non-Government fee subscription as well as through Self Help Basis Evening Programs. The effective control on the expenditure is difficult without a proper mechanism for recording all financial transactions. Besides, a proper stock of fixed assets and inventory is also essential to utilize them for organizational requirements. Management of Human Resource also requires modern management tools.

In order to address these issues, the STEVTA MIS Team conducted a comprehensive survey regarding available tools for Enterprise Resource Planning (ERP). After following a competitive bidding process prescribed under PPRA Rules, 2004, an Oracle based ERP Software has been procured. The implementation time of the software is approximately 8 to 12 months.

The STEVTA is the first institution within the Government of Sindh which has procured an Oracle based ERP for properly managing its state of affairs. This Oracle based ERP will have 11 modules for financial, human resource, asset & inventory management, budgeting, project costing including business intelligence and self service suite whereby the employees can access and manage their profiles.

Besides, the STEVTA has also procured an electronic Document Management System which will also be integrated with the Oracle based ERP to form the basis for moving towards paperless office environment.

The estimated cost on these software procurements is approximately Rs.13.00 Million including the one year software maintenance & support and employee training.

Recommendation:

The Board is requested to approve the incurrence of expenditure of Rs.13.00 Million for procurement of ERP Software and electronic Document Management System which has been procured as per the codal formalities prescribed under PPRA Rules, 2004.

8. Approvals – Public Private Partnership

In view of paradigm shift towards successful experiences of Public Private Partnership (PPP) globally, STEVTA intends to introduce Public Private Partnership (PPP) in TEVT Institutions for optimal performance / quality training.

The Government of Sindh, Finance Department allocated Rs.200.00 Million in the budget 2009-10 to STEVTA to introduce PPP scheme in TEVT Institutions in terms of provision contained in STEVTA Act, 2009.

The framework for Public Private Partnership (PPP) has already been approved by the STEVTA Board in its 4th Meeting. In view of the approved mechanism, the STEVTA has identified following feasible PPP proposals in public interest:

8.1 Korangi Vocational Training Institute – Partner: Hunar Foundation:

The Hunar Foundation (THF), a Non-Profit Organization, has expressed interest to work with STEVTA under Public Private Partnership (PPP) in existing Apprenticeship Training Center, Korangi. The Foundation is committed to providing vocational training of internationally acceptable standards.

The THF will transform the existing Apprentice Training Center (ATC), Korangi Industrial Area into a state of the art Center of Excellence for Vocational Training with the objective of imparting quality vocational training as per international standards. The broad framework of agreement with THF is as under:

- i. The institute will be renamed as Korangi Vocational Training Institute (KVTI).
- ii. The institute will be managed by a Board comprising of 7 members, 02 each from THF and STEVTA and remaining 03 members to be nominated by various representative trade bodies.
- iii. The estimated cost of improvements in infrastructure, equipment & machinery and capacity building amounting to Rs.100.00 Million will be financed jointly by THF and STEVTA in the ratio of 20% and 80% respectively.
- iv. The THF will follow the normal procedure of procurement under the Sindh PPRA Rules, 2010, as per agreed formula.
- v. The duration of the management assignment for this Agreement shall be 10 years subject to renewal upon meeting the agreed KPIs.

Recommendation:

The Board is requested to approve the proposed PPP scheme at the estimated cost of Rs.80.00 Million.

8.2 Institute of Furniture Technology – Partner: Furniture Pakistan (PIDC):

Furniture Pakistan is a subsidiary of Pakistan Industrial Development Corporation (PIDC) and is engaged in promoting export of furniture. Their mandate includes producing high valued and skilled workforce with the knowledge of advanced technologies and manufacturing solutions.

Furniture Pakistan has expressed interest for joint venture through Public Private Partnership (PPP) for revival of Woodworking Production Unit of Pakistani Swedish Institute of Technology, Landhi, Karachi. The Furniture Pakistan will rehabilitate production unit through addition of modern equipment & machinery. They will also establish Solar Kiln, a modern technology for wood seasoning. They will integrate the existing DAE (Woodworking Technology) in their production unit for demand driven technical training. Besides, the Diploma in Woodworking, they will also initiate Short-Term Skill Development Trainings in mechanized carpentry and furniture polishing technology.

The broad parameters of understanding with M/s Furniture Pakistan are as under:

- i. The Production-cum-Training Unit will be managed by a Board comprising of 7 members, 02 each from Furniture Pakistan and STEVTA and remaining 03 members to be nominated by various representative trade bodies.
- ii. The estimated cost of improvements in infrastructure, equipment & machinery and capacity building and operational expenditure for the first 03 years amounting to Rs.135.00 Million will be financed jointly by Furniture Pakistan and STEVTA in the ratio of 80% and 20% respectively.
- iii. The Furniture Pakistan will follow the normal procedure of procurement under the Sindh PPRA Rules, 2010, as per agreed formula.
- iv. The duration of the management assignment for this Agreement shall be 10 years subject to renewal upon meeting the agreed KPIs.

Recommendation:

The Board is requested to approve the proposed PPP scheme at the estimated cost of Rs.27.00 Million.

8.3 School of Nursing, Community Midwifery & Health Technicians, Sukkur Partner: Health and Nutrition Development Society (HANDS):

The Nurses, Community Midwives and Health Technicians are in great demand domestically as well as abroad. There is a lack of good quality institutes especially in the interior of Sindh to train Nurses, Community Midwives and Health Technicians. The Punjab TEVTA has established similar facilities within its Technical Training Institutes by hiring medical professionals. The scheme has produced positive results. The pass outs of these institutes are readily absorbed by the

hospitals in public & private sector or engaged as assistants of medical professionals operating in remote localities of the province.

In order to manage the training of Nurses, Community Midwife and Health Technicians in a more professional manner, an understanding has been arrived with a very well known NGO – Health and Nutrition Development Society (HANDS), a registered Not-for-Profit Organization working in this sector since 1979 and having presence in more than 17 districts of Sindh, Balochistan and Punjab.

The HANDS will establish a School of Nursing, Community Midwifery and Health Technicians for Girls in the existing building of Government Vocational Institute for Girls at Minara Road, Sukkur. The institute will have hostel facility as well. Subsequently, in the 2nd year, 4-year B. Sc. (Nursing) program will also be added to the School. The HANDS will sign a MOU with Health Department to extend clinical practice facility to the trainees of the school at nearby Civil Hospital, Sukkur. The HANDS is also negotiating for getting affiliation of the school with Aga Khan School of Nursing.

The initial infrastructure cost including the operational expenditure for the first 02 years has been estimated at Rs.30.00 Million. The complete expenditure will be financed by STEVTA. The HANDS will only extend its professional expertise upon payment of overhead cost for its management at the rate of 10%.

Recommendation:

The Board is requested to approve the proposed PPP scheme at the estimated cost of Rs.30.00 Million.

8.4 TTC at Daharki – Partner: Pakistan Chemical and Energy Sector Skill Development Company (PCESSDC):

Pakistan Chemical & Energy Sector Skill Development Company (PCESSDC) is a Not-for-Profit Public Private Partnership Company registered under Section 46 of Companies Ordinance, 1984. The major stakeholders of the company include, Pakistan Industrial Development Corporation (PIDC) Engro Chemicals Pakistan Ltd. (ECPL), Mari Gas Company Ltd. (MGCL), DESCON and SIAPEM (Italy). The company is establishing an state of the art Technical Training Centre at Daharki at an estimated cost of Rs.220.00 Million to provide high skilled technicians for Chemical & Energy Sector. The project is partly funded as under:

Name of Company	(Rs. in Million)	Name of Company	(Rs. in Million)
PIDC	100	DESCON	4
ECPL	44	SAIPEM	0.25
MGCL	30	Total	179

The project envisages international accreditation through City and Guild of UK to provide highly skilled manpower for the local industry with potential for export of manpower.

PCESSDC has requested STEVTA for joint venture in Technical Training Centre, Daharki by contributing Rs.50.00 Million. In turn, one nominee of STEVTA will be taken as member on their Board of Directors.

Recommendation:

Keeping in view the importance of the project in the area, it is proposed that STEVTA may contribute towards the negative gap by making an investment of Rs.25.00 Million towards initially.

8.5 B. Tech programs at GSEZIT Karachi, GHCT Nawabshah and GPI Larkano

The B. Tech programs will be initiated under Public Private Partnership (PPP) by inviting prospective partners with estimated investment in equipment & machinery amounting to Rs.100.00 Million out of PPP Funds.

The operation and management of the programs will be entrusted to the prospective Public Private Partnership (PPP) Partner.

Recommendation:

The Board is requested to approve Rs.100.00 Million for initiating B. Tech programs under Public Private Partnership.

9. Future Plans

9.1 Equivalence of DAE to F. Sc. (Pre-Engineering):

The Inter Board Committee of the Chairmen of the Boards of Education all over Pakistan have declared Diploma of Associate Engineering (DAE) as equivalent to F. Sc. (Pre-Engineering). However, the decision is not implemented by various degree awarding universities whereby only a limited quota of few seats are allocated for candidates holding DAE. Due to this anomaly, the students generally prefer to follow the track of F. Sc. instead of DAE.

It is proposed to take up this matter with the Higher Education Commission and representatives of the Public and Private Sector Engineering Universities so as to generate a greater interest of the students towards DAE.

9.2 B. Tech courses at Habib College of Technology, Nawabshah, Government Polytechnic Institute, Larkano and Saifee College, Karachi:

Currently, the B. Tech program is offered at Government College of Technology at Karachi, Hyderabad and Khairpur. In order to extend the opportunity of higher education to DAE Graduates, it is proposed to allow B. Tech programs at Govt. Saifee Eide Zahabi Institute of Technology, Government Habib College of Technology, Nawabshah and Government Polytechnic Institute, Larkano.

9.3 Establishment of Quality Enhancement Cell on HEC Model:

In order to improve the quality of training, it is proposed to establish Quality Enhancement Cell on the same pattern as those established by HEC in various Public Sector Universities. The technical assistance on this project will be sought from Higher Education Commission.

9.4 Establishment of 03 Staff Training and 03 Career Counseling Centers:

The domain of training and re-training of technical teachers is very instrumental to improve the quality of education and training in TEVT Institutions. In order to realize this objective, the SNE for 03 Staff Training Institutes at Karachi, Hyderabad and Sukkur. The institutes will have skeleton management staff and will engage trainers from the market.

Besides, after the successful launch of 02 Career Counseling Centers at Sukkur and Karachi, it is proposed to establish 03 more Career Counseling Centers at Mirpurkhas, Larkano and Hyderabad.

9.5 Exhibition to highlight the work of TEVT Institutions:

In order to improve the image of the graduates of TEVT Institutes, it is proposed to arrange an exhibition at Karachi Expo Center during the month of December, 2010 to project the work of trainees of TEVT Institutions. The event will invite participation from all the provinces. Besides, efforts would also be made to invite participants from SAARC countries if the appropriate funding for the event is provided by SAARC, Human Resource Development Center (HRDC) and International Labour Organization (ILO).

10. Supplementary Agenda

10.1 Any other Item for consideration with the permission of Chairman: