

Skilled Training Institute - Focus on Developing the Next Generation of Potential Entrepreneurs

Community Welfare International Inc (CWI)





Community Welfare

— INTERNATIONAL Inc —

Empowering Communities • Advancing Welfare • Building a Better Future

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Introduction

One of the deepest aspirations of any civilized society is the harmonious integration of young people into the mainstream workforce, business and society as a whole. Skilled young people are a major factor in determining the future of Pakistan, especially the entrepreneurial future, because they represent a force required to steer and manage the rapid changes and they represent the future capacity for economic growth and development. There are serious and major issues affecting young men and women in Pakistan today, like education, unemployment, health, crime and violence, as well as the poor living conditions.

The underlying problem with many of these issues seems to be a lack of financial resources, which can be addressed by ensuring more regular incomes, among others through entrepreneurial businesses. Skill acquisition is one of the major problems faced by Pakistan's human resource. The quality of training imparted by skill institutes suffers from a number of problems including the high cost of courses, inadequate infrastructure, shortage of hiring good trainers and low relevance of the curriculum to industry requirements.

Vocational training with a focus on creating entrepreneurs is a means to harness the human resource potential of a region by equipping the prospective or the existing members of the workforce with marketable skills through vocational or technical training to meet industry requirements. It emphasizes demand-driven systems for skill acquisition.

There is a greater need for vocational training so perspective students can think out of the box by not only learning vocational and technical skills enough to offer services to the industry but also to learn and act towards starting their own business as an entrepreneur.

About Pakistan

Pakistan is a sovereign country in South Asia. With a population exceeding 180 million people, it is the sixth most populous country and with an area covering 796,095 km² (307,374 sq. miles), it is the 36th largest country in the world in terms of area. Pakistan's capital is Islamabad, bordering with twin city Rawalpindi. After decades of war and social instability, as of 2013, serious deficiencies in basic services such as railway transportation and electric power generation had developed. The economy is semi-industrialized but has strong potential to growth.

Proposed Area for Establishing Institute:

We propose Rawalpindi to be the best candidate for establishing Skilled Development school. Rawalpindi is only located 9 miles from the city of Islamabad, in the province of Punjab. Rawalpindi is the fourth largest city in Pakistan after Karachi, Lahore and Faisalabad.

The population of Rawalpindi includes many people who come from Punjab villages looking for work in the city. The City-District of Rawalpindi comprises eight autonomous tehsils, besides Rawalpindi city (divided into Rawal & Potohar Tehsils): Gujar Khan, Potohar (Southern Rawalpindi), Taxila Tehsil, Rawal

(Northern Rawalpindi), Kallar Syedan, Kahuta, Kotli Sattian and Murree. Thus, the proposed institute will serve the population of Rawalpindi but also play an important role in serving the needs of all Tehsil's of the district.

Project Objectives

Proposed Model Skill development will focus on Developing the Next Generation of Potential Entrepreneurs. Institute's target students will be boys and girls who have completed 10 years of schooling (Matriculation). With the establishment of proposed skill development institute, training the youth into professionally equipped and trained entrepreneur and skilled resources will bring quantifiable dividends in the lives of these people. Imparting skill training in market relevant trades would obviously bring much higher rate of return than general education.

The prospects of technical education cannot be seen in isolation rather they are closely attached to the available potential of a country or a province which provides a base to skilled labour to exploit their skills in various sectors of economic development. Province of Punjab and capital Islamabad is bestowed with a huge potential which, if exploited by applying modern and latest techniques and skilled labour, can go a long way in poverty alleviation and putting the militancy-plagued on the track to prosperity and economic growth.

A large number of Pakistani skilled people get good job offers from Middle Eastern and Gulf countries. These resources when hired abroad add to much needed foreign reserves by Pakistan.

Proposed non-profit skill development institute will train the students in following areas:

Course Name	Duration	Students per Year
Entrepreneurship by ecommerce	1 Year	30
Tailoring with focus on Fashion Designing and Dresses	1 Year	30
Electronic Technicians	1 Year	30
Air conditioning and refrigeration technicians	1 Year	30
Auto Mechanic	1 Year	30
Welding Technicians	6 Months	60

Plumbing and gas appliance Technicians	6 Months	60
Beautician	6 Months	60
Auto Electrician	6 Months	60
Total		390

We estimate to train 400 participants at the end of the second year. This number will grow second year onwards.

Mission and Aims

Mission Statement:

To provide Pakistani students with exceptional learning solutions that integrate theory, experience and action planning, allowing participants to “learn by doing” through practice and application of new skills to realistic problems.

Aims:

The aim of skill development institute will support achieving rapid and inclusive growth through:

- a) Enhancing individuals“ employability (wage/ self employment) and ability to adapt to changing technologies and labour market demands.
- b) Improving productivity and living standards of the people.
- c) Strengthening competitiveness of the country.

Project Rationale

Wealth distribution in Pakistan is highly uneven, with the top 10% of the population earning 27.6% and the bottom 10% earning only 4.1% of the income. Sustainable Development Policy Institute- SDPI’s study on poverty shows that every third Pakistani is living his life below the poverty line.

Bright Zone’s Skilled Training Institute -Focus on Developing the Next Generation of Potential Entrepreneurs will help Pakistani’s to match the rapidly changing labor market with the right skills and reduce the mismatch between the supply and demand. The project will focus on establishing state of the art institute to develop skilled workers who will be able to respond to the needs of both the domestic and international labor markets.

Institute will be fully computerized by developing Student Management System and Online Portal. This

will provide handy information for the management, administration, faculty members and students. This state-of-the-art technology will decrease the distance between students, faculty, and independent learners. Institute's portal shall be the single most important publication to advance its mission which will adequately reflect its leadership vision, mission and goals.

Education in Pakistan is divided into six main levels: pre-primary (preparatory classes); primary (grades one through five); middle (grades six through eight); matriculation (grades nine and ten, leading to the Secondary School Certificate); intermediate (grades eleven and twelve, leading to a Higher Secondary (School) Certificate); and university programs leading to graduate and postgraduate degrees.

There is a big gap between the academic institutes and industry requirements. Most of the students are dropped out at High School Level due to financial limitations to afford further education. Tertiary vocational education will offer opportunities for higher education to an increasing number of secondary school-leavers. Those who are not able or who are not willing to enter into higher academic education will get an alternative which will offer them the opportunity to acquire a labour market recognized professional qualification within a relatively short period.

Globally, it has been observed that countries attached the highest priority to education since the development of other sectors like health, agriculture and industry is dependent on the development of education in the country. The Government of Pakistan accepts education as fundamental right for its citizens as well as its commitment to provide access to education to every citizen. But the Government faces constraints due to limited financial resources to spend on education and skilled training sector. Therefore, non-profit organizations are very much needed lower the burden of the Government and to reduce poverty in Pakistan.

Roles and Responsibilities:

Roles and responsibilities of Donor

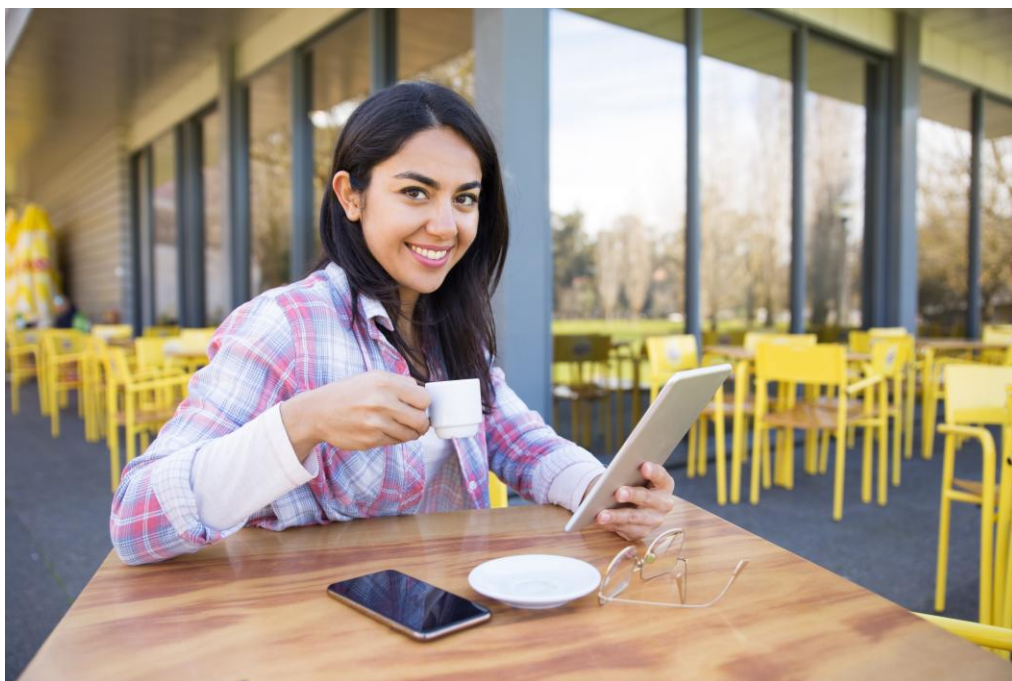
- a) Setting up priority and policy planning-statistics gathering
- b) Providing regulatory framework and enabling environment for stake holders.
- c) Devising financing mechanism, reward and promotional framework.
- d) Capacity building of Institute's Management.
- e) Setting up of monitoring, evaluation and dissemination of information.
- f) Facilitating international co-operation.

Roles and responsibilities of Institute's Management:

- a) Owning Skill Development activities.
- b) Identification of competencies.
- c) Skill demand analysis and curriculum development.
- d) Facilitating training of trainers.
- e) Delivery of training, monitoring and evaluation.
- f) Participation in examination and certification.
- g) Participation in affiliation and accreditation process
- h) Facilitating employment of trained graduates.
- i) Investing in skill development activities.

Expected Outcome

The outcome of the project is to increase the supply of high entrepreneurs and technicians needed by Pakistan's economy. The aim of the project is to nurture the acquisition, development and application of high-quality technical know-how of our human resource in a manner that is consistent with established training goals and national values as a basis for economic growth.



Implementation Plan

Employee Expense

USD Exchange Rate	106	Employee Expense	
Faculty Members	No.	Salary per month	Per Year (1st Yr)
Senior Instructors	10	700,000	8,400,000
Junior Instructors	10	450,000	5,400,000
Administrative Staff			
Chief Operating Officer / Project Manager	1	400,000	4,800,000
Principal	1	200,000	2,400,000
Consultant	1	200,000	2,400,000
Admin Manager	1	100,000	1,200,000
Accountant	1	80,000	960,000
Account Assistant	1	40,000	480,000
Receptionist	1	40,000	480,000
Secretary / Coordinator	1	50,000	600,000
Placement / Counselling Manager	1	150,000	1,800,000
Librarian	1	50,000	600,000
Computer Lab Incharge	1	50,000	600,000
Computer Lab Assistant	1	40,000	480,000
Office Assistant	2	30,000	360,000
Maintenance Staff			
Security Guards	4	80,000	960,000
Maintenance Person	2	50,000	600,000
Driver	2	25,000	300,000
Cleaner	2	30,000	360,000
Total in PKR		2,765,000	33,180,000
Total in USD		\$26,085	\$313,019

Furniture, Fixtures, Labs and Office Equipment Cost

USD Exchange Rate	106	Furniture & Equipment	
Furniture and Equipment	Quantity	Unit Price in PK Rs	Total In PKR
Computers	32	70,000	2,240,000
Server	3	120,000	360,000
Laptops for Management and Admin Staff	6	70,000	420,000
Laser Printer	4	25,000	100,000
UPS for Computers, Server, Printers	40	20,000	800,000
Power Generator 10 KVA	1	500,000	500,000
School Management System Development (MIS)	1	7,000,000	7,000,000
School's Portal	1	3,500,000	3,500,000
Curriculum Development	9	500,000	4,500,000
Equipment and tools required for running hand-on practical courses	1	5,000,000	5,000,000
Class Room Chairs	400	2,500	1,000,000
Class Room Desks	400	3,000	1,200,000
Computer Lab Chairs	32	5,000	160,000
Management, Admin Furniture and Visiting Area Furniture	1	1,000,000	1,000,000
LED TVs	11	92,000	1,012,000
Furniture for Conference Room	1	500,000	500,000

Water Dispensers	3	30,000	90,000
Air Conditions	15	70,000	1,050,000
Heaters	15	10,000	150,000
Library Books	1000	1,000	1,000,000
Building Renovation	1	1,000,000	1,000,000
Affiliation with Concerned Boards / Societies	1	200,000	200,000
Car for Director, Principal, Placement Manager and Admin Manager	4	8,000,000	32,000,000
Van for School	1	1,500,000	1,500,000
Vehicle Registration and Tax	5	350,000	1,750,000
Total in PKR		29,568,500	68,032,000
Total in USD			\$641,811

Operational Cost

USD Exchange Rate	106	Operating Expense including Employee Expenses		
		Year 1	Year 2	Year 3
Building Rent		3,000,000	3,600,000	4,320,000
Staff Salaries		33,180,000	39,816,000	47,779,200
Printing and Stationary		360,000	432,000	518,400
Tel		120,000	144,000	172,800
Gas		120,000	144,000	172,800
Electricity		720,000	864,000	1,036,800
Water		60,000	72,000	86,400
Postage		24,000	28,800	34,560
Misc Office Expense		360,000	432,000	518,400
Advertisement		1,000,000	1,200,000	1,440,000
Labs and Workshop Expense		360,000	432,000	518,400
Online ecommerce website for Entrepreneurs to sell their products online		4,000,000	4,800,000	5,760,000
School Management System Support and Maint		200,000	240,000	288,000
Repair and Maintenance		1,200,000	1,440,000	1,728,000
Gardening		60,000	72,000	86,400
Audit Fee		200,000	240,000	288,000
Generator Fuel		360,000	432,000	518,400
Management Car Fuel Allowance		1,800,000	2,160,000	2,592,000
School Van Fuel		360,000	432,000	518,400

Vehicle Maintenance and Insurance		500,000	600,000	720,000
Water Refill		60,000	72,000	86,400
Tea and Consumables		480,000	576,000	691,200
Cleaning Consumables		60,000	72,000	86,400
Travelling and Boarding		1,000,000	1,200,000	1,440,000
Participation in Educational Exhibitions		1,000,000	1,200,000	1,440,000
Fixed FEE for Services		8,000,000	9,000,000	10,000,000
Total in PKR		58,584,000	69,700,800	82,840,960
Total in USD		\$552,679	\$657,555	\$781,518

Project Management:

Bright Zone Consulting will be responsible for the management of the entire project . Bright Zone is a Sister concern company of E-strats. E-strats is an ISO certified firm established since 1997. Skilled Development School Project Management shall be done by our experienced and professional project manager under the advice of other stakeholders .

The project manager will be reporting to head office where centrally compiled report would be sent to the donor organization.

Conclusion

Skilled Training Institute -Focus on Developing the Next Generation of Potential Entrepreneurs will help Pakistan to match the rapidly changing labor market with the right skills and reduce the mismatch between the supply and demand. The project will focus individuals who after training will be able to respond to the needs of both the domestic and international labor markets, thus reducing the poverty level in Pakistan.





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