



22nd

All Members Meeting

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Executive Summary

All Member's Meeting (AMM) is the tradition of HRDN for the last 22 years, which attracts participation from top of the line esteemed institutes and professionals from diverse backgrounds. The event provides opportunities for interacting, learning and knowledge sharing among HRD professionals, donors and government sector. The theme of this year's AMM was carefully selected in the vein of empowering youth to keep pace with a fast-changing world of work. The main purpose of organizing the 22nd Hybrid All Members' Meeting 2021 on the theme "Quality Apprenticeships: The Way Forward in Pakistan", focusing on Using Apprenticeships as tool to recover job-losses due to COVID-19 was to assess the existing situation of Apprenticeships System in Pakistan and identify strategies to be adopted by the government, development sector and civil society to use Apprenticeship as a tool to recover job-losses due to COVID-19. The conference was organized in collaboration with International Labour Organization (ILO) and Institute of Rural Management (IRM). The eminent experts like Mr. Nazar Ali CEO SDC, Mr. Hafeez Abbasi DG NAVTTC, Mr. Saad Gillani Senior Programme Officer ILO and Ms. Robeela Bangash CEO HRDN were the panelists to shed light on the topic.

Dr. Roomi S. Hayat, Chairperson HRDN, a prominent expert in the field of Human Resource Development opened the event by welcoming all the participants at the event. He said that Pakistan is a YOUNG County. To empower youth and to enable young people to acquire the relevant competencies to facilitate their transition from the world of education to the world of work. It is the need of time to address the challenge of creating employment opportunities for bulging youth in productive sectors of the economy.

Mr. Syed Nazar Ali, CEO, SDC, on the occasion presented an overview of the vocational training in Pakistan. He said that the on-job training model is highly effective to engage youth and include them in the skilled work force. Thus, it may lead to economic growth of the country through the creation of new job opportunities.. Mr. Hafeez Abbasi, Director General NAVTTC, Islamabad, was of the view that National Vocational & Technical Training Commission (NAVTTC) aims at fulfilling the Government's vision for building a developed industrialized and prosperous Pakistan. He said that the new laws are being introduced regarding the apprenticeship that is aimed to develop human resource through the industries while making the process part of the industrial development. Ms. Robeela Bangash, CEO, HRDN

highlighted the fact that we have a shortage of competent human resource to achieve professional excellence towards sustainable development, it's the need of time to facilitate capacity development and evidence based policy advocacy. In the end, it was concluded by Mr. Saad Gillani that we have good laws and institutions to promote youth employment through Apprenticeship but there are several governance issues to implement such laws with letter and spirit and benefit the youth.

At the end progress of HRDN during the year was shared with members and their feedback was welcomed for improvement in the network and overall scenario of Human Resource Development in Pakistan.

Introduction

HRDN All Members' Meeting (AMM)

HRDN has been successfully conducting the All Members Meetings (AMM) for the past 21 years. AMM is one of the most awaited event of the year for the HRDN members and attracts the interest of leading prestigious national and international institutions including NGOs, funding agencies, Government, and Academic & Research Institutions & Professionals. As the situation of COVID is easing out due to mass vaccination drives so HRDN planned to conduct hybrid All Members' Meeting. It was attended by many top tier professionals & practitioners

of the Development Sector, donors, international and national NGOs, public sector and by the esteemed Board Members of HRDN. More than 40 participants were present physically for the event and 80 plus participants attended the event virtually. The theme for 22nd AMM was Quality Apprenticeship "Way Forward in Pakistan", Mr. Hafeez Abbasi DG NAVTTC Islamabad region, Dr. Syed Nazar Ali CEO-SDC and Ms. Robeela Bangash CEO-HRDN were the panelists and Mr. Saad Gillani Senior Programme Officer-ILO moderated the session. All the participants

were overwhelmed by the panel discussion and question-answer session was held at the end in which all the participants showed very active participation. The HRDN members were updated regarding the network's performance in the previous year, their feedback and suggestions were invited to achieve brilliance in the future.



Theme of 22nd All Members Meeting

The COVID-19 pandemic upended the global economy in 2020, giving rise to levels of unemployment not seen since the Great Depression. The year brought unprecedented disruptions to normal work routines and daily activities. While some work arrangements are adapting well to telework, others, including apprenticeships, are getting creative.

In Pakistan, pandemic-related job losses have hit some workers harder than others. Between April and July of 2020, around 20.63 million workers experienced job-losses and income disruptions, as per Pakistan Bureau of Statistics report. After July 2022, economic activities were restored in Pakistan – however, education and skills development / TVET activities remained suspended for some time. Towards end December 2021, around 3.1 million workers remained out-of-work including 1 million young workers between age of 15-24 years. These losses, coupled with an existing employment disparity between women and men workers, workers with disabilities and workers in rural and urban economies, are prompting action. With experts warning of a years-long economic recovery, policymakers are looking to re-employment and retention strategies to stave off the economic fallout. One such strategy is upskilling through apprenticeship and other work-based learning programs.

Quality Apprenticeships are one of the oldest forms of worker training. Apprenticeships are work-based learning programs completed under the supervision of a master or senior worker that include both a paid work and educational component. In times of economic upheaval, apprenticeship programs are particularly desirable because they provide workers with a job upfront, allowing them to immediately begin collecting wages while receiving classroom instruction. Additionally, these programs are designed to culminate in the completion of a skilled labor certification providing workers with valuable credentials to land well-paying jobs.

Therefore, we at HRDN have chosen 'Quality Apprenticeships: Way Forward for Pakistan' as the focal topic of this year 2021 because we believe that Government of Pakistan should consider improving its age-old Apprenticeship System to use Apprenticeships as a tool to recover job-losses in post-COVID-19 situation and they are looking for innovative solutions as part of 'New Normal' after the COVID-19 pandemic.

There is increasing recognition of the key role that apprenticeships can play in enabling young people to acquire the relevant competencies to facilitate their transition from the world of education to the world of work. In their modern form, apprenticeships typically combine systematic and

Quality Apprenticeships: Way Forward for Pakistan -

Focus on using Apprenticeships as a tool to recover jobs-losses due to COVID-19



long-term workplace training with classroom instruction to enable apprentices to acquire the full range of competencies needed for a particular occupation. Apart from providing a solution to youth unemployment, quality apprenticeships can benefit jobseekers and workers of all ages who, due to changes in the labour market or job requirements, find themselves in need of retraining or upskilling. The challenge of labour market transitions is compounded by the global transformations under way due to COVID-19 lockdowns coupled with technological advances, globalization, demographic shifts, migration and the transition to a low-carbon economy.

As quality apprenticeships have the potential to equip people with the relevant competencies to navigate the challenges in the world of work throughout their lives, they are considered to be an important element of the system of lifelong

learning. Quality apprenticeships also have the potential to improve the productivity and competitiveness of enterprises.

Therefore, the main purpose of organizing the All Members' Meeting 2021 on this particular theme is to assess the existing situation of Apprenticeships System in Pakistan and identify strategies to be adapted by the government, +development sector and civil society to use Apprenticeship as a tool to recover job-losses due to COVID-19.



Proceedings of 22nd All Members' Meeting – 2021

AMM Commencement

22nd hybrid All Members meeting was conducted hybrid. Event was commenced by the recitation of Holy Quran, followed by the National Anthem of Pakistan.

Welcome Address

Chairperson HRDN, Dr. Roomi S. Hayat formally welcomed all members to the 22nd All Members' Meeting. Expressing gratitude for 22 successful years of the HRD Network coming to an end and the 23rd year about to commence. He told the audience that from the previous two years AMM has been conducted virtually but this year, HRDN has conducted a hybrid event as the situation of COVID is easing out in the country. Theme of today's event is very interesting and we are thankful to ILO for their support of this event.

He said that as per Bloomberg report a very large number of people are resigning from full time jobs as people don't want to work to live they want to live and then work. After COVID change is imminent across the globe and even in Pakistan many organizations are following flexible working hours.

Talking about the objective of AMM he said that All Members Meeting was initiated 22 years ago, for exchange of ideas and to explore opportunities.

He said that Pakistan is a very young country in terms of young people, a very large number of people were left unemployed due to pandemic. Quality apprenticeship has a very important role for the way forward in Pakistan. Today we have eminent professionals of Pakistan, they will share their thoughts in the light of their experiences how to get hands on experience after the theoretical knowledge. He looked forward to listen to them.

He also told that Apprenticeship was hit hard by the COVID, we think that the pandemic has ended but every time the new variant shows up. The new normal of our professional lives has become hybrid

(physical and virtual).

At the end he thanked all the participants for their participation, ILO for their support and organizing team for making this 22nd AMM a success.



Technical Session: Quality Apprenticeship: Way forward for Pakistan

Focus on using Apprenticeships as a tool to recover jobs-losses due to COVID-19

This session consisted of expert's opinion about quality apprenticeship and its status in Pakistan and how apprenticeship can play an important role to recover from the job losses due to COVID-19. The session was group discussion which was moderated by Mr. Saad Gillani.



Dr. Nazar Ali, Chief Executive Officer-SDC

Dr. Nazar said that today's topic is the most relevant as the government and donors have a focus on it these days. Apprenticeship is recognized globally as developing a more skilled labor force.

Apprenticeship is equipping a person with on job training, it is usually done in the industry and gives hands-on experience to the trainees while institutes impart training through set standards that are usually not aligned with the industry and are lagging innovation and

improvement. Apprenticeship training not only develops the skills of trainees but also their attitude. When the apprenticeship is part of the industry it also becomes part of business development strategy. Since the independence of Pakistan, several laws have been made on apprenticeship but implementation is lagging on the part of the government. Apprenticeship should not be focused on men, it should consider women to make them part of the vocational programs as per the market needs and would also be helpful in the workforce adjustment in industry, it is only apprenticeship which can be helpful to meet the future needs of the industry. Apprenticeship model is the only model which can also work in upscaling of the existing workers whether they are women or men.



Mr. Hafeez Abbasi, Director General NAVTTC Islamabad Region

Mr. Hafeez Abbasi shed light upon the role of the government in promoting apprenticeship in Pakistan. The Government is making efforts to promote apprenticeship but the response of the industry is not as required, it is the need for awareness to industry on the importance of apprenticeship. The Government is trying to introduce new trades as per the international demands and is trying to promote public-private partnerships in

the country. In Pakistan major focus is on theoretical training without its linkage to the industry due to which there is a gap between theory and practical. The Government has passed many laws on apprenticeship but the implementation of these laws is lagging. The Government has passed a new bill of apprenticeship in 2018, which is applied to the federal territory government in making efforts to implement it in the provincial areas. The Government is focusing on youth and especially women, efforts are being made to introduce trades that are focused on youth and women. To fill the gap between theory and practical apprenticeship is the only way forward in Pakistan.



Ms. Robeela Bangash CEO-HRDN

Ms. Bangash mentioned that HRDN has a vision of competent Human resource for operational excellence. Human resource may not be competent due to different aspects such as soft skills and technical skills. Policy advocacy is also important to bridge the gap between stakeholders. HRDN has always made efforts to bridge this gap through the efficient

advocacy of multiple causes. Youth has always remained a niche of HRDN. To facilitate the youth and bridge the gap between government and industry HRDN has selected this topic. HRDN has always remained vigilant in information and knowledge sharing with its members. Women are also an important part as they are 52% of the Pakistani workforce. It is the need of time to engage youth and women through quality apprenticeship. The Need of the day is to bring experts, industry and government on one page.



Mr. Saad Gillani Senior Programme Officer-ILO

Mr Saad Gillani concluded the session with the words that in Pakistan we have good laws and institutions to promote youth employment through Apprenticeship - but there are several Governance issue to implement such laws with letter and spirit and benefit our youth and women, these issues are the part of government, industry and other relevant stake holders which can only be resolved through advocacy and quality dialogue which is the need of the time.

Quick decisions are need to benefit our youth because every year, 1. 5 million new

job entrants require our quick consideration. HRDN can also play an important part for the mobilization of CSOs and HRD Professionals, there is an opportunity in this situation for advocacy and awareness raising regarding the quality apprenticeship as it is the only way forward for Pakistan. They can step in and bridge this gap by awareness raising, Advocacy, and extend technical help to NAVTTC, TEVTAs and employers for implementation of Apprenticeship system.

Closing of Meeting

HRDN's Annual Performance (2020-2021 Progress Review)

Ms. Robeela Bangash, CEO HRDN presented the Annual Performance review for the year 2020-2021. She told the members that HRDN has signed an MoU with the Economic Affairs Division (EAD). HRDN has got consultation status with EAD for NGO Policy 2021. PCP and ISO certification of HRDN was renewed, HRDN got membership of Islamabad Chamber of Commerce and Industries. HRDN was elected as a member of the Executive Committee (EC) of IUCN and signed an MoU with Alight Pakistan. HRDN conducted a series of events with the name of Live and Let live regarding the risks of COVID-19, 40 events were conducted in which 584 participants participated. HRDN also launched its "Virtual Café" in collaboration with Beyond Paradigm, 19 online webinars were conducted in which 11.5K + participants participated. Charity Campaign carrying through scholarship was initiated by two students for the flood affectees of Surjni town, charity collected was distributed to the small entrepreneurs of the locale. Human Resource Development Network (HRDN) organized E-conference as part of its virtual 21st All Members Meeting which was attended by 324 participants representing the public, corporate and development sector aimed at exploring the new horizons of Digitalization and HR management post COVID-19. "Institutional support for National Coordinator Pakistan" a project of UNOPS was completed in December 2020. In publications Annual Report, Quarterly Reports, Quarterly Newsletters and AMM report were issued. New policy manuals were made and approved by the board. In governance, Board meetings, Annual General Meetings, Special BoD Meetings, Audit and Finance Committee meetings and International Event Committee (IEC) meetings were held. Activity plans for 2021-22 were also shared by Ms. Bangash which included Women Voices Leadership-Pakistan, OXFAM, ATR (Portugal), JAM (Jordan/Vietnam), Exposure Visit to Attabad Lake (Gilgit Baltistan), IWD at Presidency, Research Studies, Webinars, Face to Face Training Events and Miscellaneous Projects.



Vote of Thanks

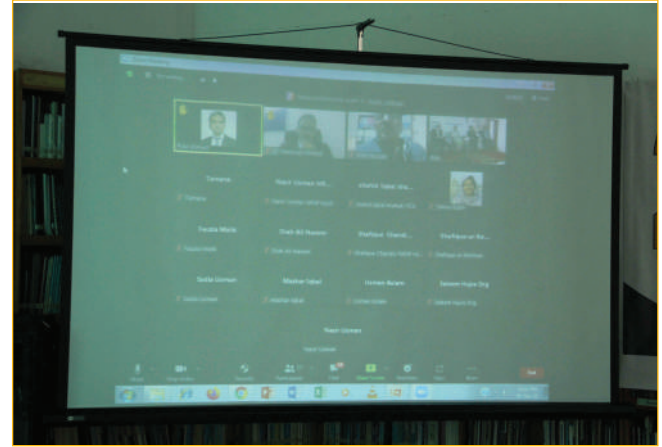
On behalf of HRDN, Ms. Robeela Bangash, the Network's CEO, acknowledged the contributions of HRDN family including BOD, Committees & Partners to make the event a success. She particularly thanked the Panel Members for their informative discussions, sponsors for their contribution, and both members and non-members for their active participation and feedback on the meeting. She further thanked all of the Senior members for taking out time and attending the meeting and contributing to the meeting.

The hybrid meeting was concluded with the hope for more involvement of members in all future endeavors.



Glimpses of 22nd All Members Meeting





AGENDA

22nd ALL MEMBERS MEETING-AMM

**“Quality Apprenticeships: Way Forward in Pakistan” with special focus on
Using Apprenticeships as tool to recover job-losses due to COVID-19”**

Hybrid

December 8th 2021

Timings	Activities	Speakers
	Recitation from Holy Quran	
	National Anthem	
	Opening of Conference and AMM	Member- HRDN
10:30 – 10:40	Welcome Remarks	Dr. Roomi S. Hayat Chairperson HRDN
Conference Deliberations		
	Opening of Conference	
11:10-12:20	Panel Discussion	Saad Gillani Moderator Programme Officer ILO (Modertor)
	Apprenticeships System & its Framework in Pakistan for Youth Development (10 minutes)	Dr. Syed Nazar Ali CEO SDC
	Efforts for improving Quality Apprenticeships in Pakistan (10 minutes)	Mr. Hafeez Abbasi Director General Islamabad Region NAVTTC
	Mr. Sibghat Ullah-Government Initiatives	Parliamentary Secretary OPHRD
	Ms. Wajiha Akram - Government Initiatives	Parliamentary Secretary MoFEPT
	Roadmap for New Normal ‘Improving Apprenticeship System in Pakistan	Saad Gilani/(Conference Participants)
12:10 –12:20	Speech by the Chief Guest	Mr. Sibghat Ullah Parliamentary Secretary OPHRD
12:20 – 12:40	Distribution of Souvenirs	
	Members’ Junction	Ms. Humaira Malik- HRDN Professional Member
12:40 –12:50	ALL About HRDN.	HRDN Secretariat(10 Minutes)
12:50 –13:50	Members’ Comments and Feedback	Ms. Humaira Malik
13:50 -13:55	Vote of Thanks	Ms.Robeela Bangash- CEO HRDN

Venue:

**IRM Complex, 1st Floor # 7 Sunrise Avenue, Main Park Road
Near COMSATS University, Islamabad, Pakistan**

Media Coverage

HRDN 22nd All Members Meeting (AMM) 2021
 Quality Apprenticeships: The Way Forward in Pakistan
 8th December, 2021

Spokesman Report

ISLAMABAD: Human Resource Development Network (HRDN) on Friday held its 22nd All Members Meeting (AMM) which stresses on Quality Apprenticeships in Pakistan.

The Hybrid All Members' Meeting 2021 on the theme "Quality Apprenticeships: The Way Forward in Pakistan", focusing on Using Apprenticeships as tool to recover job-losses due to COVID-19 was to assess the existing situation of Apprenticeships System in Pakistan and identify strategies to be adopted by the government, development sector and civil society to use Apprenticeship as a tool to recover job-losses due to COVID-19. The conference was organized in collaboration with International Labor Organization (ILO) and Institute of Rural Management (IRM).

The eminent experts like Nazir Ali CEO SDC, Hafeez Abbasi DG NAVTTC, Saad Gillani Senior Programme Officer ILO and Robeela Bangash CEO HRDN were the panelists to shed light on the topic.

Dr. Roomi S. Hayat, Chairperson HRDN, a prominent expert in the field of Human Resource Development opened the event by welcoming all the participants at the event. He said that Pakistan is

National Herald Tribune

22ND HYBRID ALL MEMBERS' MEETING 2021 ON THE THEME "QUALITY APPRENTICESHIPS HELD

HRDN is a think tank of experts and professionals on human resource development from diverse background

ISLAMABAD, December 10: Human Resource Development Network (HRDN) having a footprint across Pakistan through its 180+ member organizations and 800+ individual members is a think tank of experts and professionals on Human resource development from diverse backgrounds. All Member's Meeting (AMM) is the tradition of HRDN for the last 22 years, which attracts participation from top of the line esteemed institutes and professionals from diverse backgrounds. The event provides opportunities for interacting,

CITYNEWS 19

Special patrolling squads to help regulate traffic in twin cities

ISLAMABAD: Traffic police of Islamabad and Rawalpindi have formed special patrolling squads to help regulate traffic in the twin cities. The squads will be deployed in the busy areas of the cities to ensure smooth traffic flow. The article also mentions that the traffic police are also conducting regular patrols in the cities to maintain law and order.

Moot held on apprenticeships as tool to recover job losses

ISLAMABAD: A moot was held on the topic of apprenticeships as a tool to recover job losses. The moot was organized by the HRDN and was attended by experts and professionals in the field of human resource development. The moot discussed the challenges of the apprenticeship system in Pakistan and identified strategies to be adopted by the government, development sector and civil society to use apprenticeship as a tool to recover job losses.

ARCS delegates visit PRCS

ISLAMABAD: Delegates from the ARCS visited the PRCS to discuss the challenges of the apprenticeship system in Pakistan. The delegates discussed the need for a coordinated approach between the ARCS and the PRCS to ensure the smooth functioning of the apprenticeship system.

Islamabad Post

Tuesday, December 14, 2021 Pakistan's First and Only Diplomatic Daily Price Rs. 20

Experts call to enhance youth employment

The event provides opportunities for interacting, learning and knowledge sharing among HRD professionals, donors and government sector

ISLAMABAD: Experts have called for measures to enhance youth employment in Pakistan. They have suggested that the government should focus on creating more job opportunities for the youth and should also provide training and skill development programs to the youth. The article also mentions that the experts have suggested that the government should also focus on improving the working conditions for the youth.



IRM Complex

#7, Sunrise Avenue, Park Road near COMSATS University, Islamabad Pakistan.