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Skills Gap Analysis Punjab



The development of a skilled workforce plays an important role in the growth and development of a country. The measurement of skills gaps in the labour market assists and guides policy makers towards promoting a balanced labour market based on validated information. In case of Pakistan, the persistence of skills gap is an important barrier to higher industrial growth and productivity and linking it with international standards in skilled workforce productivity. To gather and make available required skills related information to different stakeholders, the National Skills Information System (NSIS) is established in the National Vocational and Technical Training Commission.

On the recommendations of Technical Working Group (TWG), the NSIS Cell developed a short questionnaire for collecting demand side information on skilled workforce from manufacturing, construction, services, energy and power sectors in the province. Data from around 10,000 establishments was collected from large and medium scale industries in the province. Industries Department of Government of Punjab provided approvals for the data collection and hired as many as 60 experienced field staff. The nominations of these staff were provided by NAVTTC and the staff was involved on regional level to monitor the data collection from various regions of Punjab. The survey was designed to determine the pattern of existing skilled workforce in different sectors/industries, current skills deficiency and future requirement of skilled workforce.

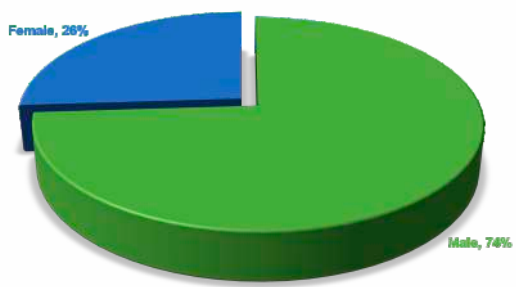
Data analysis reveals that male accounts for 74% of skilled labour force while female only accounts for 26%. Gender gap evidently presents poor picture as fewer women are enrolled in the TVET institutes. As per new census statistics, almost half of the population comprises of women, who, if engaged in these economic sectors, can play very vital role in enhancing the provincial economy.

Employment trend analysis reveals that highest trend is found in Sialkot district with 8.8% (430,647) of total number of people covered in the survey. It is followed by Lahore with 7.7% (375,988), Rawalpindi with 7.5% (370,156), Gujranwala and Gujrat with each 6.8%, Faisalabad with 5.8% and Dera Ghazi Khan with 4.8% employment of trends in the skilled workforce.

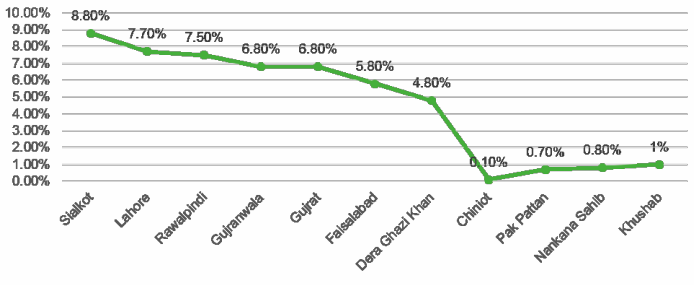


Data collection from
10,179
establishments

SKILLED LABOUR FORCE



EMPLOYMENT TREND ANALYSIS

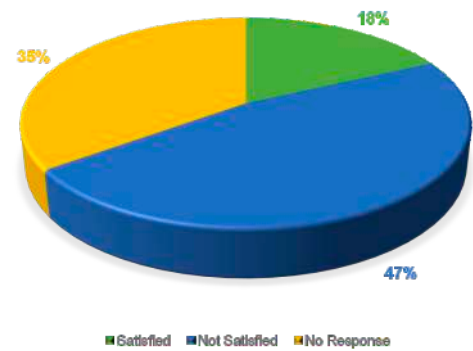


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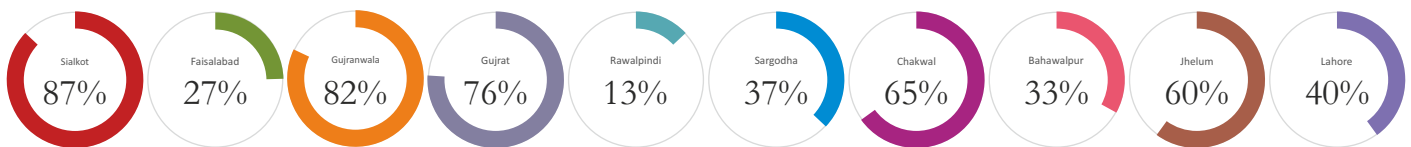
The least employment trend has been recorded in Chiniot with 0.1% followed by Pakpattan with 0.7% Nankana Shaib with 0.8% and Khushab with 1% respectively.

Demand and supply district skill gap analysis presents an interesting picture in Punjab as the total there are 13 districts having less supply than demand that includes Sialkot (87%), Faisalabad 27%), Gujranwala (82%), Gujrat (76%), Rawalpindi (13%), Sargodha (37%), Chakwal (65%), Bahawalpur (33%), Jhelum (60%) and Lahore (40%). The districts located in Golden Triangle of exports including Sialkot, Gujranwala and Gujrat provide the highest demand of skilled workforce while Faisalabad and Rawalpindi supply the least demand under category of more demand and less supply of skilled workforce. The gap between demand and supply of skilled workforce needs to be bridged for sustainable supply of skilled workforce to the different sectors of economy.

EMPLOYERS RESPONSE TOWARDS SUPPLY OF VARIOUS TVET GRADUATES



Demand and Supply



The analysis of data indicates that demand of male skilled workforce consists of 82% (289,179) males against supply of 22% (176,552) of total skilled workforce in the surveyed sectors. It means additional skilled workforce of 112,627 is required to meet deficiency found in the supply line to the sectors. Similarly, the supply of female skilled work force comprises of 18% (61,779) females against demand of 5% (16,720) females.

Sectoral skill gap analysis elaborates that the manufacturing sector leads with demand of 81% (202,640) of total skilled persons against 17% (419,18) supply of total skilled workforce that means huge gap in terms of supply side has been appeared. The service sector leads with supply of 64% (160,227) of total skilled persons against limited demand of 24% (62,261) of total skilled persons which means gap on demand side has been cropped up. Less difference is found between demand and supply of skilled workforce in construction sector with demand of 14% (35,356) of total skilled persons against supply of 10% (26,801) of skilled workforce. The least demand and supply of skilled workforce has been recorded in energy & power sector that comprises of 4% (7,665) of skilled people against less demand of 2% (5,439) skilled workforce.

The trade analysis indicates that short course level provides the highest skilled workforce with 54% of total supply of skilled workers followed by certificate level with 23% and 12% certificate and diploma level respectively. The least level is B. Tech with 2% provision of skilled workforce followed by DAE with 9% respectively. The low percentage of skilled workforce provision in all levels except short courses lay emphasis on enhancing capacity of both vocational and technical institutes aimed at decreasing gap between supply and demand of skilled workforce in various sectors of economy. All the provincial TEVTA's need to establish job placement offices in each industrial zone to link the job seekers, training providers with employment and need to address the labor market demand.

A controlling authority needs to be established for monitoring the performance of the private TVET institutes to ensure the reporting line between the provincial TVETA's for the provision of skilled workforce based on rising demand.

All the Boards of Technical Education (BTE) and Trade Testing boards (TTB), should be linked with the national data base for the purpose of planning, research and employability of the TVET graduates.

Recommendations

- All the provincial TEVTA's need to establish job placement offices in each industrial zone to link the job seekers, training providers with employment and need to address the labor market demand.
- A controlling authority needs to be established for monitoring the performance of the private TVET institutes to ensure the reporting line between the provincial TVETA's for the provision of skilled workforce based on rising demand.
- All the Boards of Technical Education (BTE) and Trade Testing boards (TTB), should be linked with the national data base for the purpose of planning, research and employability of the TVET graduates.