

2015

16TH ANNUAL MEMBERS MEETING



kalsoomHasnain

HRD NETwork

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1. Introduction

1.1. HRDN Annual Members' Meeting (AMM)

HRDN is platform where people from different walks of life come together on different theme based networking events each of which has been designed for the achievement of certain objectives. Among these forums, an All Members Meeting (AMM) holds a prominent position. AMM is an annual general body meeting whose purpose is to update HRDN members about network's performance in the previous year and at the same time inviting feedback of members for further enhancing the effectiveness and relevance of the network's activities for future. General body enjoys and promotes democratic values

AMM also provides an opportunity to members for networking, knowledge sharing and development of linkages with other members. Schedule of this event includes :-

Session I	
9:30- 10:00	Registration
10:00-10:05	Recitation from Holy Quran
10:05-10:10	National Anthem
10:10-10:20	Welcome Address
10:20-10:50	HRDN programmatic and financial progress review in Year 2014-2015
10:50-11:50	Members' Hour- Feedback & Suggestion
11:50- 12:15	Networking Tea
Session II	
	Arrival of Chief Guest and Keynote Speakers
12:20- 12:25	Opening Remarks by Executive Director HRDN
12:25-12:35	Keynote by the Guest Speaker
12:35-12:55	Chief Guest- Mr. Zulfiqar Ahmed Cheema, Executive Director NAVTCC
12:55-13:05	Distribution of Souvenirs
13:05-13:10	Vote of Thanks
13:10-13:20	Group Photo
13:20- 14:20	Networking Lunch

2. Profiles: Chief Guest & Key Note Speaker

2.1. Mr. Zulfiqar Ahmad Cheema- Chief Guest

Former Inspector General, Mr. Zulfiqar Ahmad Cheema has a vast experience in the field of administration, training, Law enforcement and management. Mr. Cheema was educated from Cadet College Hassan Abdal, Govt. College Lahore & Punjab University Law College Lahore. He joined the Police Service of Pakistan (through CSS examination) in 1973. He served as ASP at Pakpattan, Muzaffargarh & Bhalwal. After promotion he served as Superintendent of Police, Rawalpindi and SP city Lahore. Then he was posted as SSP Rahim Yar Khan. He also served as District Officer, Frontier Constabulary, Shabkader.



- In 1997-98 he served as Police Chief of Lahore. He also served as Personal Staff Officer to the Prime Minister.
- He also served as Director Training in the National Police Academy, Islamabad.
- After promotion to the rank of Deputy Inspector General, he was posted as DIG, Dera Ismail Khan. He also served as DIG, Abbotabad & DIG Kohat.
- In 2008, he was posted as Regional Police Officer, Gujranwala.
- For controlling Lawlessness and heinous crime in Gujranwala he was decorated with Tamgha-i-Imtiaz by the Govt. of Pakistan.
- In 2012, when Law & Order situation of Sheikhpura deteriorated to a great extent and the Govt's writ was completely eroded, Mr. Cheema was posted as Police Chief of Sheikhpura Region. He brought the situation under control and peace was restored within a few months.
- In 2013 when the Passport Department plugged into a very serious crisis, he was posted as Director General Immigration & Passport. He resolved the national crisis and streamlined a collapsed department in three months.

- He served as Inspector General National Highways and Motorway Police for one and a half year.
- He also served as Commandant National Police Academy.
- President of Pakistan have awarded Sitara-i-Imtiaz for his outstanding services for the country.
- He regularly writes in the National Press on the subjects of Governance, Rule of Law, Education and Training etc.
- He is the author of one Book _ recently launched which has become very popular amongst the educationists and Civil Servants.
- He has been visiting prestigious educational institutions to deliver lectures.
- Since 7th September 2015 he has been serving as Executive Director of NAVTTC.
- Mr. Cheema is known for his impeccable integrity and Commitment with Rule of Law.

2.2. Mr. Hans- Ludwig Bruns- Keynote Speaker

Guest Speaker, Mr. Hans-Ludwig Bruns, Coordinator GIZ-TVET Reform Support Program, holds a master degree in Geography and has been working in the field of international cooperation for more than 10 years. He started his career 25 years ago in the cooperate sector as an associate consultant and partner of an Engineering Consultancy Company in Germany. He worked for GIZ in different functions and countries like Yemen and Ethiopia. Mr. Bruns started his assignment in the field of technical education and training here in Pakistan in 2012. Since August 2015 he is heading the TVET Reform Support Programme which is funded by the EU, Germany, the Netherlands and Norway and implemented by the GIZ.



Mr Bruns carries vast experience in the area of development cooperation and has worked in Africa and Middle East and will be sharing his thoughts on importance of skill development

with focus on engagement of private sector including public private partnership and the ongoing TVET sector reform in Pakistan.

3. Proceeding of Annual Members' Meeting- 2015

3.1. Session 1:

The meeting started with recitation of Holy Quran followed by in chorus singing National Anthem by all participants. The first session was focused on progress of HRDN in previous year with questions answers and comments session by members. The address by chief guest and speaker took place in the second session of the meeting. The AMM had participants from member organizations working nationwide and across borders. The meeting was also attended by representatives of major donors and INGOs. Individual members ensured their presence to alive the spirit of network.

The first session was chaired by: -

- Mr. Roomi Saeed Hayat (Chairperson HRDN); Founder Members of HRDN i.e.
- Mr. Abdur Rasheed Ch. (Founder Member HRDN)
- Ms. Robeela Bangash (Founder Member HRDN)
- Ms. Afshan Tehseen (Founder Member HRDN)
- Mr. Suhail Awan (Executive Director HRDN).

The ceremony was commenced by a brief welcome from Ms. Rumesa Pervez Khan followed by the recitation of a few verses from the Holy Quran.

3.1.1. Welcome Address by Mr. Roomi Hayat

In welcome note Mr. Roomi Saeed Hayat, Chairperson- HRDN introduced the audience about inception of this prestigious network of the professionals. He said 17 years back like-minded HRD Professionals started human resource development network, which later was joined by other professionals and gradually it become a platform of professional and development growth. We wanted democratic and transparent organization that's why we conduct Board of directors' elections every three years to select new governing body for the network.



He further mentioned that today what we require the most is individual and institutional members should own the network and ensure that they stay involved in the regular activities of HRDN.

3.1.2. Progress Review and Future Plans

This was followed by a welcome note from the Executive Director of HRDN Mr. Suhail Awan. He thanked all the worthy guests, CEOs and participants for taking time out of their busy schedules. He also highlighted the objectives of annual members meeting as a platform to enable positive interaction between members. The Executive Director also gave brief presentation on HRDN progress in year 2014 and share future plans with members :-



- HRDN has organized 15th Annual Member Meeting and Board of Directors Elections successfully in October 17th – 18th, 2014;

- Organized a mega event of International HRD Congress and Pakistan Development Expo in November 28th- 29th, 2014 in which more than 1,000 members and non-members participated;
- Successfully organized 17th Annual Trainer Retreat in Moscow- Russia in May, 2015 in which around 52 members participated;
- Organized Networking events i.e.
 - Interactive Talk on Food Security, Climate Change & Adaptability
 - Session on Management in City Chapter Lahore
 - Akhtar Hameed Khan Centennial Birthday Celebrations- two joint events with Akhuwat & AKHRC
 - Lahore Eid Milan
 - Karachi Eid Milan
 - Pakistan Centre for Philanthropy (PCP) seminar in Karachi
- HRDN has successfully placed 450 paid interns through its Gilgit Baltistan & Chitral and South Punjab Program;
- Under its national level initiative of Youth Workforce Development HRDN organized Career Counselling and Mentoring services for more than 700 students in South Punjab;
- Successfully launched Pakdevjobs.com
 - End-to-End solution to the employers and facilitates the job seekers
 - Dedicated portal for development sector
 - Phenomenal response from the employers and visitors
 - 250 Registered Organizations
 - 11400 Individual Users Registered
- Shifting registration of HRDN from societies registration Act to SECP
- Develop and implementing project through “project implementation with consortium or partnership” with Member Organizations
- Implement four project in year 2014;
 - Institutional Capacity Building (MERA HAQQ)
 - Youth Workforce Development (UMEED JAWAN)
 - Peace for Partnership- Children Education Program
 - Peace, Messaging on Horse Cart, Rickshaws, Tanga and Float
- Develop partnerships with
 - Jang Group as Media Partner

- Islamia University, Bahawalpur
- Bahauddin Zakriya University, Multan
- Institute of Southern Punjab, Multan
- Farmer Development Organization (FDO), Multan
- Society for Knowledge & Innovative Learning (SKIL), Sialkot
- World Bank Governance Support Project, Baluchistan
- Provincial Ombudsman Delegation to Turkey
- Minister for Provincial P&D and Finance Delegation to Indonesia
- Federal Ombudsman for provision of Interns across Pakistan
- AKRSP- GBC Students for internships

3.1.3. Future Plans:

- Gradual strengthening of Institutional Development Portfolio
- Development of Proposal for Network Strengthening: -
- Enabling Environment for CSOs (Laws, Congress, Development Expo)
- Self-regulations
- Capacity Building
- Establishment of National Development Resource Centre
- Evidence based Policy Advocacy – Tax Credit of NPOs & Finance Bill 2015

An introductory presentation on the workings of HRDN and the services that it offers. He highlighted the strong membership base comprising of nearly 850 individuals and 130 organizational members in Pakistan and 26 countries of the world. He also drew attention to HRDN's various services, new initiatives, upcoming and past events. He urged participants to offer technical support, institutional funding, support for the recently established HDRN endowment and volunteerism to HRDN.



4. Members Hour



Objectives of Members Hour:

- To provide an open forum to members to network, learn, share and give suggestions to secretariat to make it more viable for members;
- To get recommendations and suggestions from members to mitigate the issue of meager engagement of members in Network activities or vice versa;
- To get suggestions about the enhancement of membership.

Ms. Afshan Tehseen, board member briefed about importance of networking in HRDN and obtained the following suggestions/recommendation from members and participants.

4.1. Recommendations from Members

- For improvement of Networking city chapters it should be decentralized, regional level chapters like Southern Punjab and Northern Punjab should be established and from and executive committee where to ensure the board representation as well
- Close liaison with other NGOs, Universities and Public Sector for increment of membership



- Categories of HRDN members should be developed based on skills and expertise and posted over website, so the organization and individual can access this detail so they can get benefit through HRDN
- Internship program and job portal should be linked for effectiveness and greater use.
- Increase the scope of Internship Program Suggested for increase the participation of students; HRDN should prepare a list of consultants of individuals/organization and post over website, and apply for bidding through HRDN platform, upon winning of the project a very nominal amount like 5% should be paid to HRDN to cover its management cost. It will help the HRDN for its resource mobilization.
- Suggested for members involvement for effective participation of the members
- HRDN should properly communicate to the members about their forthcoming events and activities like Internship Program or other events so members can be benefited from these events.
- Conduct frequent meeting with members to enhance their participation
- HRDN should get grants from different donor to improve its financial strength

- Regular conduct small trainings and other capacity building programs city level/regional level



- Public sector require extensive trainings, the HRDN should focus this sector as well, further suggested that the HRDN should conduct seminars in universities about professional grooming and required skills and challenges, the youth should prepare themselves to get it ready for these challenges. A TNA needs to be done as ascertain the real needs of the trainings
Regular communication should be made with members for their effective participation

- HRDN should conduct a formal curriculum development session with employers and students
- Launch digital library and improve knowledge management system



Provide an opportunities to members for sharing their views and conduct its events frequently

Represent its events at international level

- Less time given to the participants to discuss with strategic issues/plans, at least one days should be served with members to from strategy
- Mission is not clear, vision and objective are attention as well
- Database should developed for all of all members, programs and training resources
- HRIS should be part of HRDN
- Strong liaison with government organization

HRDN should represent at international level as role model



- Mr. Aamir Fida said that we have utilized an extensive time for development of Human Resource Accountability & Transparency Standards (HATS) but which are not part of this program, he expressed his concern over this
- Old members have less participation in , active members is less engagement in HRDN activities, it needs to be addressed
- He further complained that the Board Members do not play an effective role in development of institutions strategies Discuss the security issues of NGO and current legislation



4.2. Conclusion of Members Hour

At the end of Members hour, Mr. Suhail Awan summed up the entire session by presenting collective thoughts:

- Focus on training of field workforce
- Role of NGOs in socio-economic development of society/country
- Importance of career planning
- Dignity of Labor

5. Session 2:



5.1. Objectives of the session: -

- To promote and strengthen public-private partnership through new initiatives
- To positively engage and recognize development sector skills through NEVTEC platform.

5.1.1. Briefing by Guest Speaker:

Guest Speaker, Mr. Hans-Ludwig Bruns, Coordinator GIZ-TVET Reform Support, a leading German based leading public-private enterprise is working in Pakistan on vocational and technical training



since long. Mr. Hans shared the some realistic figures about Pakistan. We have 1.1 million school graduates looking for job each year. Official places for TEVT sector 340,000 where 3500 institutes are exist and 700,000 places are more required in this sector. He shared details of said program i.e.:-

- In Pakistan, this program have been started five year ago and we are half way through in its implementation. TEVT Support Reform Program is reform of TEVT Sector started in Pakistan with the support of donors' includes EU, Germany, Norway and Netherlands. It is a multi-national approach, which is actually mind shift in TEVT Sector in Pakistan. We at GIZ implementing at apex34 in TEVT delivery in Pakistan with TEVTA at provisional level. I don't want to discuss any competitor but this program is only program working all over the country in every province and every region. The reforms programs are not only providing trainings but also reform of the program based on management, governance and to improve relationship between provisional and national level, human resource development, it also design of competency based training program. A training has relevance, quality, access and equity and also gender sensitive



- Technical Education & Vocational Training Authority (TEVTA) is working all over country in reforms programs includes management, good governance, design of competency based training programs in provisional and national level. It has 60 packages in competency based training programs and working on supply instead of demand driven with the help of private sector because the public sector cannot handle all these issues individually
- He further said they have an another program “Fund for Innovative Trainings” in 35 projects for vulnerable groups it includes Mobile Repairing, green technology, energy efficiency, solar energy, agriculture etc. They have an component in capacity building in TEVTA. It has seven PPP models based for five years. These are designed for respective needs of the provinces, It is not same for all over the country.
- The GIZ is working on another model called Corporate Model, a pilot project Germany-Pakistan training initiative. It is an initiative of Germany consulate based in Karachi with support of 10 Germany Companies includes
 - TB Shnaker
 - BM W
 - Lindram
 - Paya and some other companies
- The idea is to get desire skilled workers in these companies to work for those companies working not only region but also globally. It consist based on two elements

- Corporate Training it is based on Germany dual system, six months training in institute and six months in company for job training and commercial training. Industrial training for two years one-year in institute and one year in company
- He further emphasis the importance of certificate; in public sector always demand for certification, the employees at international level also ask for certification. He further said I have received a request from 566 The Germany Government and Employers asked for verification of 20k Pakistani Refugees recently based in Germany and they presented TEVT certificate.

5.1.2. Briefing by Chief Guest

Mr. Zulfiqar Ahmad Cheema, Executive Director NAVTTC, chief guest shared that :-

- Our policy makers totally ignored the importance of technical education in our country, we lacks behind because of our poor priorities. Those countries who have focus on technical & vocational are become Asian Tigers. Mr. Lee Kuan, the first Prime Minister of Singapore visited Pakistan and replicated the economic reforms structure in his country, He further said that a Pakistani Engineer Mr. Abdul Syed built a world renown Singapore port, but here every year we produce thousands of clerks and they cannot find a proper due to lacks of right qualification.
- He further said that, finally the importance of technical education is realized in year 2006 by Government of Pakistan and established NAVTTC for promotion of technical education.
- The NAVTTC is responsible for fund relation, monitoring, evaluation and training of technical and vocational at field. It is followed by establishment of TEVTA in all provinces of Pakistan. TEVTA is very active and doing very good job
- NAVTTC has also done a good job but faced some challenges slightly touched by Mr. Hans. He further praised him that he is a very kind gentleman he and his team extending extremely technical advice to us in the entire field of TEVTA. He indicated some challenges like accessibility, relevancy and employability
- He further said that in TEVTA sector there are some unwanted skills which not required by trade. Because of this we are focusing demand driven trainings and for this purpose we have conducted two session one in Karachi and other in Lahore where employers, industrialist were invited to identify the right marketable skills in local and internal market. We are also focusing to improve the quality of technical education.

- We are blessed in having technical advice from GIZ and they have done a wonderful job in improving quality and standard of technical education. We have made some reforms in TEVTA sector which includes
- Competency based training instead of outdated time based training and competencies are being judged and giving certificate
- Adopted internationally acknowledged vocational framework qualifications
- Launched TEVTA policy in 2015

He suggested areas in which development sector can provide great contribution. They can play pivot role in promoting the cause of TEVTA. NGOs can play important role in building some center of excellence in infrastructure, equipment and training of trainers. INGOs should share some success stories and we should to replicate as per social requirements. He appreciated the efforts of HRDN previously had a few meeting with Mr. Suhail Awan and his team, I found them very meaningful team with good intention and appreciate with efforts and NAVTCA must collaborate with NGO.

6. Vote of Thanks

At the end of the daylong session of AMM and BoD elections, Mr. Suhail Awan (Executive Director, HRDN) thanked all the members and guests. The meeting was followed by networking lunch benefitting many participants.

7. Certificates and Awards



