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A Tracer Study on Utilization of Vocational Training Program under UCBPRP *Draft Final Report*



Report Submitted to Institute of Rural Management



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EXECUTIVE SUMMARY

This is a draft final report of tracer study on Utilization of vocational trainings under the Union Council Based Poverty Reduction Program (UCBPRP). The findings of study are based on the field survey conducted in 3 Districts of Sindh that includes Shikarpur, Jacobabad and Kandhkot where about 31,002 people including male and female have been trained.

The purpose of study was to understand the effectiveness of trainings in different trades in improving the skills of people and the creation of employment opportunities for them. The study was further aimed at measuring the reduction of poverty of the people trained in the project. The findings of study are expected to help the concerned authorities in rethinking about some fundamentals of program and redesign it for breakthrough improvements in trainings.

Survey methodology was used to conduct this study. A stratified random sample of 1555 was taken that is approximately 5% of the population trained from 2009 till 2013. Both male and females were given representation in the sample. A questionnaire comprising close ended and open ended questions was administered to collect the data. The collected data in field survey has been analyzed using IBM® SPSS® (Statistical Package for the Social Sciences).

The results of the study suggest that the overall program has been successful in achieving the desired short term outcome that is providing the training to needy people. The training has developed the skills of particular trades among the trainees. The program has attained more success in women because most of the women have been self-employed and male are waiting for the jobs and only a few have started their own work. The long term results of reducing poverty could be seen after some time. However some 91% of the target respondents have either been employed or self employed after the trainings.

Some of the participants raised their problems regarding unavailability of resources such as machines, equipments, raw materials, finance, electricity and also suggested that there should be more trainings in future and training duration should also be extended so that they can fully equipped themselves with the needed skills and knowledge.

1- INTRODUCTION:

1.1 Vocational Training And Its Importance

Vocational training generally refers to preparing people for work. It normally equips the people with certain skills to perform a job. A general and internationally accepted definition states that;

“Vocational Training is an activity directed to identifying and developing human capabilities for a productive and satisfying working life. According to it those who take part in vocational training activities should be able to understand individually or collectively, to influence working conditions and the social norms”

(Recommendation 150, adopted by International labor Conference 1975)

The concept has been very dynamic in nature since the beginning and has been used differently in different times. For the first time, the concept was officially recognized by International Labor Organization through its recommendation 57 in 1939. Since then Vocational training is being used to increase employability of people.

The ultimate result of vocational training is to enable people with skills to earn and increase the economic activity.

1.2 Vocational Training And Poverty Alleviation

In economic terms vocational training is always an investment in human capital. Because it focuses on equipping the people with skills they lack to perform up to the level, the society demands from them. It is no longer possible to "achieve higher levels of productivity, competitiveness and quality with an approach of limited and confined training"(1)

Vocational trainings throughout the world are used to enhance labor force participation which reduces the unemployment because the skilled people start participating in jobs.

This occupational mobility raises the income level of people(2). The raised incomes reduce poverty level in an economy. Dr Tanveer Hussain calls poverty an evil which generates many social diseases like unbridled crimes, frustration, bribery, moral degradation, infectious diseases, malnutrition, psychological illnesses, committing of suicide etc.(3) he further maintains that the vocational training in the industrial sector are very necessary to curb the evil of poverty.

1.3 UC Based Poverty Reduction Program

The Union Council Based Poverty Reduction Program (UCBPRP) is a pioneering initiative of the Government of Sindh (GoS), for reducing poverty by tapping into the potential of the people. The UCBPRP, being implemented by the Sindh Rural Support Organization (SRSO), was initiated on February 1, 2009 in two 2 districts of Sindh, namely Kashmore-Kandhkot and Shikarpur, with a total outlay of Rs. 2.9 billion, during a period of 30 months (FYs 2008-09, 2009-10 & 2010-11).

The UCBPRP aims at improving the quality of life of the rural communities specifically that of the poorest of the poor, through the conceptual package of social mobilization of the Rural Support Programs (RSPs). This entails organizing rural communities into “organizations of the poor” at the community, village and union council level. At the heart of the social mobilization approach is the belief that there is an innate ability in each individual to improve his / her quality of life. However, what sets the poorest apart is the fact that they are not able to tap into their inherent potential. Social mobilization is the first step in eradicating some of the barriers that the poorest face. In the case of UCBPRP, it caters towards removing common hurdles such as lack of assets, credit and technical skills which ultimately prevent the poorest from climbing up the poverty ladder.

The program has following components:

1. Income Generating Grants (In Kind / Non-Cash
2. Small Loans from the Community Investment Fund (CIF):
3. Scholarships for Vocational Training:
4. Unskilled Labor Opportunities through Community Physical Infrastructures (CPIs)

1.4 - UCBPRP And Human Resource Development

The most important component of UCBPRP is Human Resource Development (HRD). The prime objective of HRD is to invest in human capacities for harnessing the competencies of local people and prepare them for income generation. SRSO has outsourced all capacity building activities for the project to the NRSP-Institute of Rural Management (IRM). The institute holds a vast experience and expertise in arranging and conducting a wide range of skill enhancement programs including both long and short term training programs, field oriented research studies, symposiums, national and international workshops.

In light of the UCBPRP is prime objective of socio-economic development of the people, IRM had the following objectives to achieve;

- To build capacities of the most disadvantage groups for socio-economic development through vocational skills training and employment opportunities.
- To build and strengthen sustainable structures for self reliance of the identified groups.

Since February 2009, IRM has vigorously worked on project and has provided vocational trainings to some 6000 poor household of Kashmore-Kandhkot and Shikarpur in various trades. The ultimate objective of these vocational trainings is to enhance the earning opportunities for the poor people of these two districts.

2. Research Methodology

The primary objective of the tracer study on utilization of vocational training is to analyze the overall benefits of training towards participants' skill development, career growth and social status enhancement.

Specific Objectives of Study:

- To find out the enhancement of skills of the people trained in project.
- To find out the improvement in employment opportunities for the people trained in project.
- To analyze the improvement in income of the people trained in project.
- To analyze the social change in the people trained in the project.
- To analyze the overall impact of the project.
- To get the feedback regarding the quality of training, its duration, and facilities.

2.1 Methodology

To achieve the specific objectives a research study was designed to collect data from participants who were trained under this program.

Data was collected through a questionnaire containing closed ended and open ended questions. To test the reliability and validity of questionnaire a pilot test was conducted.

After pilot testing teams were designed to collect the data from 3 districts of Sindh, each team consist of 4 enumerators. Training was conducted at Sukkur IBA to train enumerators about questionnaire and survey.

The stratified random sampling technique was used to justify the representation from all districts, genders and different age groups. Total sample size was approximately 5% of the population. There were total 1555 respondents from which 1219 were female and 336 were male respondents. The data collected through questionnaires was analyzed through SPSS and MS Excel. Open ended questions were also analyzed through detailed consideration to suggest improvement for future training programs.

3. Data Analysis and Results:

3.1 Demographics of Respondents:

The stratified sampling technique was used to justify the representation from 3 districts, both genders and different age groups. The total sample size was 5% of the population. 3 teams of 4 enumerators each were formed to conduct the field survey.

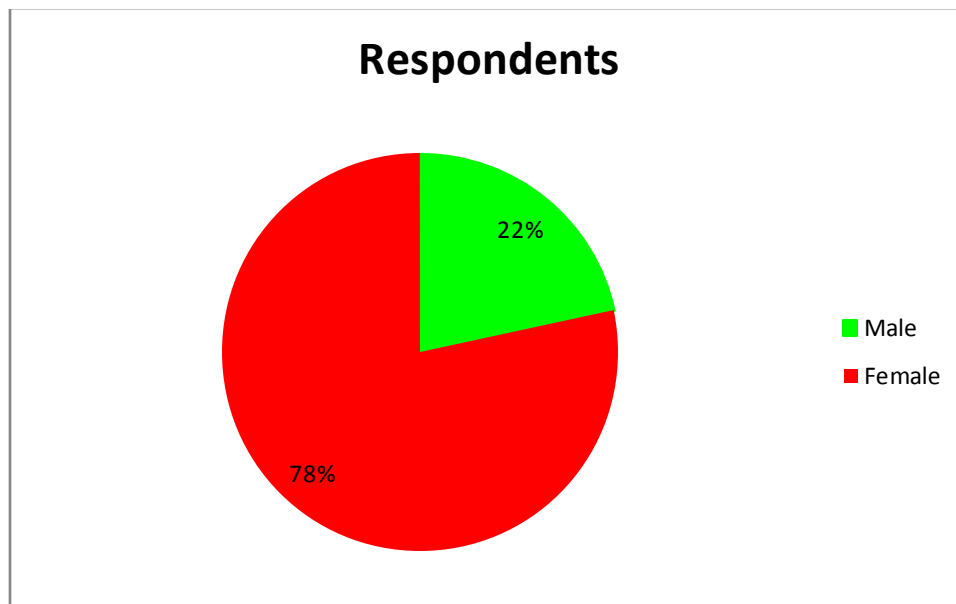
3.2 Demographics of Gender:

Sample size consists of 1555 respondents from which 22% were male and 78% were female. Table 3.1 shows the number of male and female respondents:

Table - 3.1

Gender	Respondents	Percentage
Male	336	22%
Female	1219	78%
Total	1555	100%

Chart - 3.1



3.3 Sample distribution in Districts:

Table 3.2 shows the number of respondents from each district. 16% respondents are from Kandhkot district, whereas Khanpur and Lakhi have 13% each, Garhi Yaseen district has 12%, Thul 11%, Tangwani 10%, Shikarpur 8%, Jacobabd 7%, Kashmore 6% and Garhi Khairo 4% respondents of overall sample.

Table - 3.2

	Male	Female	Total
Garhi Yaseen	47	140	187
Garhi Khairo	29	38	67
Jacobabad	14	100	114
Kandh Kot	59	194	253
Kashmore	46	45	91
Khanpur	32	170	202
Lakhi	44	157	201
Shikarpur	19	111	130
Tangwani	26	122	148
Thul	5	157	162
Total	321	1234	1555

Chart - 3.2

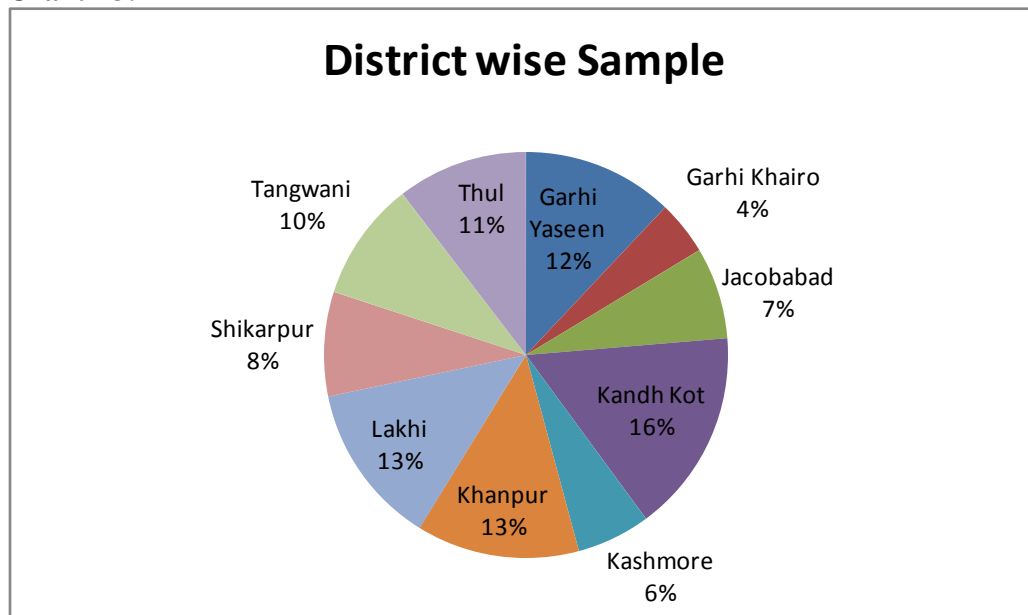
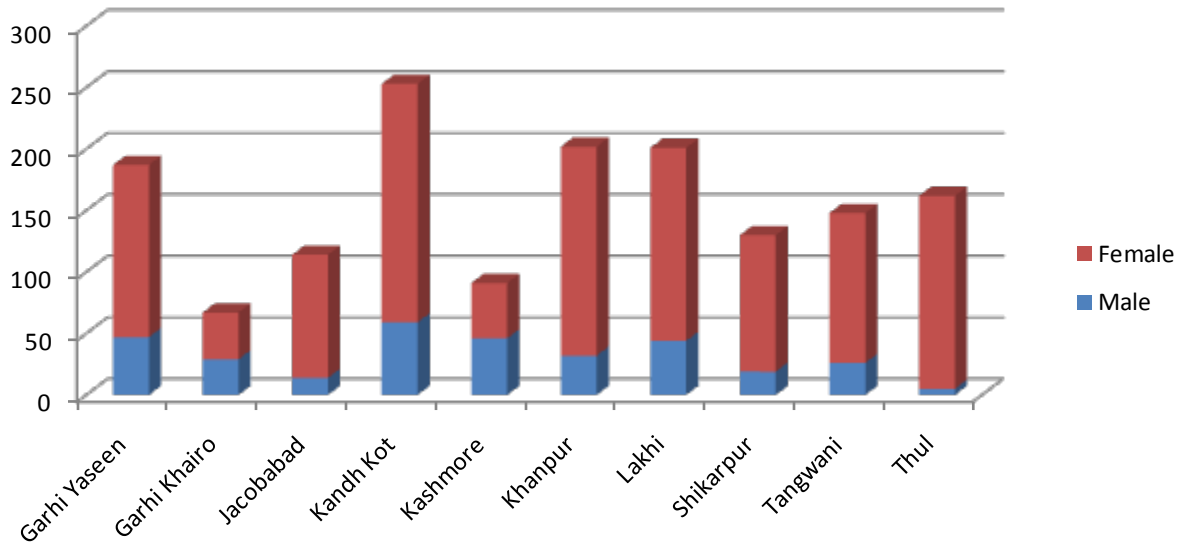


Chart - 3.3

District wise Sample with Gender



3.4 Sample Distribution with Trade:

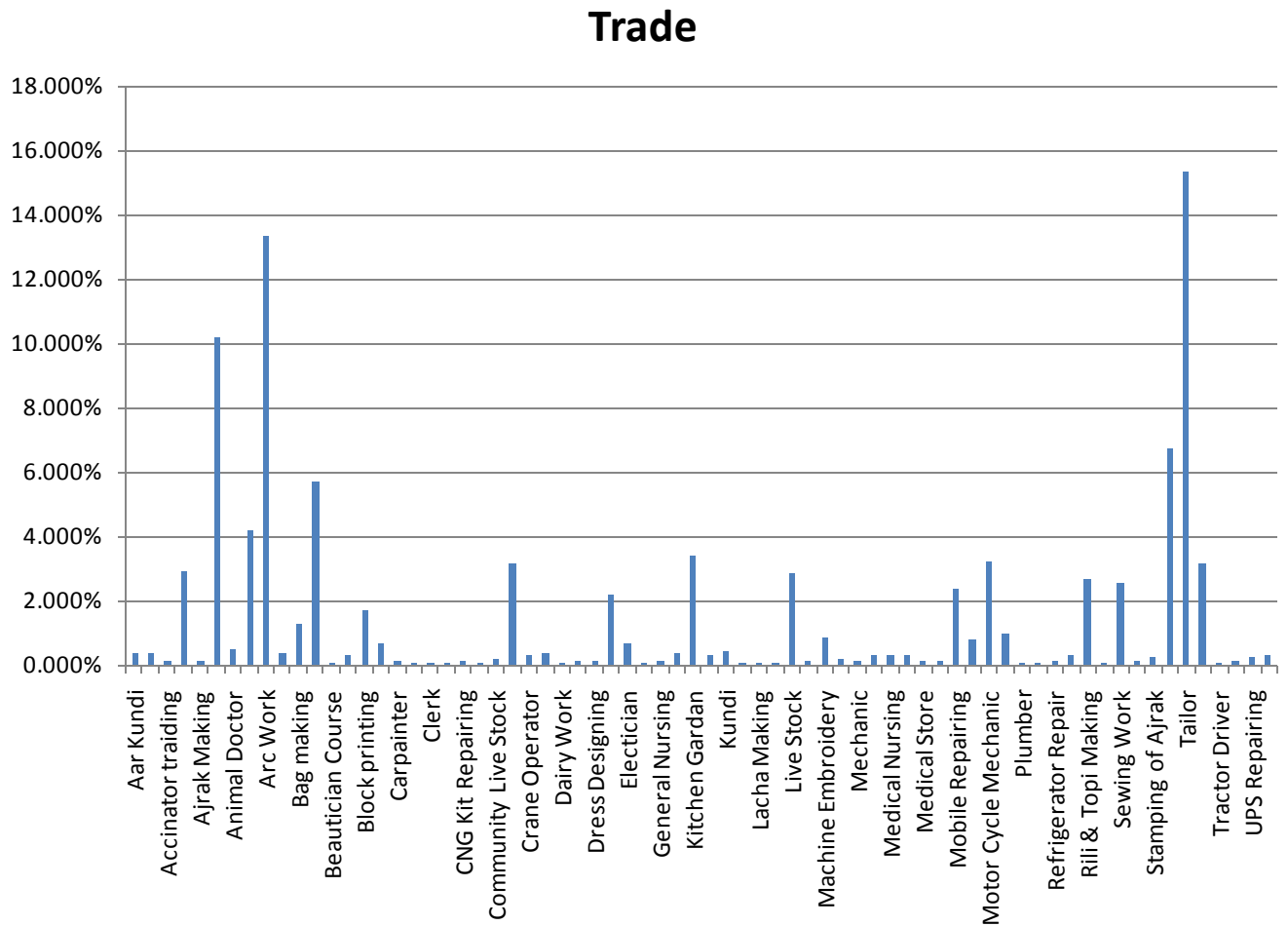
It was found that people are engaged in about 70 trades, and they are provided training in these fields so that they can learn required skills to perform their job effectively. Trade distribution is shown in table 3.3. It shows that stitching and tailor work is of more importance with a percentage of 22% of overall trade, where as Arc work stands at second with 13.3% and Embroidery with 10.16%.

Table - 3.3

	Trade	Percentage
1	Aar Kundi	0.386%
2	AC Repairing	0.386%
3	Akinator traiding	0.129%
4	Agriculture	2.894%
5	Ajrak Making	0.129%
6	Embroidery	10.161%
7	Animal Doctor	0.514%
8	Applique work	4.180%
9	Arc Work	13.312%
10	Auto Mechanic	0.386%
11	Bag making	1.286%
12	Beautician	5.723%
13	Beautician Course	0.064%
14	Beauty Parlor	0.322%
15	Block printing	1.672%
16	Building Electrician	0.643%
17	Carpenter	0.129%
18	Civil Surveyor	0.064%
19	Clerk	0.064%
20	Clew	0.064%
21	CNG Kit Repairing	0.129%
22	Community Agriculture	0.064%
23	Community Live Stock	0.193%
24	Computer (Hardware/Software)	3.151%
25	Crane Operator	0.322%
26	Cutting and S wing	0.386%
27	Dairy Work	0.064%
28	Dispenser	0.129%
29	Dress Designing	0.129%
30	Driving	2.186%

31	Electrician	0.643%
32	Fridge repairing	0.064%
33	General Nursing	0.129%
34	Hand work	0.386%
35	Kitchen Garden	3.408%
36	Knitting/sewing	0.322%
37	Kundi	0.450%
38	Lab Attendant	0.064%
39	Lacha Making	0.064%
40	Lady Health Worker	0.064%
41	Live Stock	2.830%
42	Livestock Specialist	0.129%
43	Machine Embroidery	0.836%
44	Machine Tailor	0.193%
45	Mechanic	0.129%
46	Medical	0.322%
47	Medical Nursing	0.322%
48	Medical Nursing Attendant	0.322%
49	Medical Store	0.129%
50	Medical Store Attendant	0.129%
51	Mobile Repairing	2.379%
52	Motor Winding	0.772%
53	Motor Cycle Mechanic	3.215%
54	Office Automation	0.965%
55	Plumber	0.064%
56	Quilt Making	0.064%
57	Refrigerator Repair	0.129%
58	Rickshaw Driver	0.322%
59	Rili Making	2.637%
60	Sales Services	0.064%
61	Sewing Work	2.572%
62	Software	0.129%
63	Stamping of Ajrak	0.257%
64	Stitching	6.752%
65	Tailor	15.305%
66	Topi Making	3.151%
67	Tractor Driver	0.064%
68	Typing	0.129%
69	UPS Repairing	0.257%
70	Welding	0.322%
Total		100%

Chart - 3.4



3.4.1 Gender wise Trade

Table 3.3 shows that in males mechanic work is the highest contributor with a percentage of 14.9%. Whereas computer hardware and software stand second with 14.3% and mobile repairing has 11% contribution in overall trade in males. In females sewing work has highest share with 26.6% and Arc work stands second with 17%.

Table - 3.4 – Gender wise Trade

Male Trade		
No.	Trade	Percentage
1	AC Repairing	1.79%
2	Akinator trading	0.60%
3	Agriculture	4.48%
4	Applique work	0.30%
5	Auto Mechanic	1.79%
6	Building Electrician	2.99%
7	Carpenter	0.60%
8	Civil Surveyor	0.30%
9	Clerk	0.30%
10	Clew	0.30%
11	CNG Kit Repairing	0.60%
12	Community Agriculture	0.30%
13	Computer	14.63%
14	Crane Operator	1.49%
15	Dairy Work	0.30%
16	Dispenser	0.60%
17	Dress Designing	0.60%
18	Driving	10.15%
19	Electrician	2.99%
20	Fridge repairing	0.30%
21	General Nursing	0.60%
22	Lab Attendant	0.30%
23	Lacha Making	0.30%
24	Live Stock	0.90%
25	Livestock Specialist	0.60%
26	Mechanic	0.60%
27	Medical Nursing	1.19%
28	Nursing Attendant	1.49%
29	Medical Store	0.60%
30	Medical Store Attendant	0.60%
31	Mobile Repairing	11.04%
32	Motor Winding	3.58%
33	Motor Cycle Mechanic	14.93%
34	Office Automation	4.48%
35	Plumber	0.30%
36	Refrigerator Repair	0.60%
37	Rickshaw Driver	1.49%
38	Sales Services	0.30%
39	Software	0.60%
40	Tailor	5.67%
41	Topi Making	0.60%
42	Tractor Driver	0.30%
43	Typing	0.60%
44	UPS Repairing	1.19%
45	Welding	1.49%

Female Trade		
No.	Trade	Percentage
1	Aar Kundi	0.49%
2	Agriculture	2.46%
3	Ajrak Making	0.16%
4	Embroidery	12.96%
5	Animal Doctor	0.66%
6	Applique work	5.25%
7	Arc Work	16.98%
8	Bag making	1.64%
9	Beautician	7.30%
10	Beautician Course	0.08%
11	Beauty parlor	0.41%
12	Block printing	2.05%
13	Community Live Stock	0.25%
14	Cutting and Swing	0.49%
15	Hand work	0.49%
16	Kitchen Garden	4.35%
17	Knitting/sewing	0.41%
18	Kundi	0.57%
19	Lady Health Worker	0.08%
20	Live Stock	3.36%
21	Machine Embroidery	1.07%
22	Machine Tailor	0.25%
23	Medical	0.41%
24	Medical Nursing	0.08%
25	Quilt Making	0.08%
26	Rili & Topi Making	3.36%
27	Sewing Work	3.28%
28	Stamping of Ajrak	0.33%
29	Stitching	8.61%
30	Tailor	17.97%
31	Topi Making	3.86%

Chart - 3.5

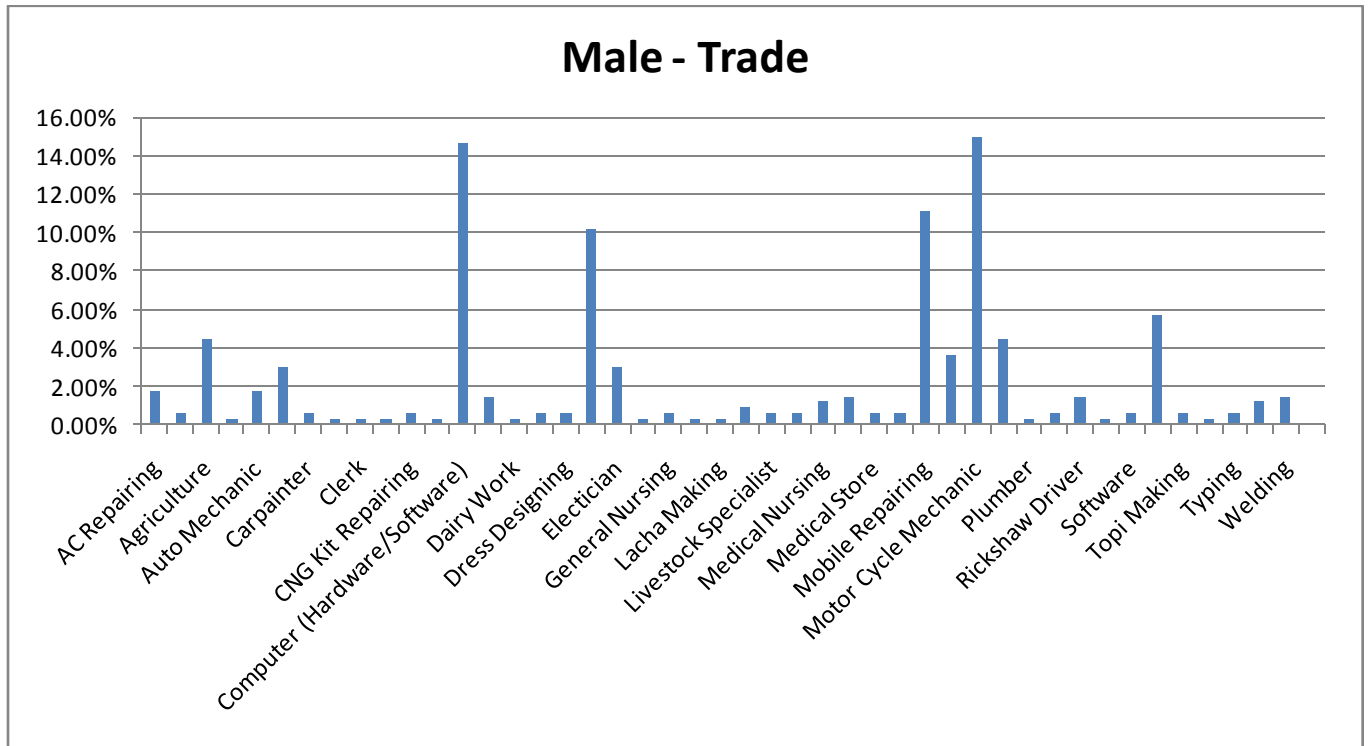
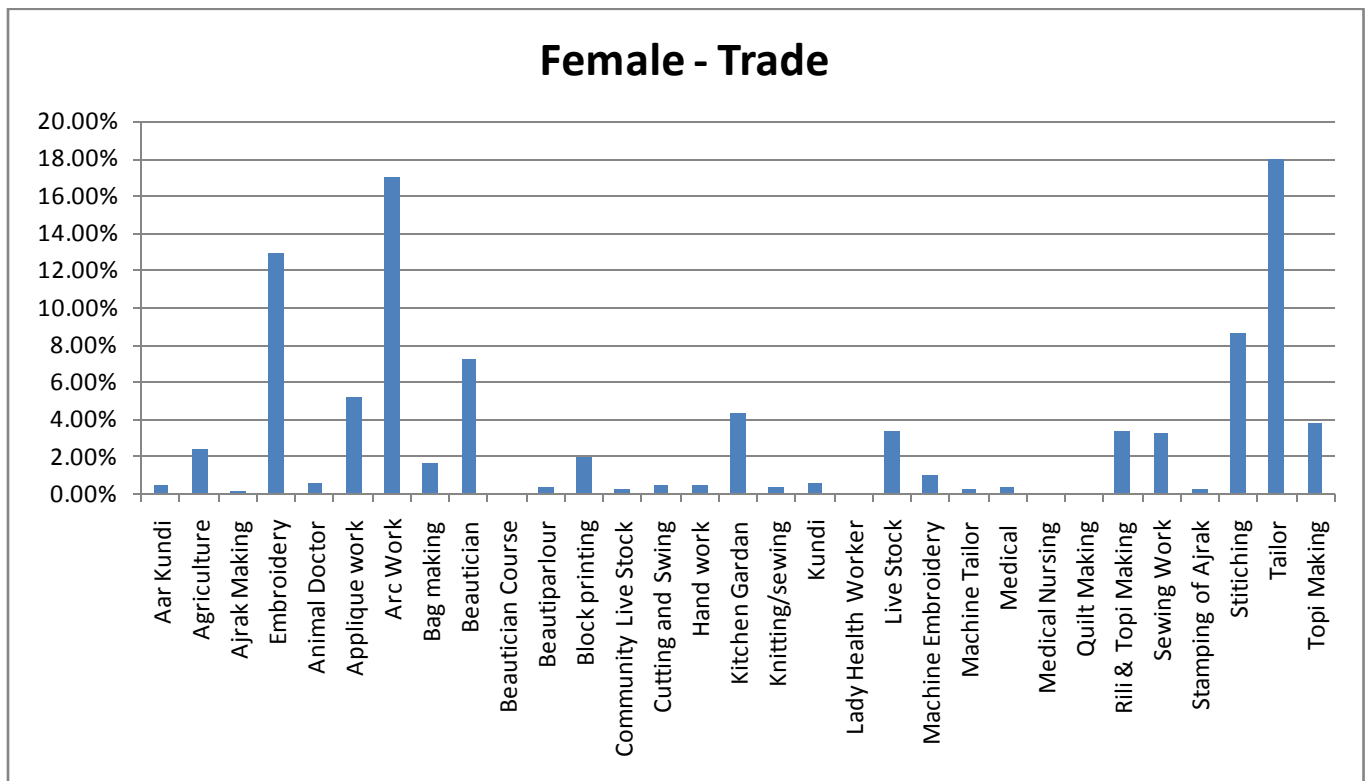


Chart - 3.6



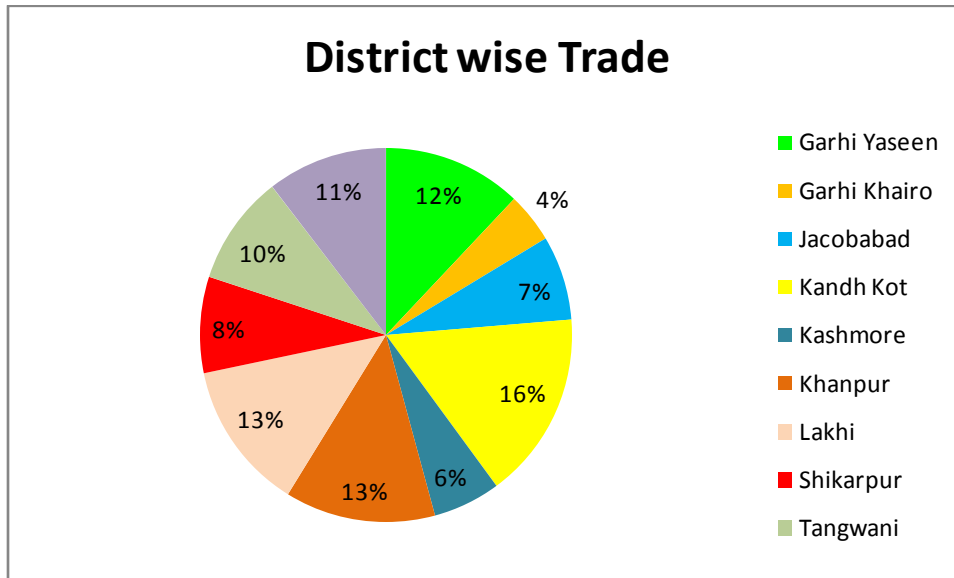
3.4.2 District wise Trade:

Table 3.5 shows that Kandhkot district has major contribution of 16.27% in overall trades. And in most productive trade of Sewing Thul district has highest share of 6.5% of overall trade, and in arc work Kandhkot contributes with share of 3.28% . Whereas in embroidery trade, Khanpur district contributes the highest share of 4.18% .

Table - 3.5 shows that

District	Percentage
Garhi Yaseen	12.026%
Garhi Khairo	4.309%
Jacobabad	7.331%
Kandhkot	16.270%
Kashmore	5.852%
Khanpur	12.990%
Lakhi	12.926%
Shikarpur	8.360%
Tangwani	9.518%
Thul	10.418%
Total	100%

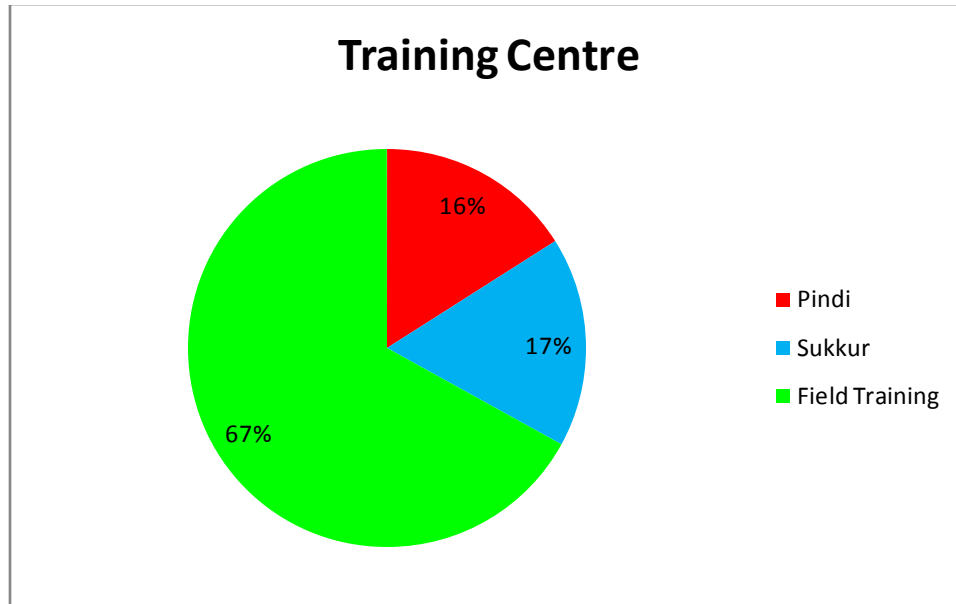
Chart - 3.7



3.5 Training Centers

Following chart shows that 67% respondents were trained from field training facilities, about 17% were trained at Sukkur center and remaining 16% were trained at Rawalpindi center.

Chart - 3.8



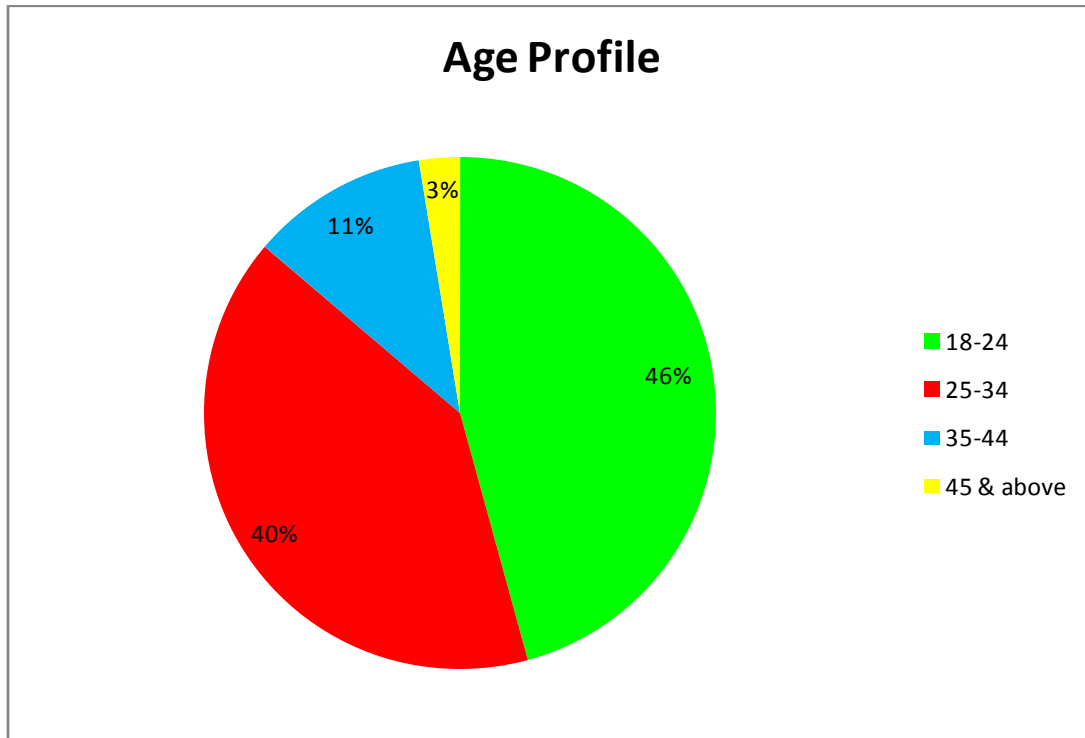
3.6 Age wise profile:

Table 3.6 shows that majority of respondents 46% in sample are 18-24 years old and 40% are between age of 25-34 years. This shows that 86% respondents are young with age less than 34 years, and remaining 14% are 35 years old or above.

Table - 3.6

Age	Percentage
18-24	46%
25-34	41%
35-44	11%
45 & above	3%
Total	100%

Chart - 3.9



3.6. 1 Gender wise Age profile

Chart - 3.10

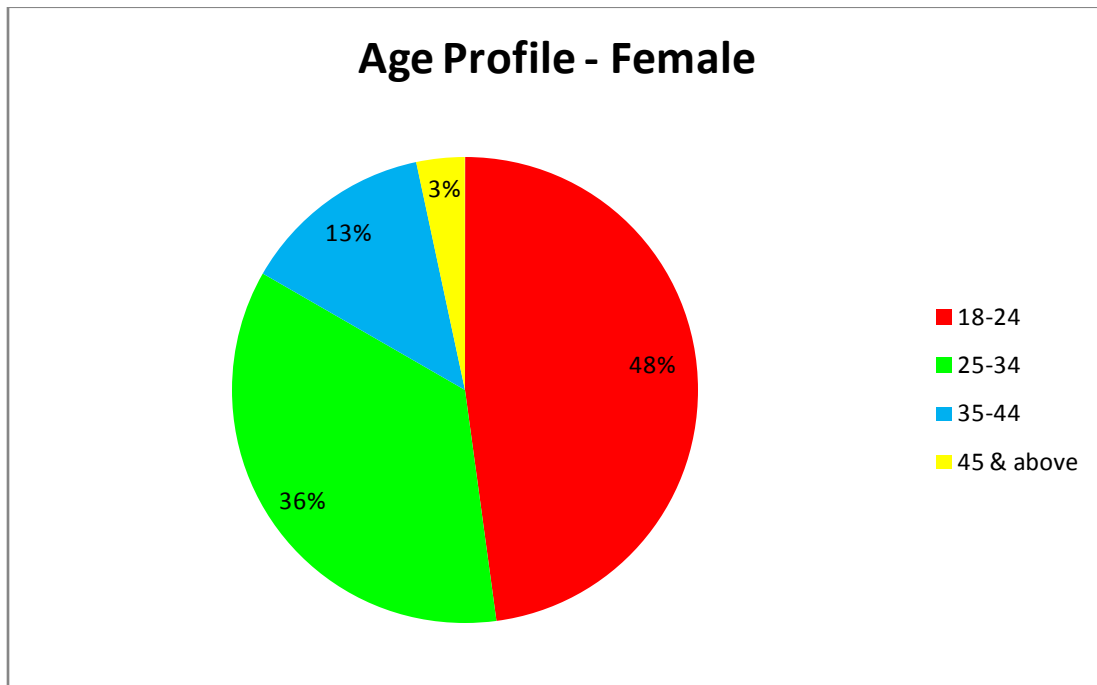
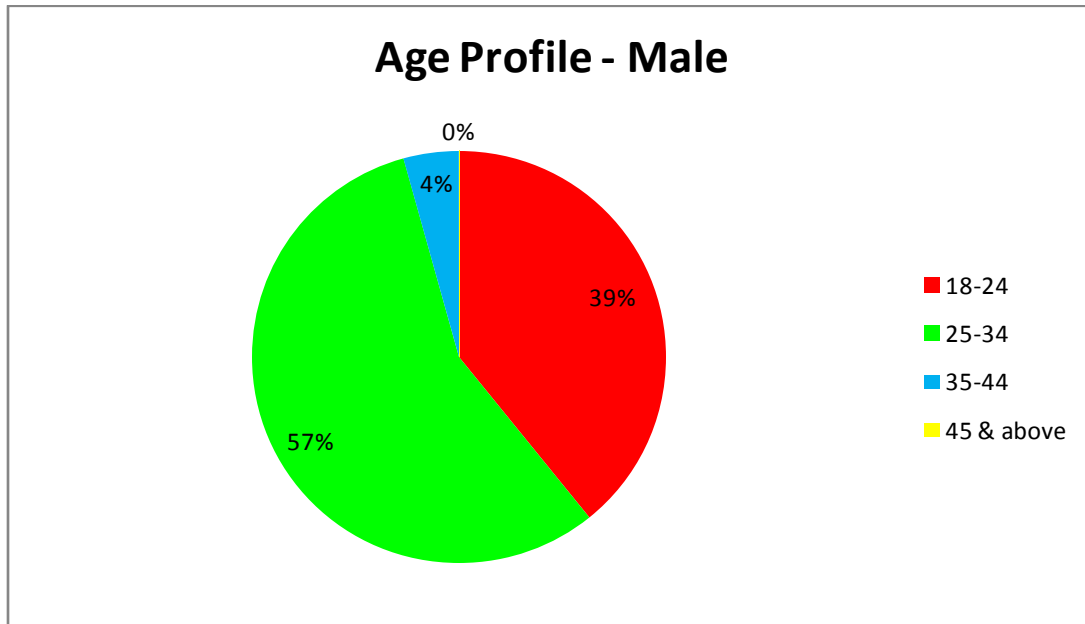


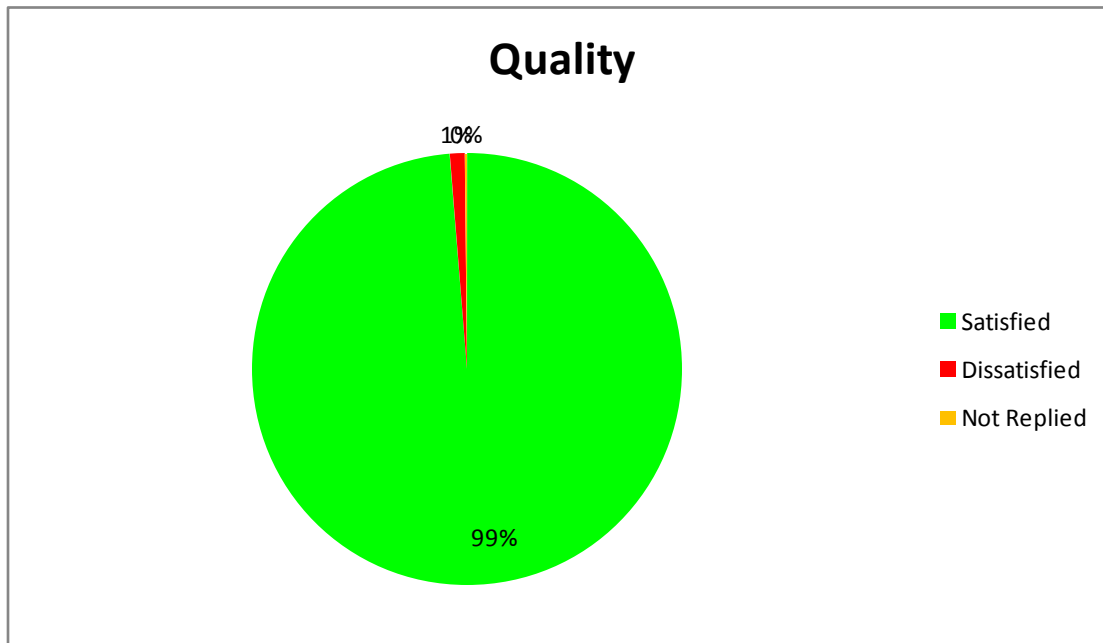
Chart - 3.11



3.7 Satisfied from Quality of Training:

To know the satisfaction level of participants from the training quality they were asked “Are you satisfied with the overall quality of training you received?” Results show that 99% of respondents were satisfied with overall quality of training. Only 1% respondents were dissatisfied with quality of training provided to them.

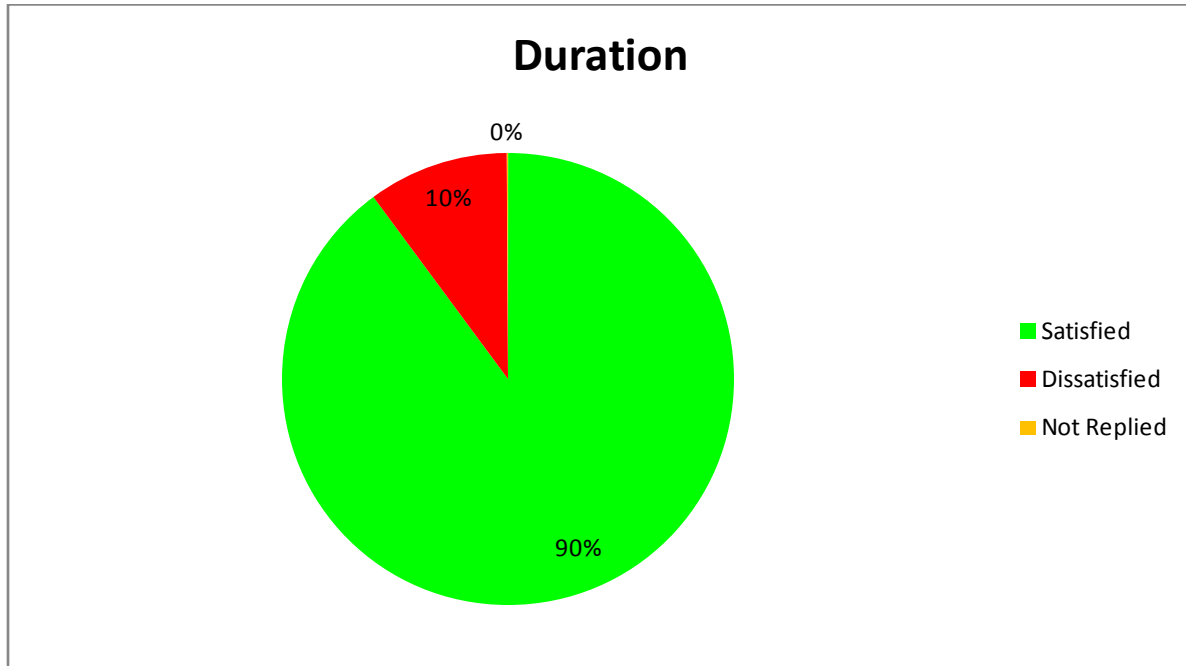
Chart - 3.12



3.8 Satisfied with duration of Training:

To know the satisfaction level of participants from the training duration, they were asked “Was the duration of training enough to learn the trade?”. Results show that 90% of respondents were satisfied with duration of training. And 10% respondents were dissatisfied with training duration.

Chart - 3.13



3.9 Satisfied with practical opportunities provided during Training:

To know the satisfaction level of participants from the practical opportunities provided by training, they were asked “Are you satisfied with practice/practical opportunities provided during the training to learn?”. Results show that 99% of respondents were satisfied with the practical opportunities provided during the training, whereas 1% respondents were dissatisfied with respect to practical opportunities provided during training.

Chart - 3.14

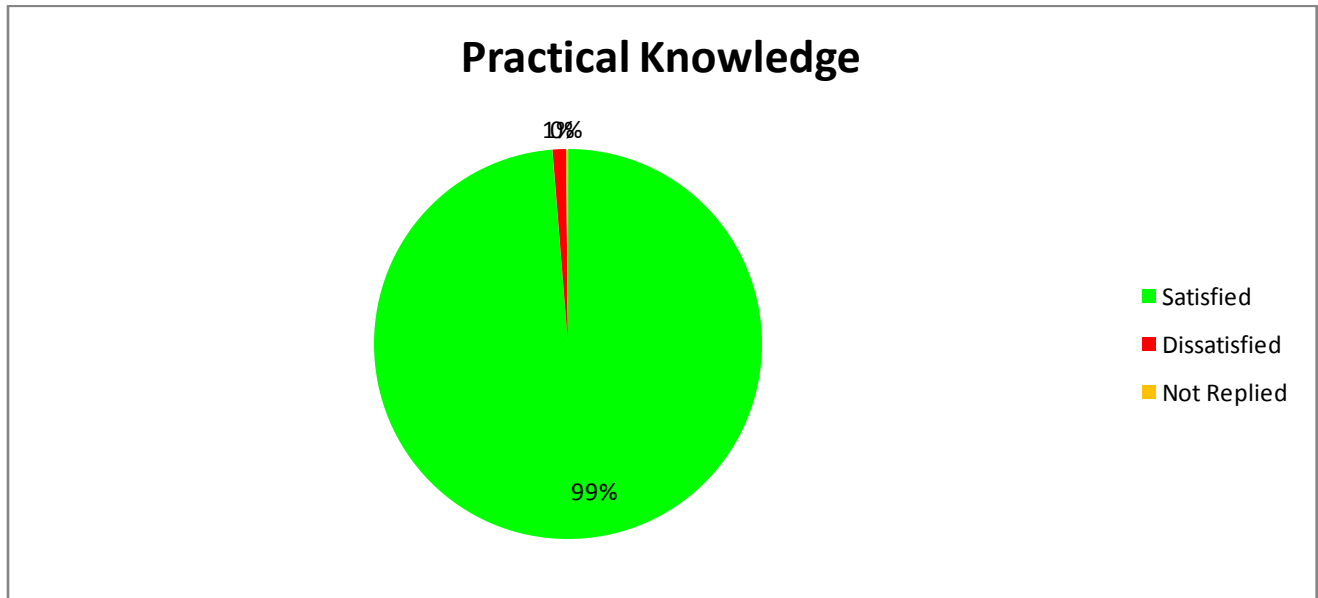
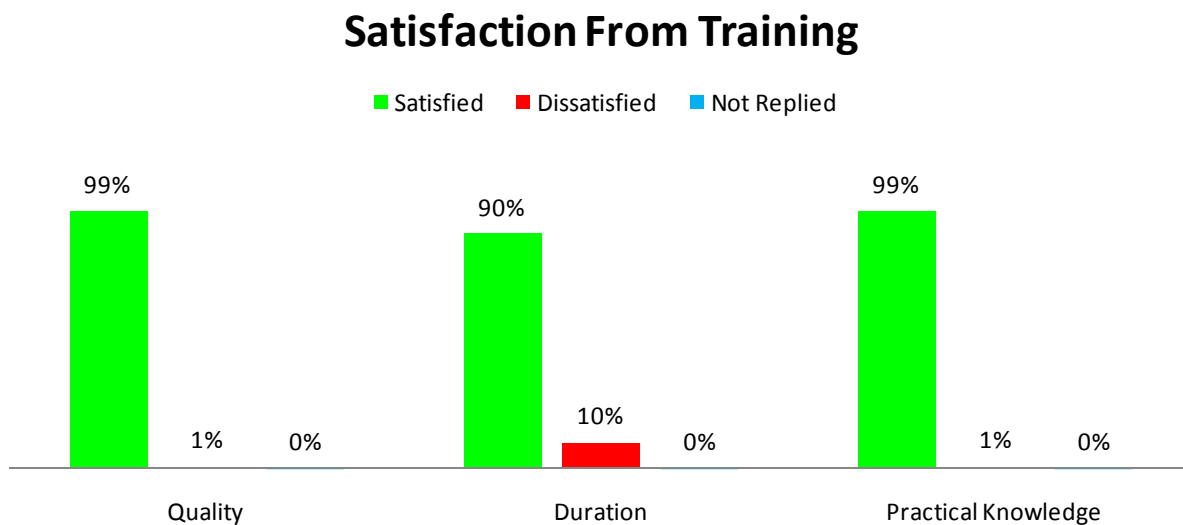


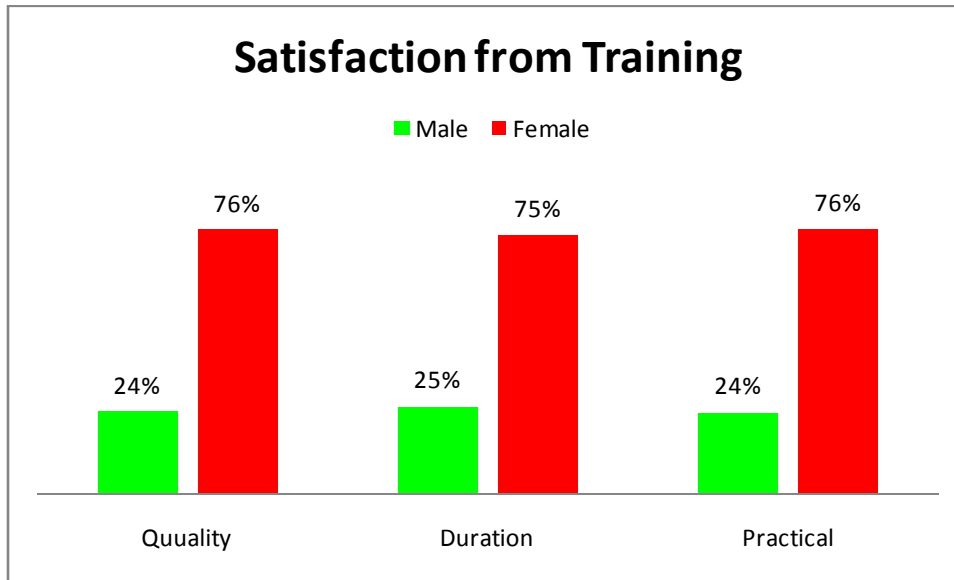
Chart - 3.15



3.10. 1Gender wise Satisfaction

From satisfied respondents those who are satisfied from quality and practical opportunities provided during training consist of 24% male and 25% female where 25% male and 75% female were satisfied with duration of training.

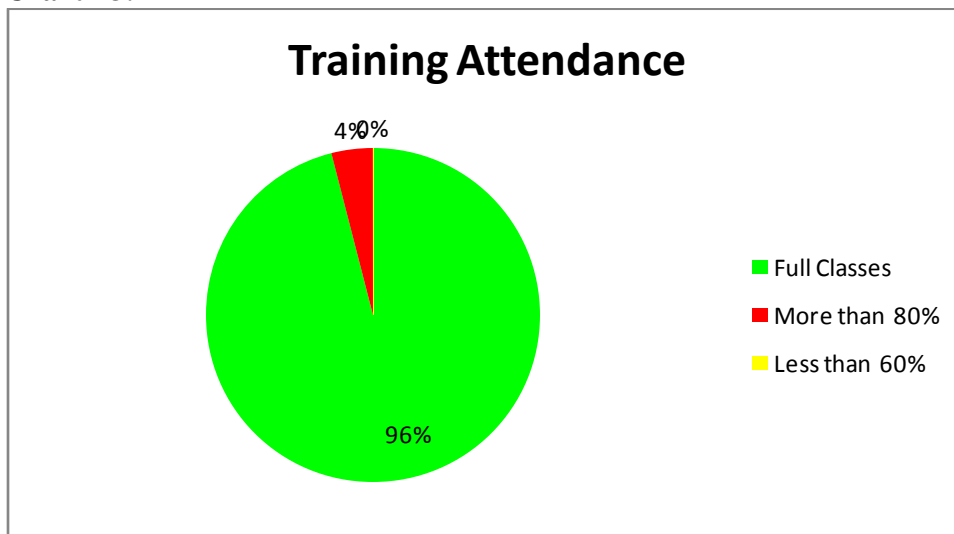
Chart - 3.16



3.11 Attended full Training Program

To know the participation level of participants in terms of attending the training, they were asked “Did you attend the training in full?”. Results show that 96% participants attended the training in full, whereas only 4% participants attended classes in range of 80% to 100%. There was no one who attended classes below 60%. This also shows their interest level in training that almost all the participants were keen to learn new skills.

Chart - 3.17



3.12 Recommendation to Others

To know that participants after completing their trainings recommend others to attend these trainings in future, they were asked “Did you recommend the course you went through to a friend, colleagues, or relative?”. Results show that 94% of participants recommended the training program to their friends, colleagues and relatives, whereas only 4% respondents did not recommend training to anyone.

Chart - 3.18

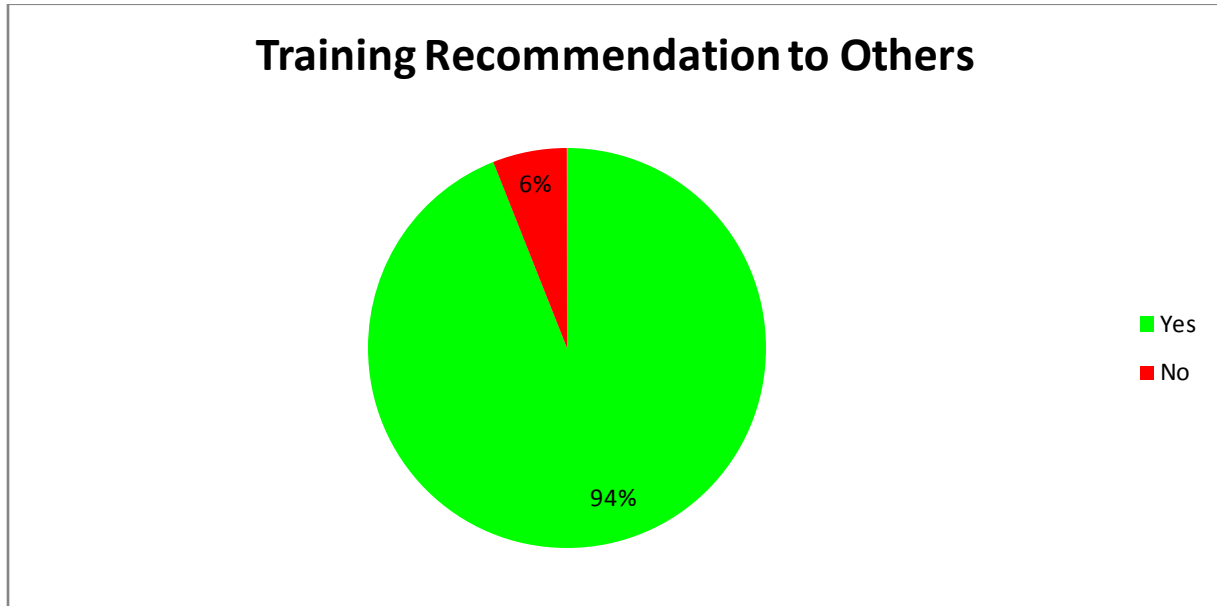
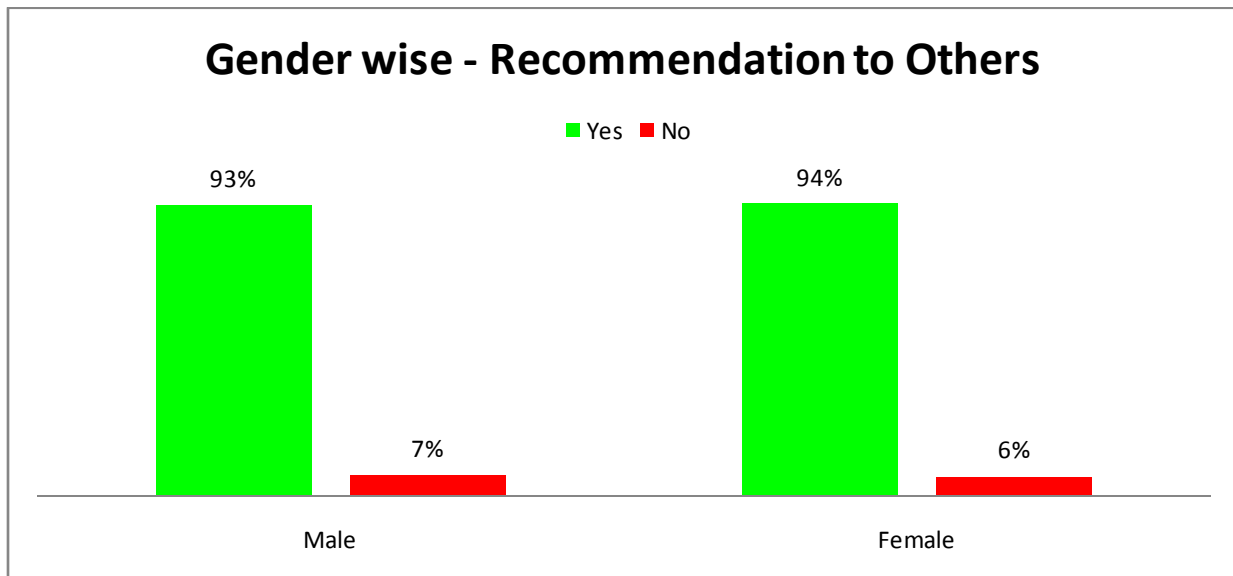


Chart - 3.19



3.13 Work Profile Before Training

To investigate that whether participants were having work before training or not they were asked two separate questions; one was related to job and other was related to self-employment. The purpose behind asking these questions was to know that after completion of training how these people are going to apply the skills learnt during the training.

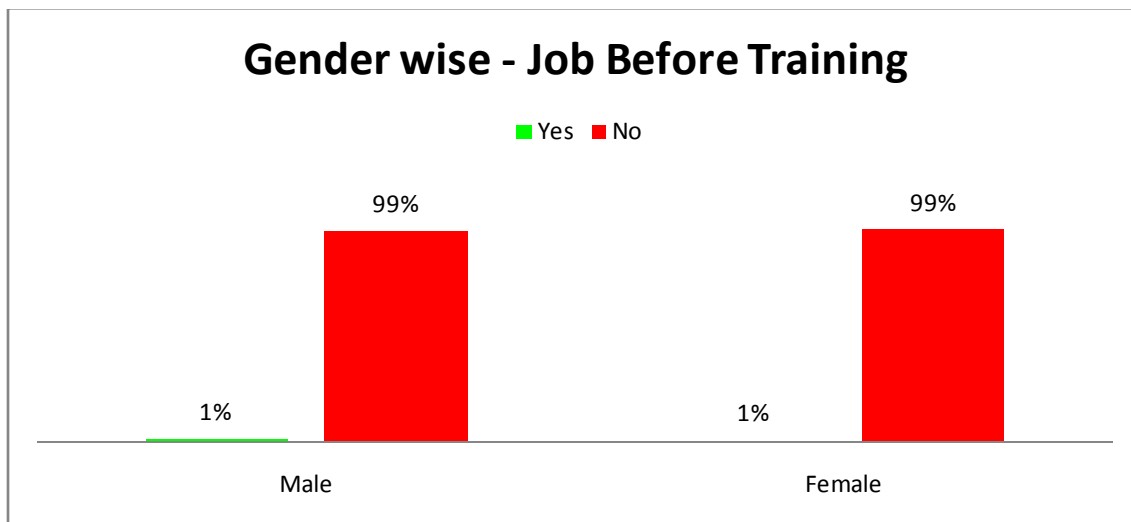
3.13.1 Did respondents have Job before training?

To know whether participants were having jobs before training or not, they were asked “Did you have any job before the training?”. Results show that only 1% participants has the job before training whereas 99% did not have any job.

Chart - 3.20



Chart - 3.21



3.13.2 Were respondents self-employed before training?

To know whether participants were self-employed before training or not, they were asked “Were you self-employed before the training?”. Results show that only 11% participants were self-employed before training whereas 89% did not have any work.

Chart - 3.22

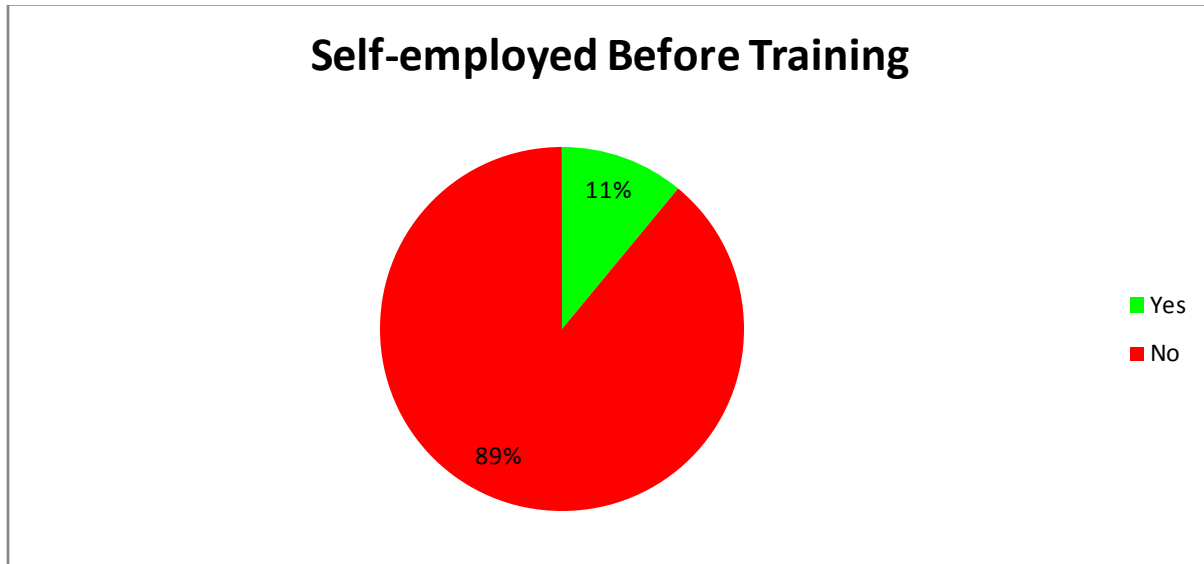


Chart - 3.23

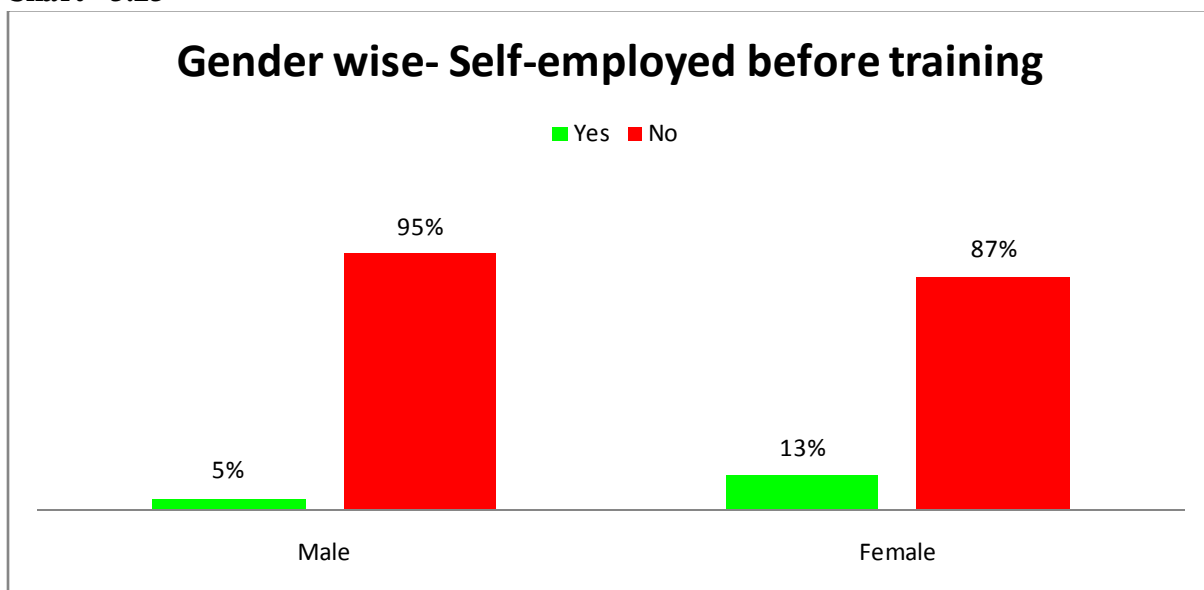
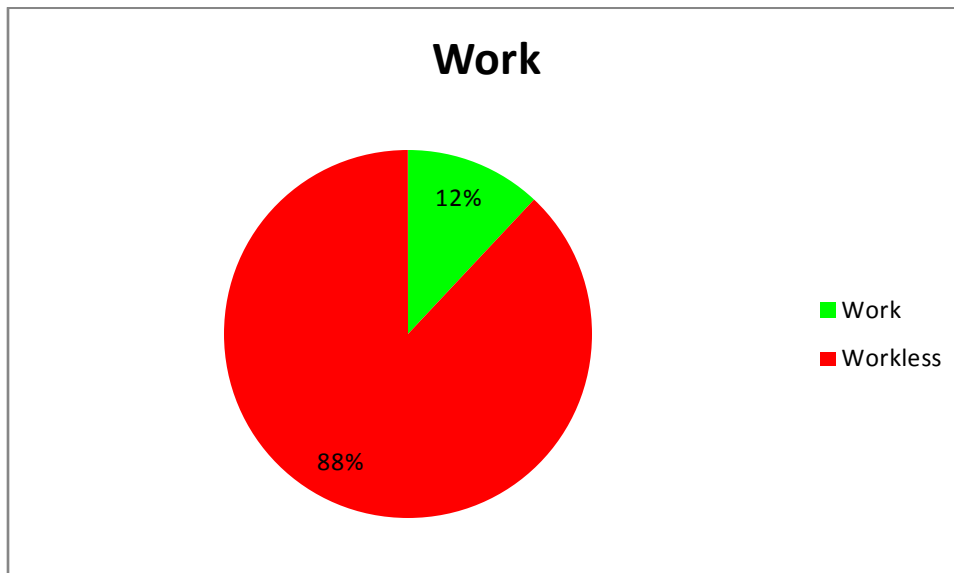


Table 3.7 shows that before training only 12% participants were having work in terms of job or self employment, whereas 88% participants were workless.

Table - 3.7

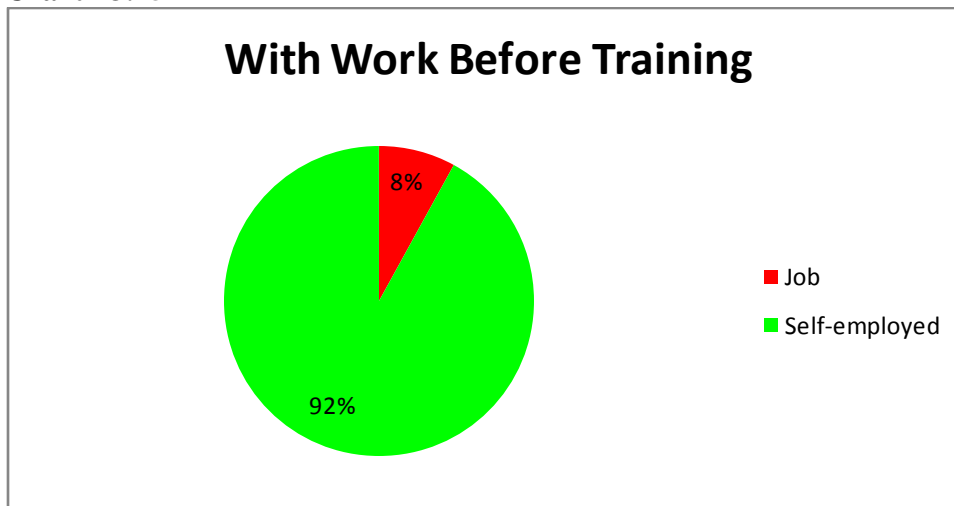
Total with Work				
Status	Job	Self-employed	Total	Percentage
Work	16	174	190	12%
Workless			1365	88%
Total			1555	100%

Chart - 3.24



Out of 12% who were having work, 8% were those who had jobs whereas 92% with self-employed.

Chart - 3.25



Now we have two groups of respondents; one who were having work which is 12% overall sample and other group consists of those who were workless before training. So next part of analysis is about those who were having work before training, this will show the importance of training to these participants in terms of utilization of skills learnt during the training.

3.14 Analysis of training with perspective of people with work before training

This analysis consists of four areas.

1. Relevance of training
2. Monthly Income before training
3. Increment in income due to training
4. Switched to other job after training

3.14.1 Relevance of training:

To know the relevance of training with their existing work, they were asked “Do you think the training you have received, was related to your work you were performing?”. Results show that 50% respondents were agreed that trainings provided to them were totally relevant to work they were performing in terms of job or self employment prior to training. Whereas 50% people think that training was not relevant to their work.

Chart - 3.26

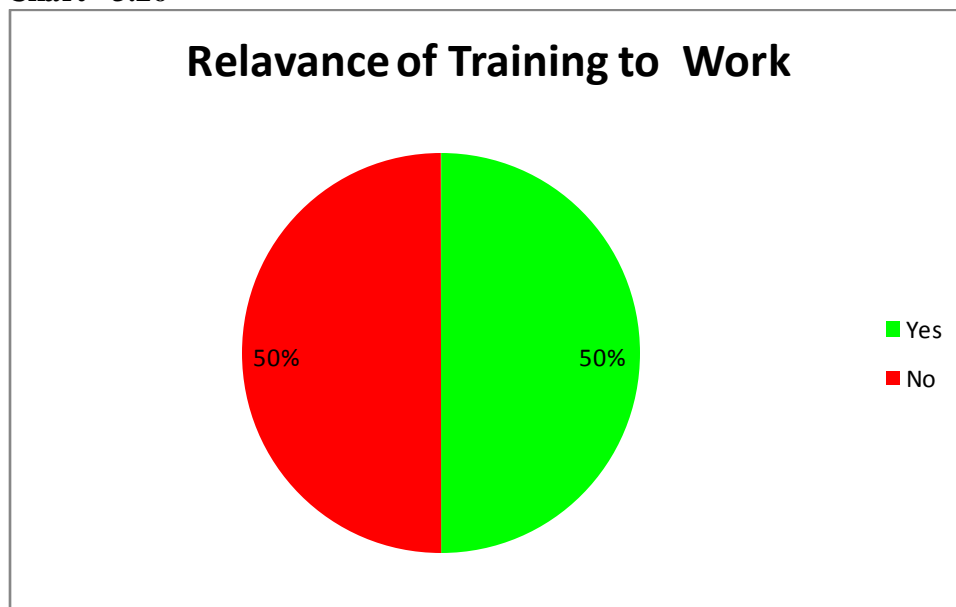
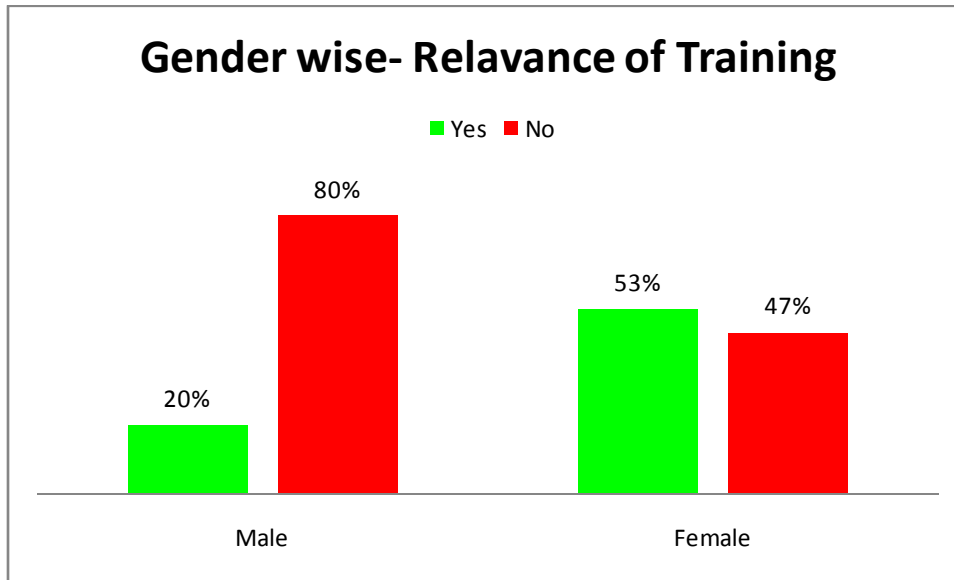


Chart - 3.27



3.14.2 Monthly Income before Training

To know their income level prior to training, they were asked “What was your monthly income before the training?”. Results show that majority 63% of participants were earning a monthly income of below Rs. 2000, 29% were earning between 2001 to 4000 rupees, 6% were earning between 4001 to 6000 rupees, 1% were earning between 6001 to 8000, and only 1% were earning Rs 8000 or above.

Table - 3.8

Monthly Income Before Training	
Response	Relative %
Less than Rs: 2000	63%
RS :2001-4000	29%
Rs:4001- 6000	6%
Rs: 6001-8000	1%
Rs:8000+	1%
Total	100%

Chart - 3.28

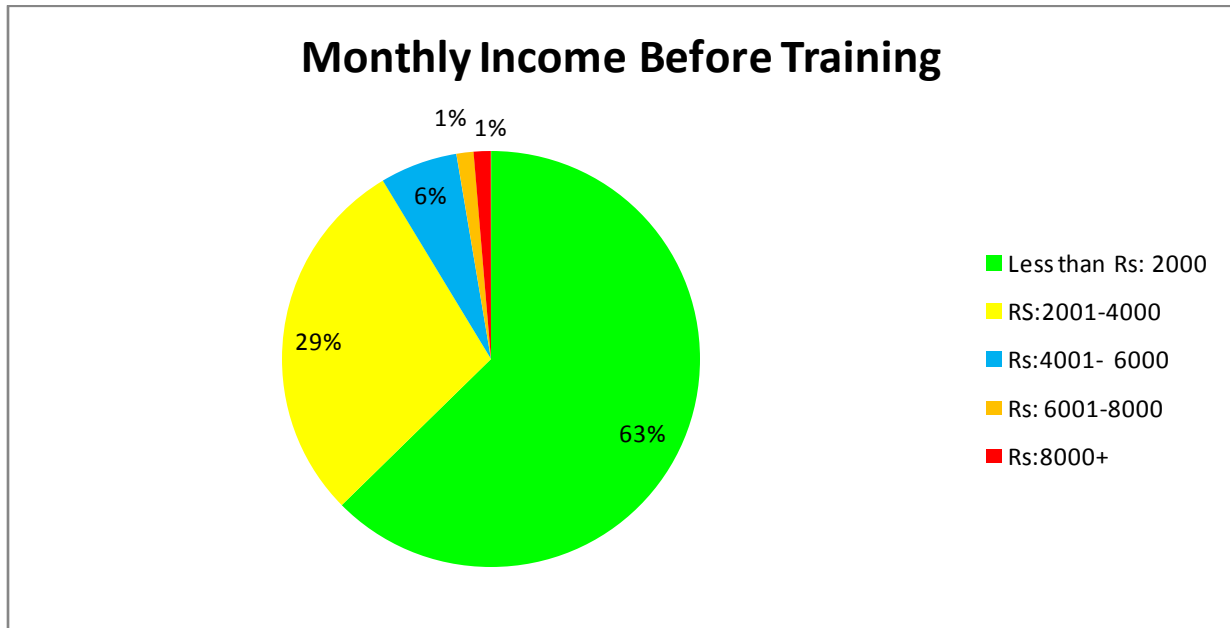
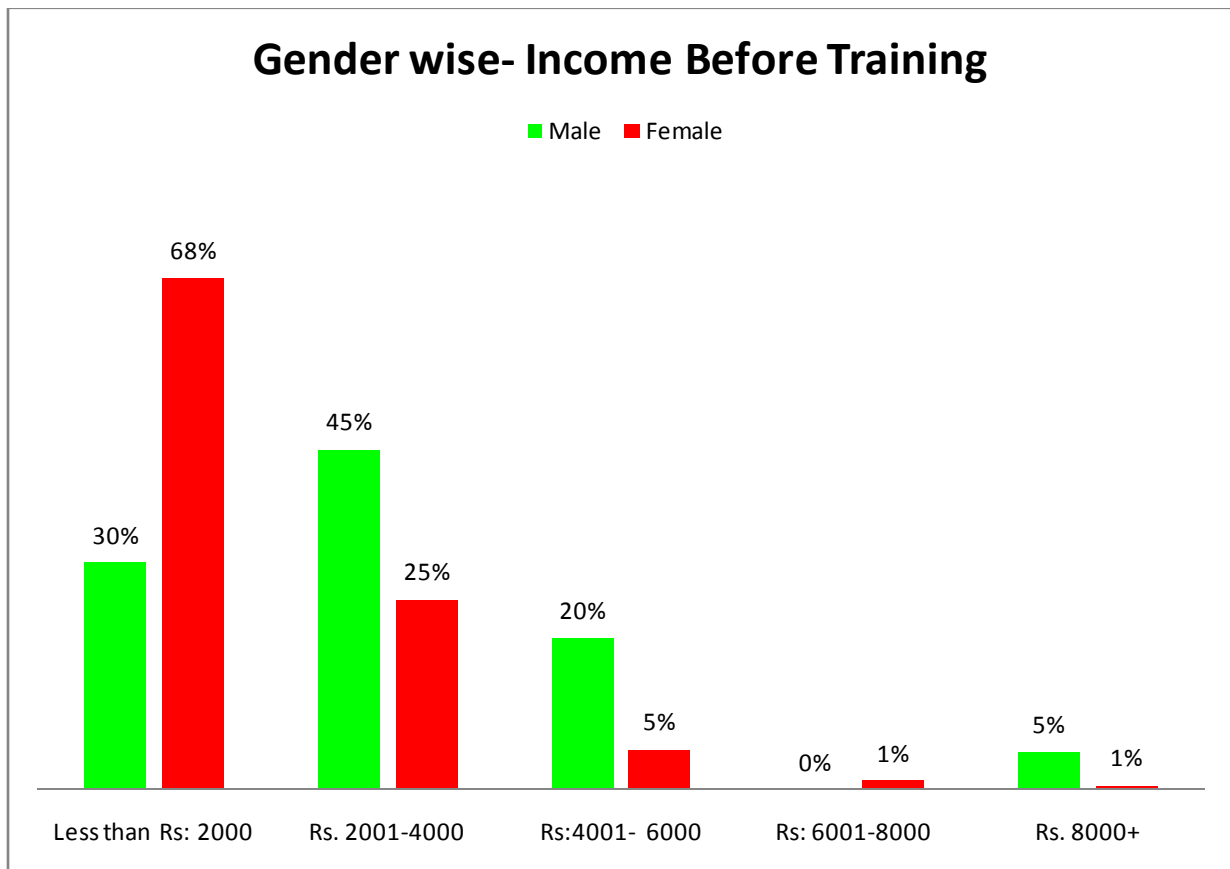


Chart - 3.29



3.14.3 Increment in Income

To know whether training has improved their income levels or not, they were asked “Have you received any increment in income due to the training you received?”. Table 3.9 shows that 91% respondents were agreed that there is significant increase in their income after getting training, as now they are better in terms of skills prior to training so their worth has improved and are earning more. Whereas only 9% said that there is no change in their income due to training.

Table - 3.9

Increment in Income Due to Training	
Response	Relative %
Yes	91%
No	9%
Total	100%

Chart - 3.30

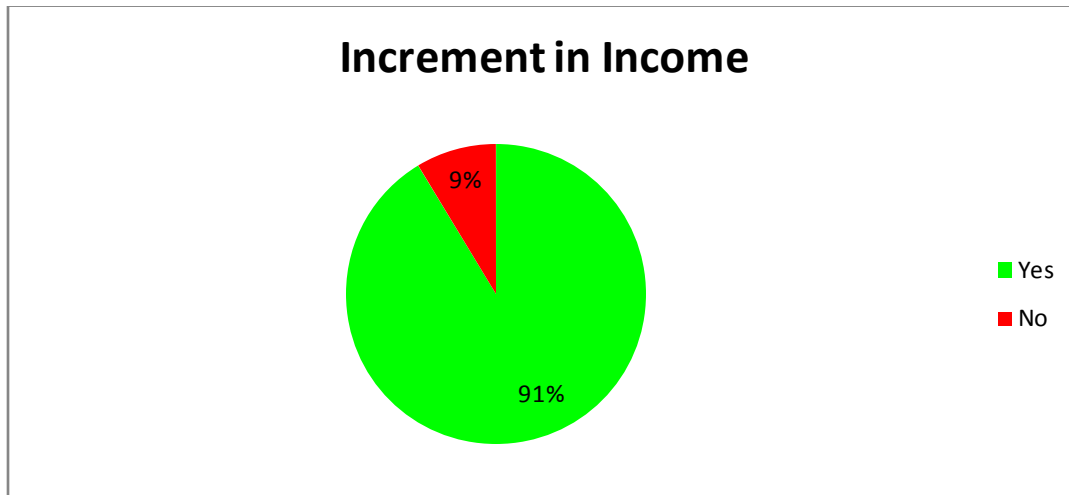
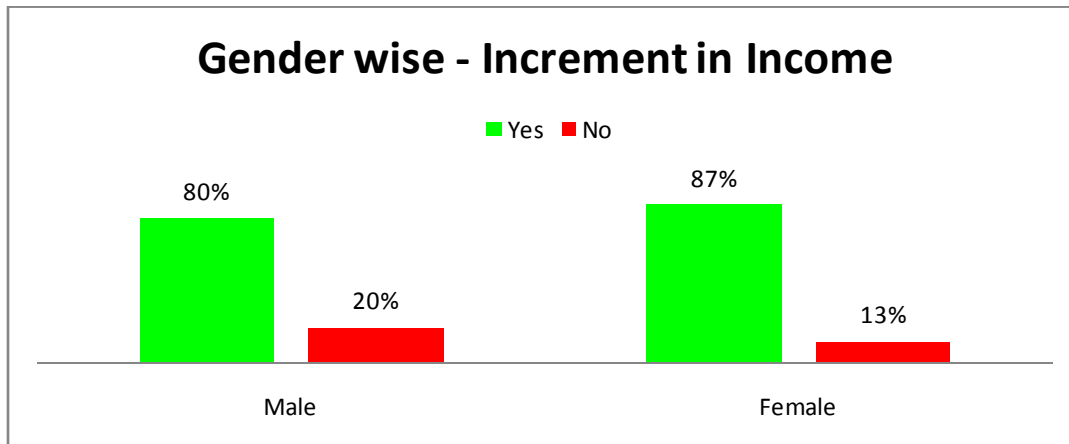


Chart - 3.31



3.14.4 Switched job after training

To know whether they have carried their prior work or switched to other work, they were asked “Have you switched your job after the training?”. Results show that only 32% have switched their work whereas 68% have retained their work. One implication of this result is one that those who believed that training was not relevant to their existing work have learnt new skills and wanted to apply those skills in a better way by switching the work.

Table – 3.10

Switched Job	
Response	Relative %
Yes	32%
No	68%
Total	100%

Chart - 3.32

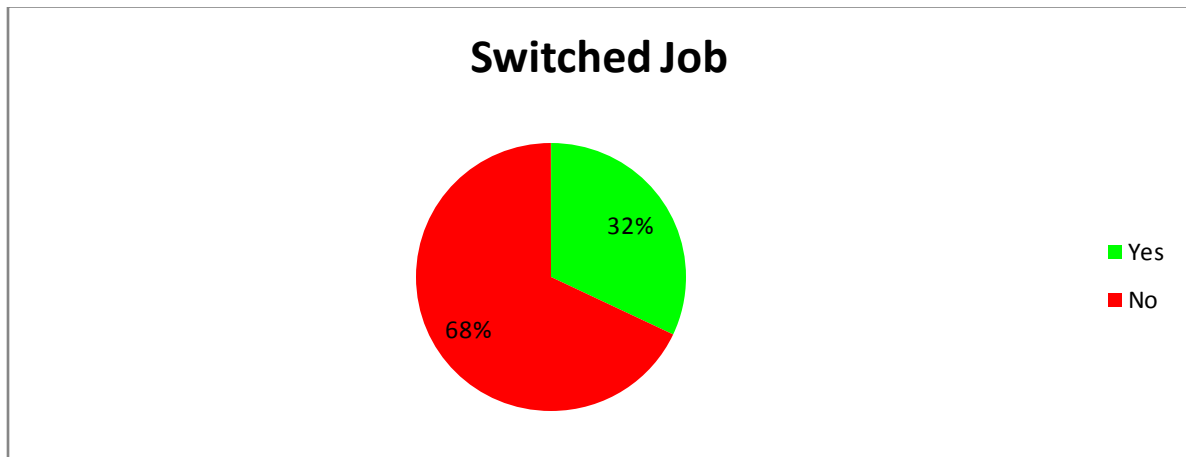
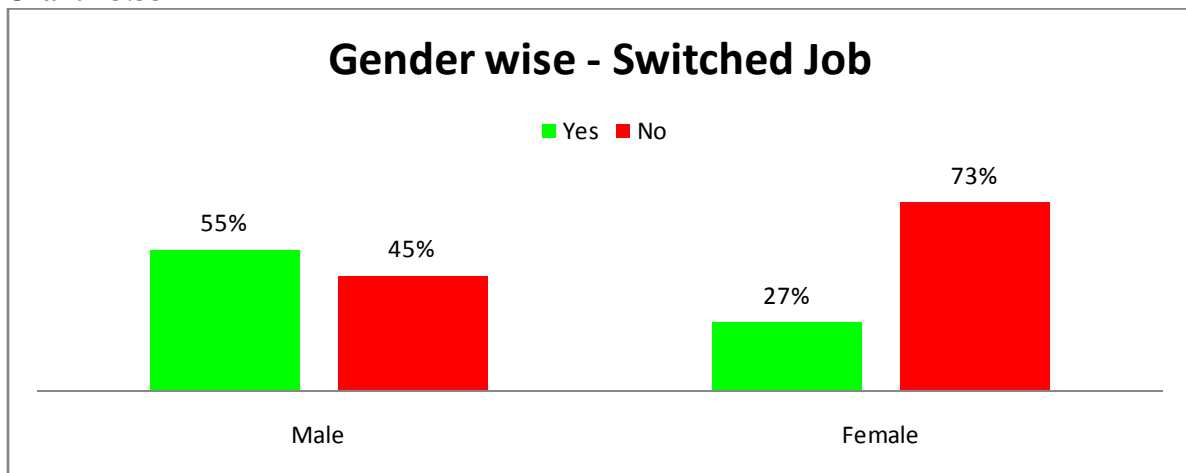


Chart - 3.33



3.15 Analysis of training with perspective of workless people before training

As mentioned earlier that 88% people were workless before training. So this part will analyze the impact of training on these people. This part consists of two parts; first with identification of those who got work in terms of job or self-employment and utilization of skills in their work. Second part consists of those who are still workless and their efforts to get job in terms of applying for any job and response to their application.

First analysis consists of three areas.

1. Time to get a job or start own business
2. Utilization of skills at workplace
3. Monthly income after training

Second analysis consists of two areas.

1. Respondents searched for the job
2. Response to Job application

3.15.1 Work Profile After Training

To investigate that whether participants got work after training or not, they were asked two separate questions; one was related to job and other was related to self-employment. The purpose behind asking these questions was to know that after completion of training how these people are going to apply the skills learnt during the training.

To know the work status after training two questions were asked to know whether they got the job or become self employed.

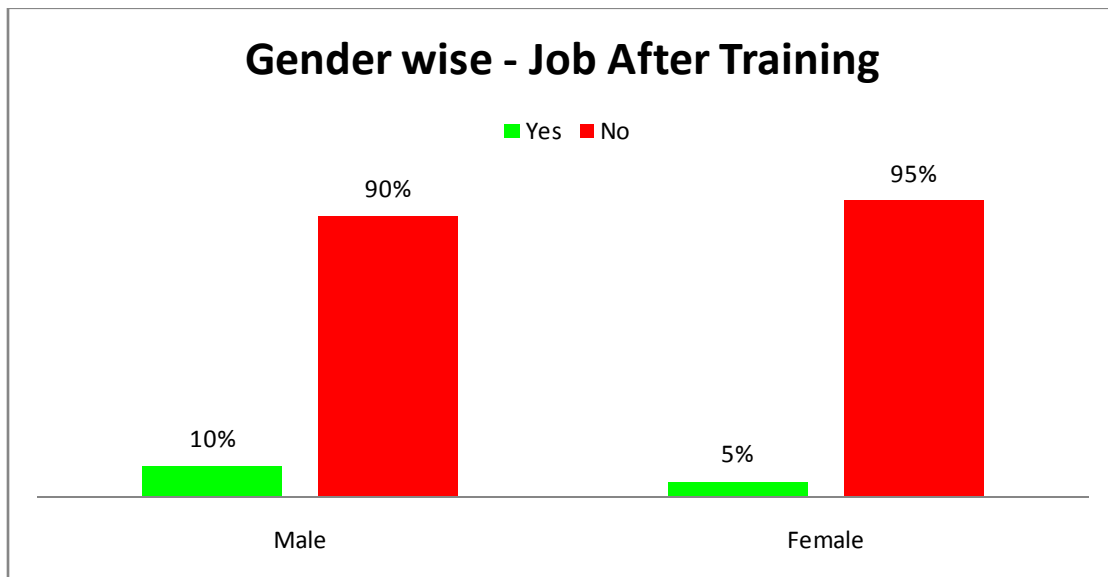
3.15.2 Got Job after training

To know whether they have got job after training or not, they were asked “Have you got the job after training?”. Results show that only 7% got the job after training, whereas response of 93% people was that they did not get job after training.

Chart - 3.34



Chart - 3.35



3.15.3 Self-employed After training

To know after training whether they are self-employed or not, they were asked “Are you self-employed after the training?”. Results show that 84% of participants were self employed after training, in 16% respondents who were not self-employed 7% were those who got the job, it means only 9% respondents were still workless.

Chart - 3.36

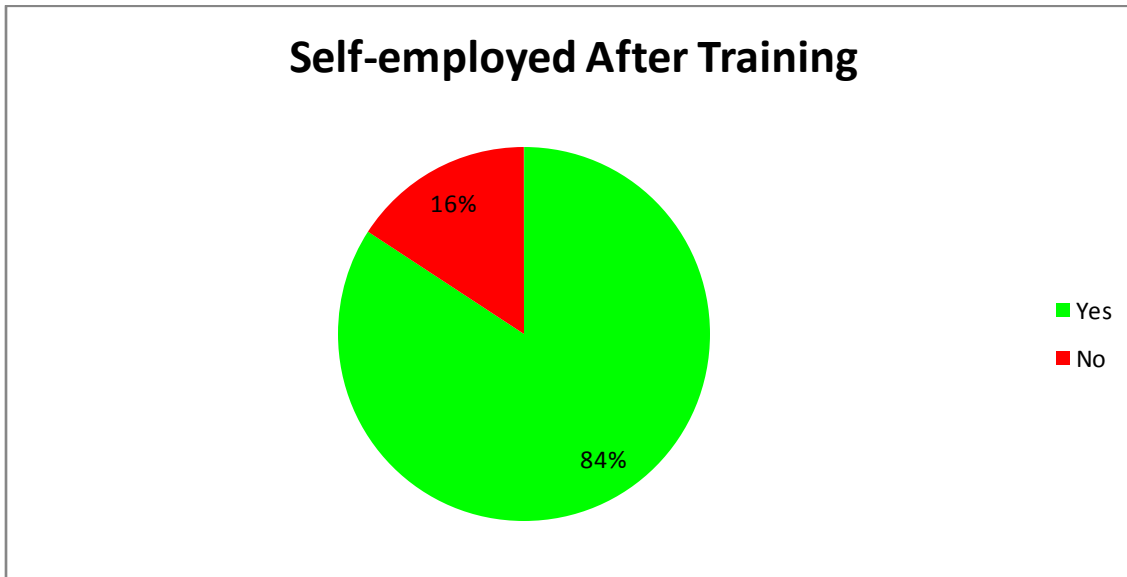
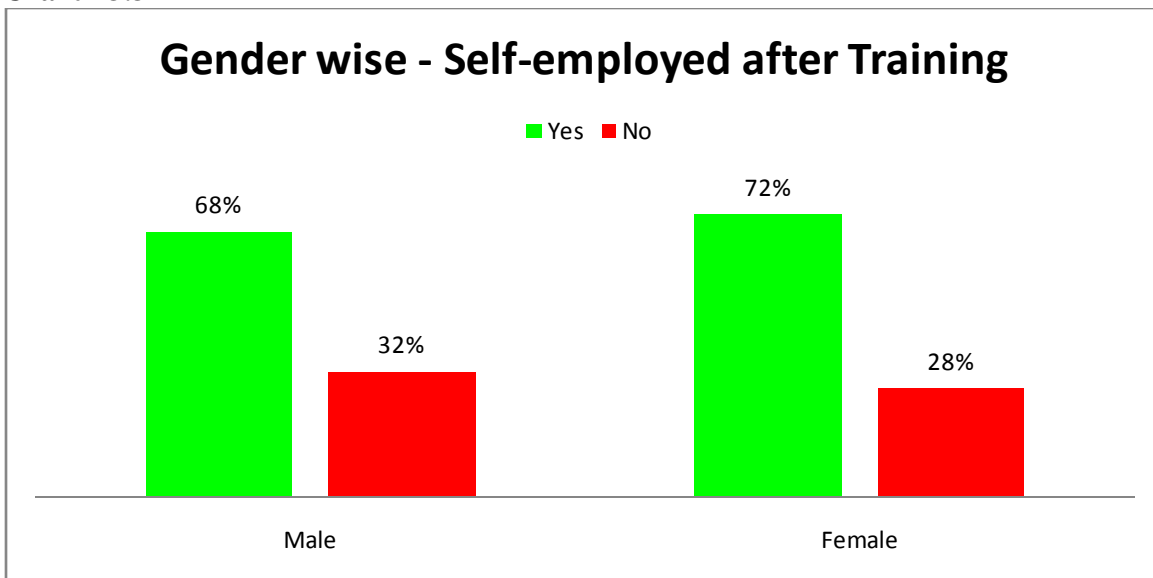


Chart - 3.37



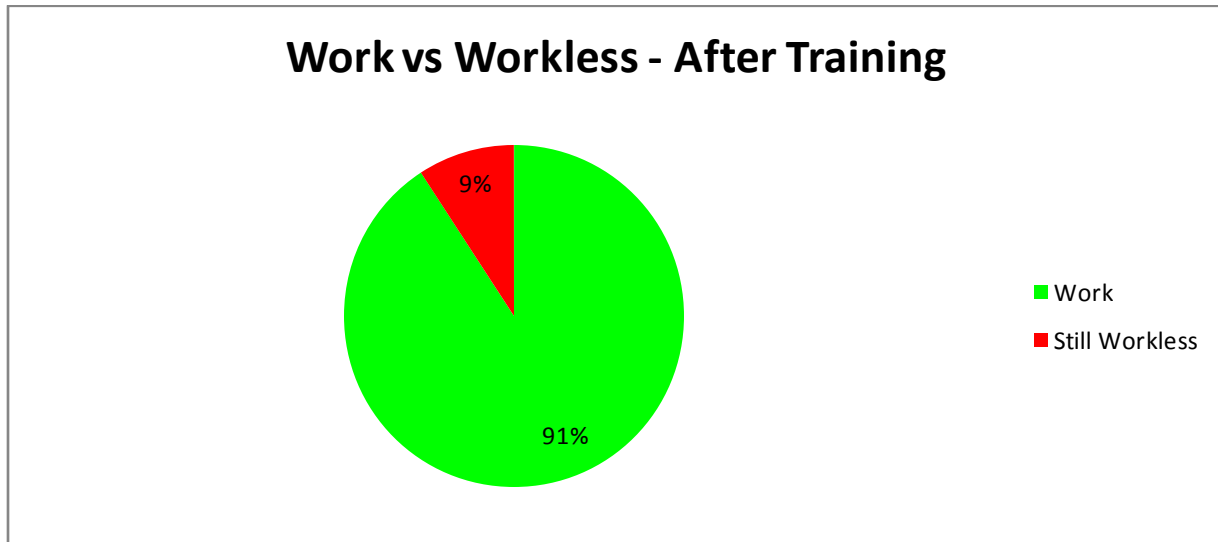
Following table shows the summary of people with and without work after training.

Table – 3.11

	Job	Self	Total	Relative %
Work	90	1150	1240	91%
Still Workless			125	9%
Total			1365	100%

After training 91% people got the work whereas 9% are still workless.

Chart - 3.38



Among those who got the work only 9% got job whereas 91% were self-employed.

Chart - 3.39

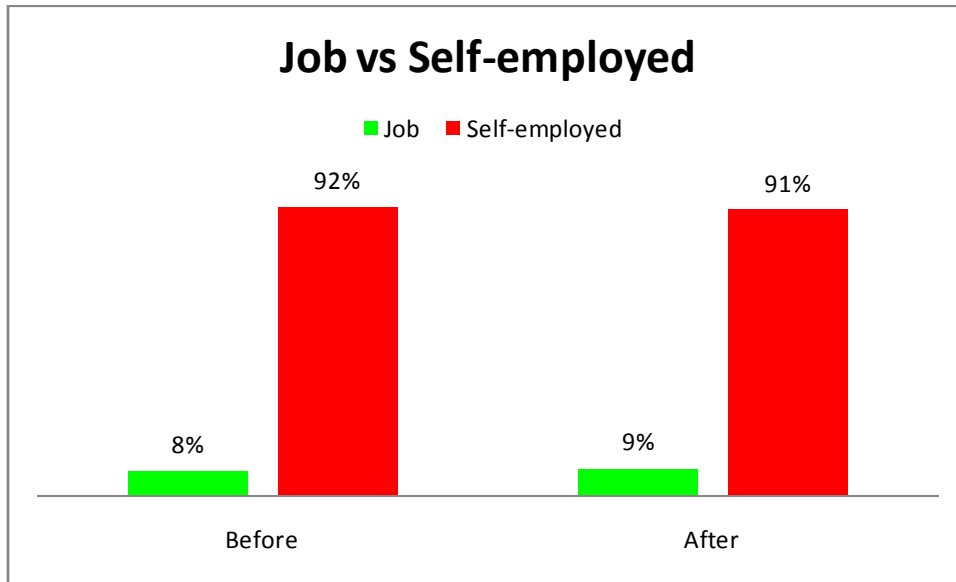


Comparison Before and After Training

Table – 3.12

	Before	After
Job	8%	9%
Self-employed	92%	91%

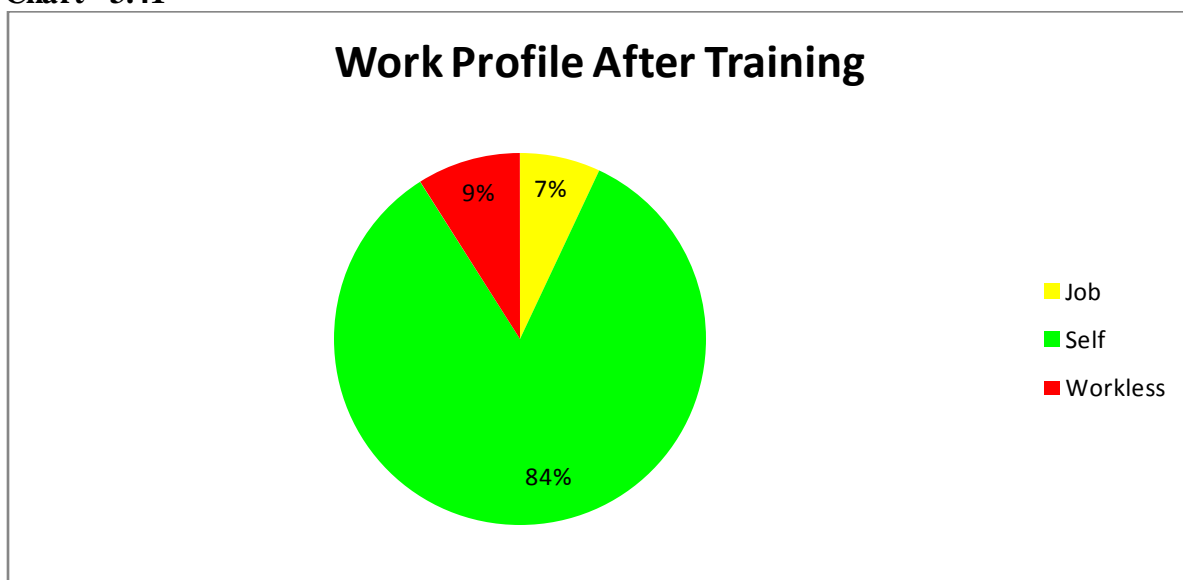
Chart - 3.40



This shows that the ratio between doing job and being self employed before and after training is almost same. Before training among the people who were having work, 8% were having job and 92% were self employed. After training the people who got the work 9% are those who got job whereas 91% people are self employed.

Summary of people with work after training is shown in following chart. Here it is obvious that only 9% people are still workless and 91% people are with work, which is further divided into job which is 7% and self-employment which is 84%.

Chart - 3.41



Once we grouped the participants on the basis of with work and workless we can first analyze the impact of training on people with work.

This analysis consists of three areas.

1. Time to get a job or start own business
2. Utilization of skills at workplace
3. Monthly income after training

3.15.4 Time to get a job or start own business

To know the time to start work after completion of training, they were asked “How long did it take you to get a job /start own business after completing your training?”. Results show that 82% participants got work well before 3 months time, where as 15% participated waited for 3 to 6 months to get work. Only 2% participants waited for one year to get work.

Table – 3.13

Time to start work after Training	
Response	Relative %
Less than 3 months	82%
3-6 months	15%
6-9 months	0%
9-12 months	2%
12-15 months	0%
15-18 months	0%
More than 18 months	0%
Total	100%

Chart - 3.42

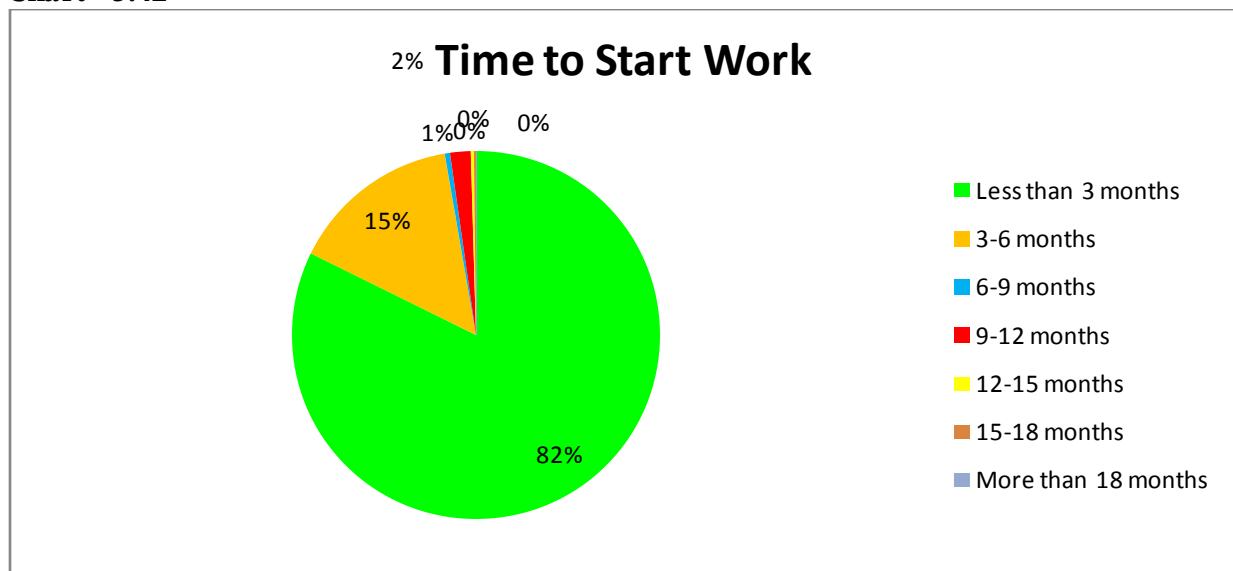
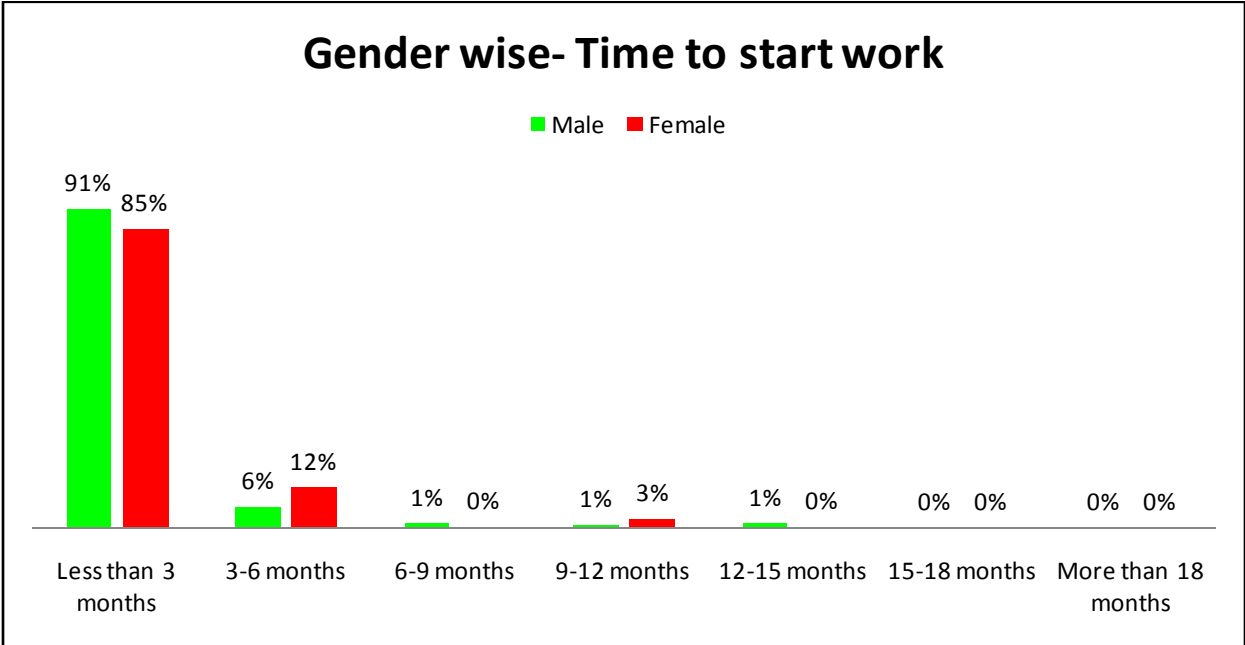


Chart - 3.43



3.15.5 Utilization of skills at workplace

To know whether skills learnt in training were utilized or not, they were asked “Do you utilize the skills at your work place that you learned during training?”. Results show that 93% respondents said that they utilized the skills learnt during the training, whereas only 7% said that they were unable to utilize their skills.

Chart - 3.44

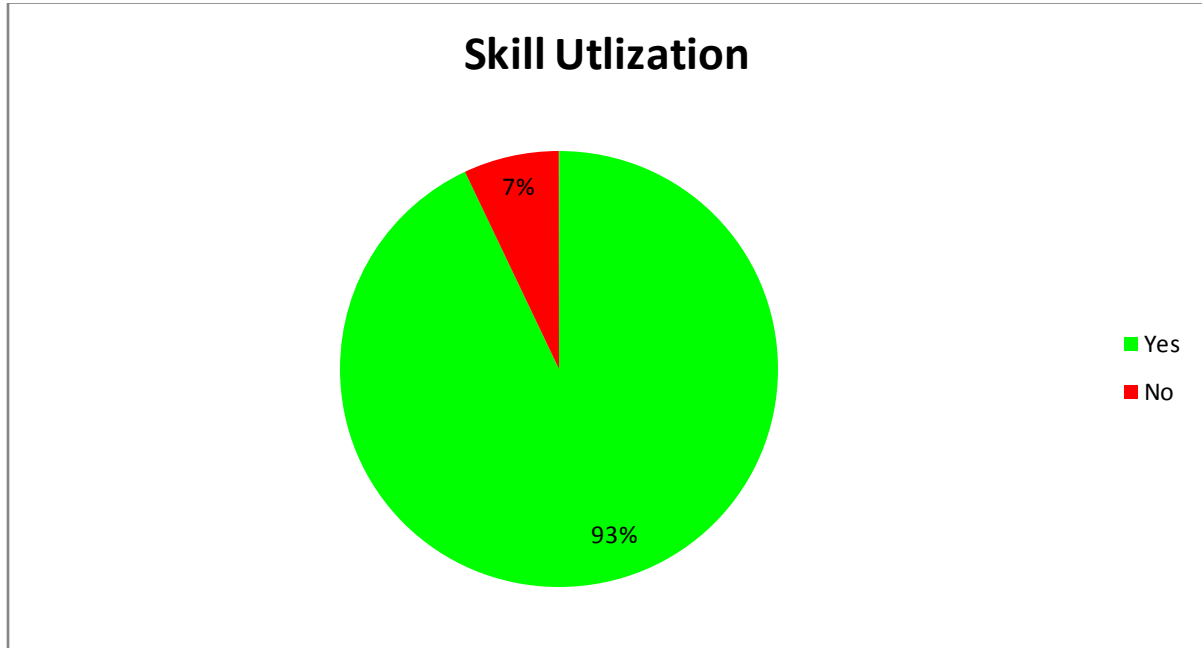
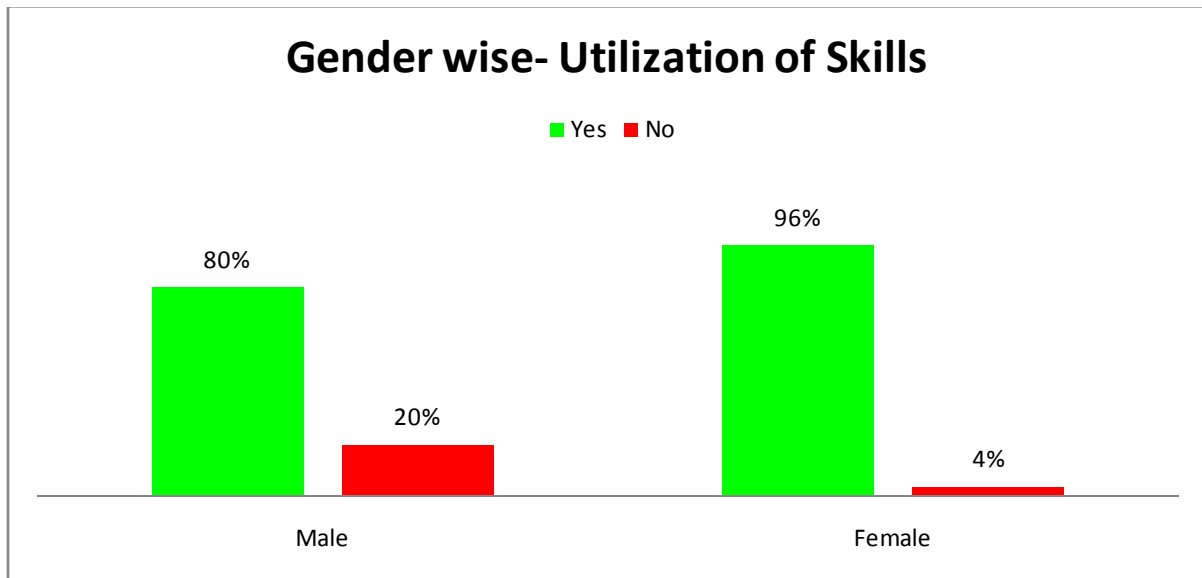


Chart - 3.45



3.15.6 Monthly Income after Training

To know whether training has improved their income levels or not, they were asked “What is your monthly income after the training?”. Results show that 19% of participants are earning a monthly income of below Rs. 2000, 35% are earning between 2001 to 4000 rupees, 27% are earning between 4001 to 6000 rupees, 13% are earning between 6001 to 8000, and 7% are earning Rs 8000 or above.

Table – 3.13

Monthly Income After Training	
Response	Relative %
Less than Rs: 2000	19%
RS:2001-4000	35%
Rs:4001- 6000	27%
Rs: 6001-8000	13%
Rs:8000+	7%
Total	100%

Chart - 3.46

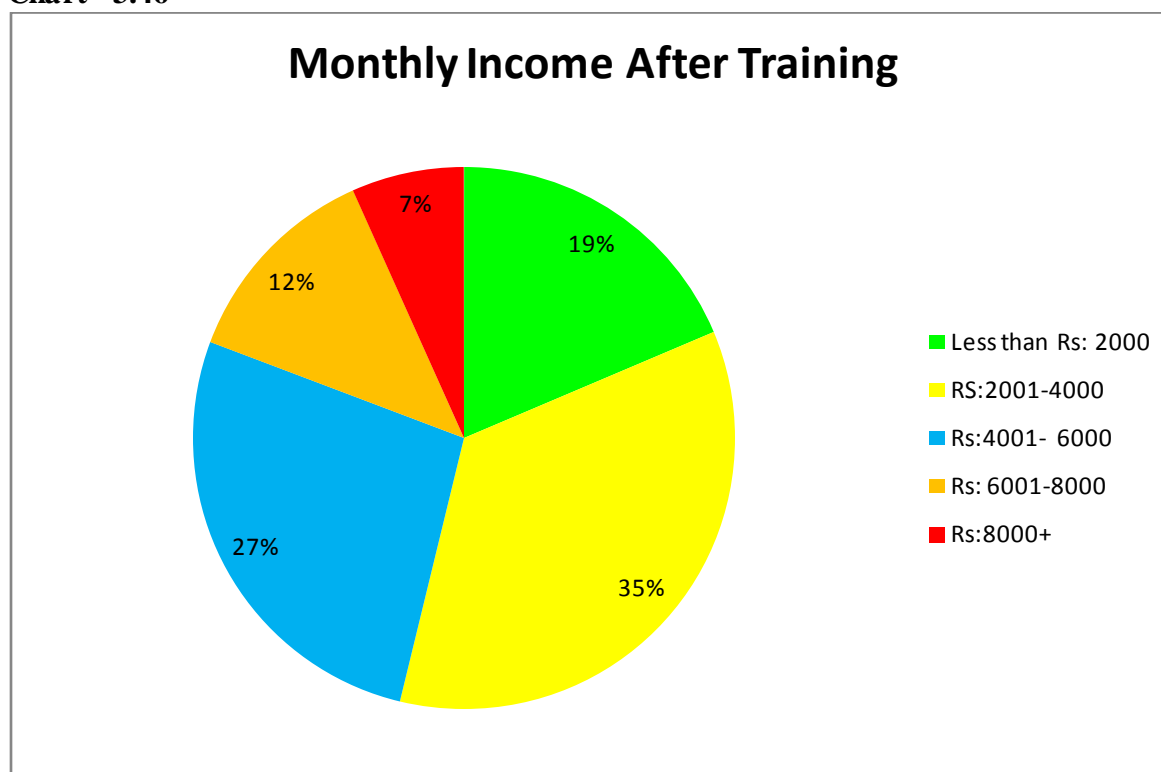
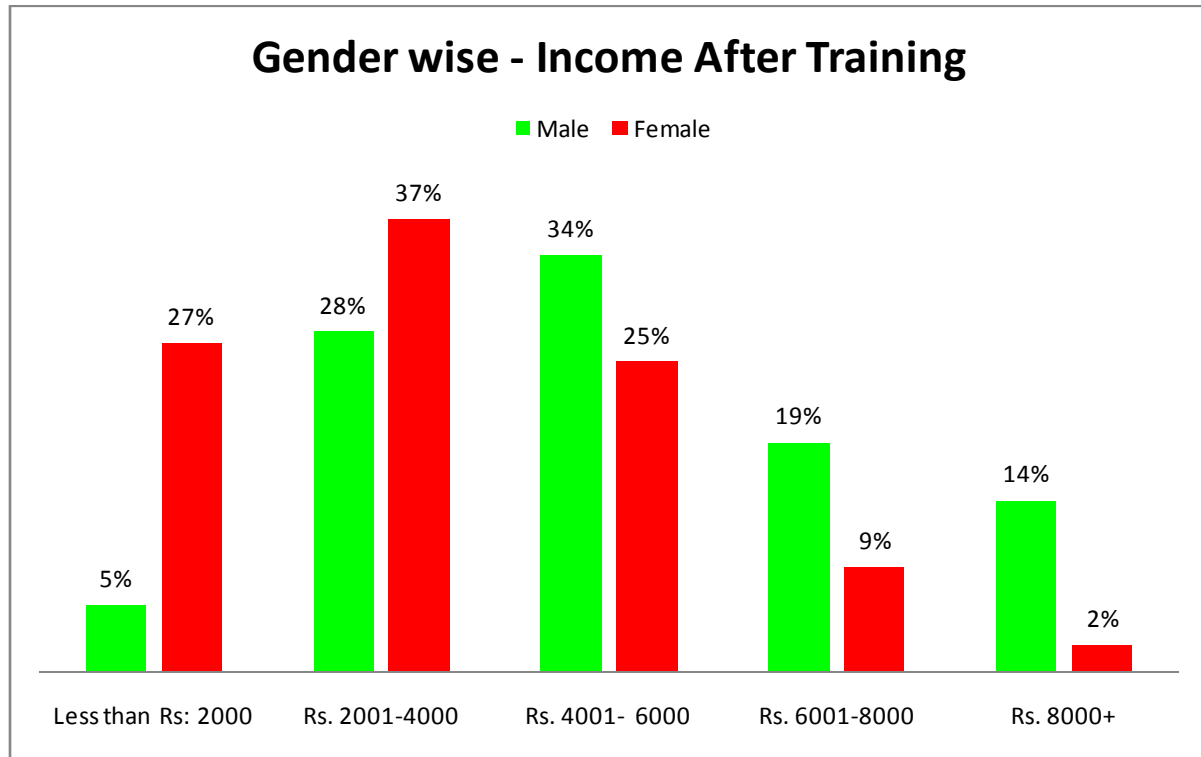


Chart - 3.47

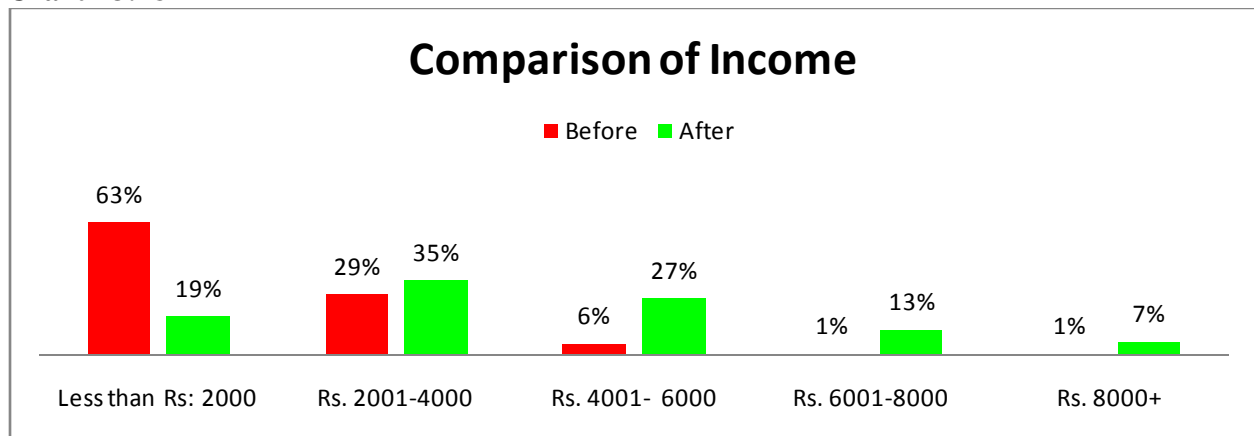


Comparison of Income Before and After training.

Table – 3.14

	Before Training	After Training
Less than Rs: 2000	63%	19%
Rs. 2001-4000	29%	35%
Rs. 4001- 6000	6%	27%
Rs. 6001-8000	1%	13%
Rs. 8000+	1%	7%

Chart - 3.48



Here we can see a major improvement in income levels of people before and after training. As major concern of training is not only providing skills but to improve their living standard by improving their earning levels. Before training majority of people 63% were earning below Rs. 2000, but after training that there are only 19% people who earn below Rs. 2000, which suggests that 81% people are now earning more than Rs. 2000 which was only 37% before training.

3.16 Analysis of Workless Participants

This part consists of analysis of those participants who are still workless.

This analysis consists of two areas.

1. Respondents searched for the job
2. Response to Job application

3.16.1 Respondents searched for the job

To know whether participants applied for job or not, they were asked “What is your monthly income after the training?”. The result shows that out of workless people 80% applied for job, whereas 20% did not try to apply for any job.

Chart - 3.49

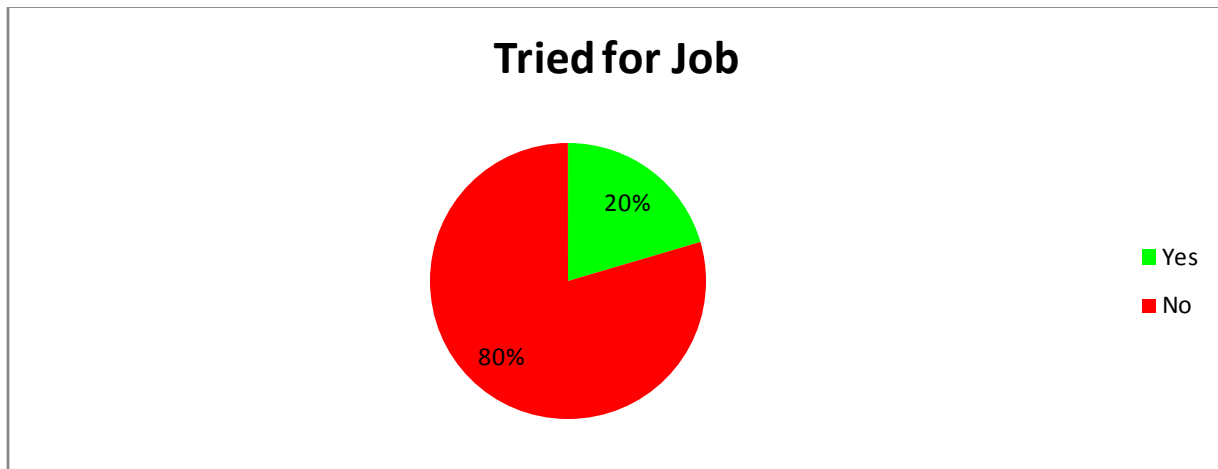
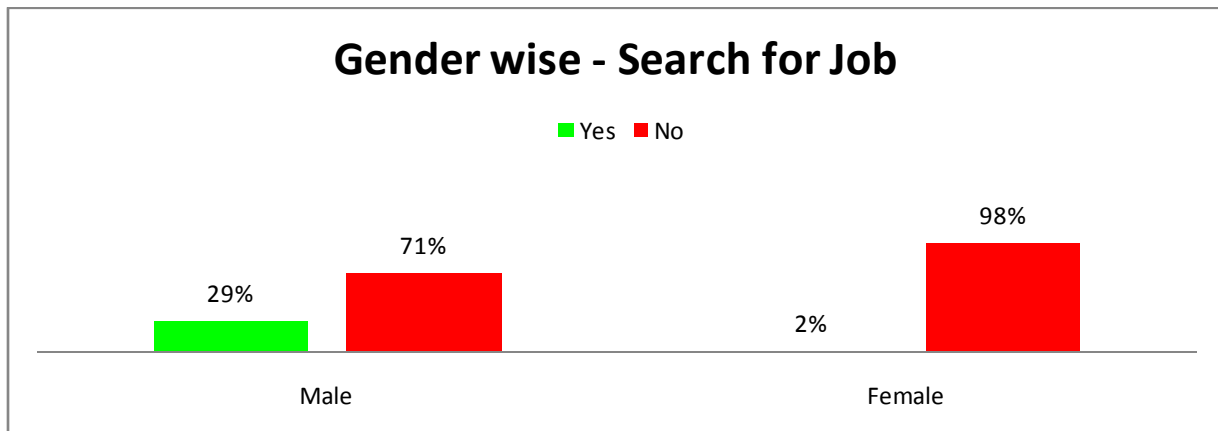


Chart - 3.50



3.16.2 Response to Job Application

To know about the response of their job application, they were asked “what is the response?”. Results show that out of those who applied for job 71% are still waiting for response from employers, whereas 29% have received test or interview calls but still no one has got the job.

Chart - 3.51

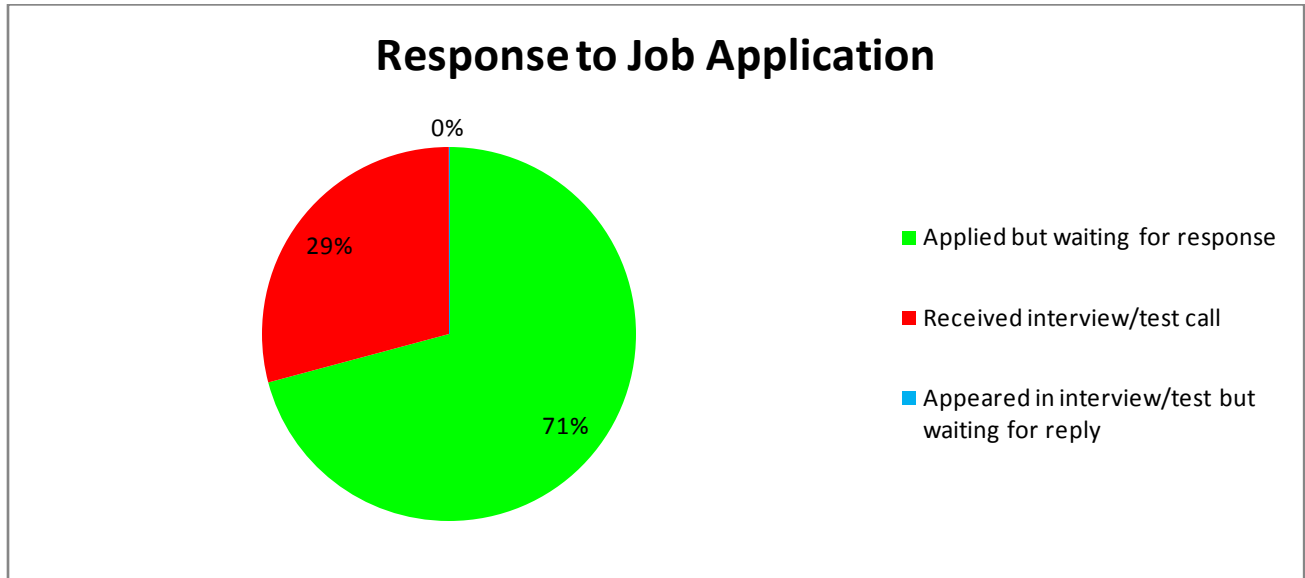
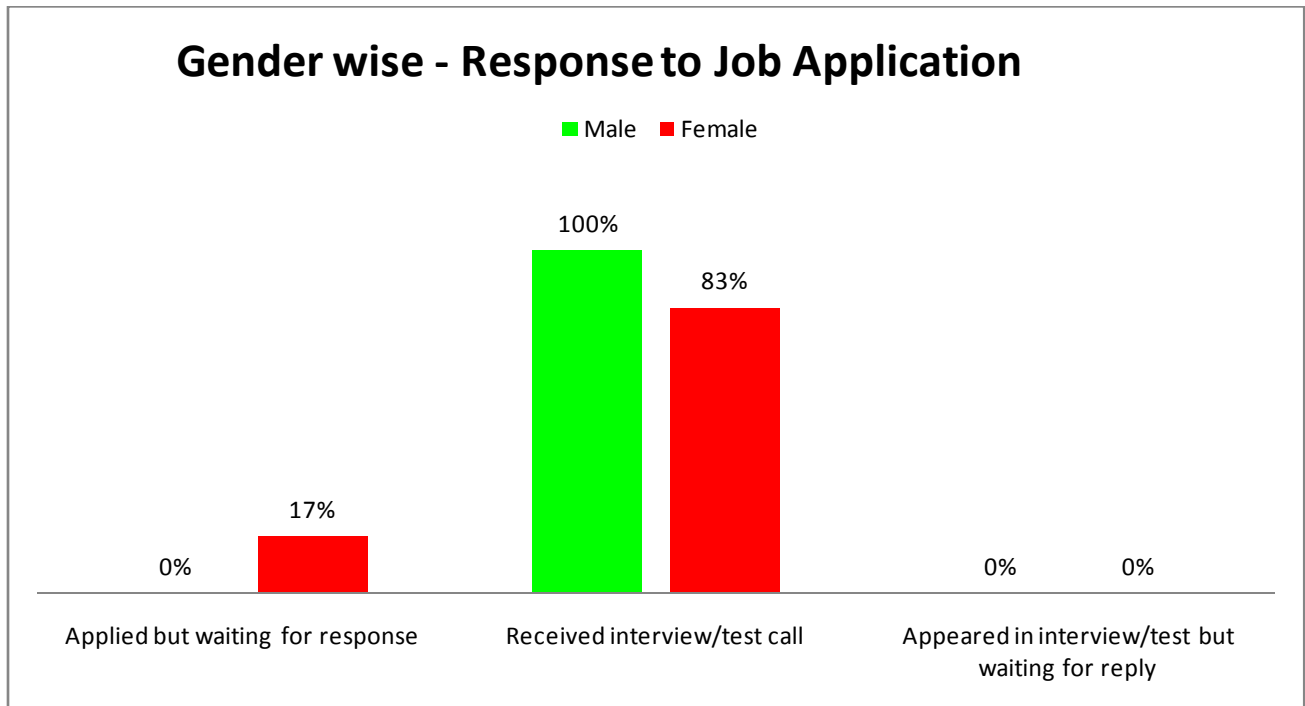


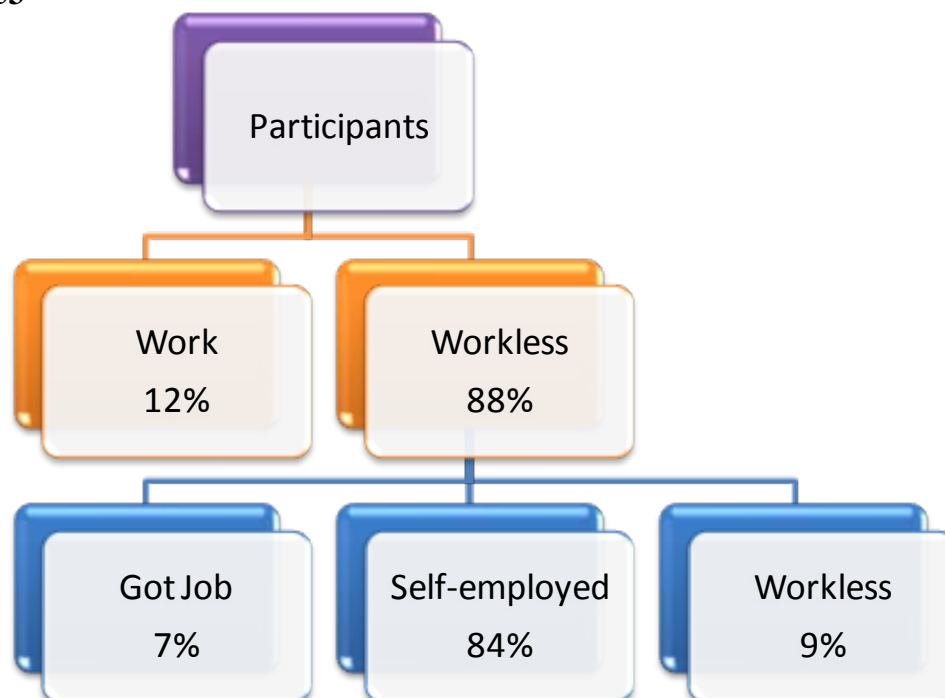
Chart - 3.52



Conclusion:

The overall results of study indicate that the majority of respondents are satisfied with quality, duration and practical opportunities provided by training through this program. Training has helped people not only in getting work but also raised their income level, as majority of the people (around 88%) who got training were workless before the training and after training and equipping themselves with skills to perform work they were able to find the work. Majority of the people (around 84%) were able to engage themselves in self-employment which is a success of this training program as they not only learnt the skills but also got the courage to initiate at their own by being self dependent and remaining 7% of total who were workless (88%) got the job which summarizes the contribution of training in getting people work to 91% (See chart – 3.53). Major improvement in income levels of people before and after training has also been observed, as major concern of training was not only to provide skills but also to improve their living standards by improving their earning levels. Before training majority of people around 63% were earning below Rs. 2000 per month, but after training this number was reduced to only 19%. This reduced number indicates that 81% people are now earning more than Rs. 2000 per month which was only 37% before training. Some of the participants recorded their problems and issues regarding unavailability of resources such as machines, equipments, raw materials, finance, electricity and also suggested that there should be more training in future and training duration should also be extended so that they can fully equip themselves with the skills and knowledge of the day.

Chart - 3.53



Problems:

Respondents identified following problems.

- Resource unavailability such as machines, equipments.
- Financial Problems
- Difficulty in purchasing right quality equipments at right price due to insufficient knowledge about quality and prices.
- Low Customer Purchasing power of customers, which reduces demand for products.
- Lack of awareness to people regarding products.
- Low income compared to work done.
- Electricity problems
- Raw material problems
- Shop and location issues
- Lack of Communication from the market
- Transportation Problem

Recommendations:

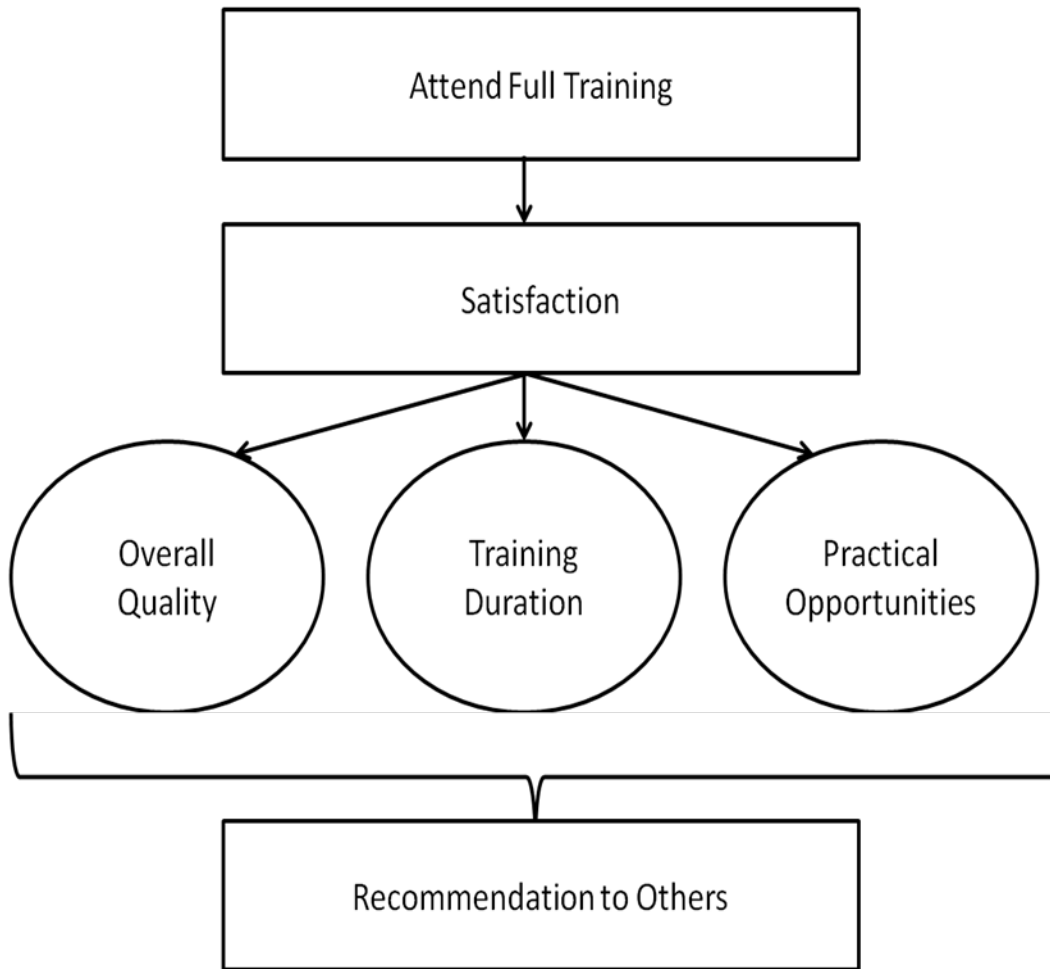
Even though respondents very much satisfied with the training programs, but based on their response following are certain recommendation;

1. Number of trainings should be increased.
2. The duration of training programs need to be increased specially computer program to give more learning opportunities.
3. Job opportunities should be provided.
4. Open centers which work throughout the year, so that people can take their help to work efficiently.
5. The staff should be forbidden to make the promises of jobs after training.
6. Steps should be taken by Government to purchase products directly from producers and sell in the market. This will ensure that producers are getting money against their products, as currently they are unable to find customers to sell their products which demotivate them to produce more.
7. The trained people having no money should be helped with grants to purchase the equipments for their work. This component of vocational trainings needs to be integrated with Community investment fund and Aid in grant components of Union Council Based Poverty Reduction Program.

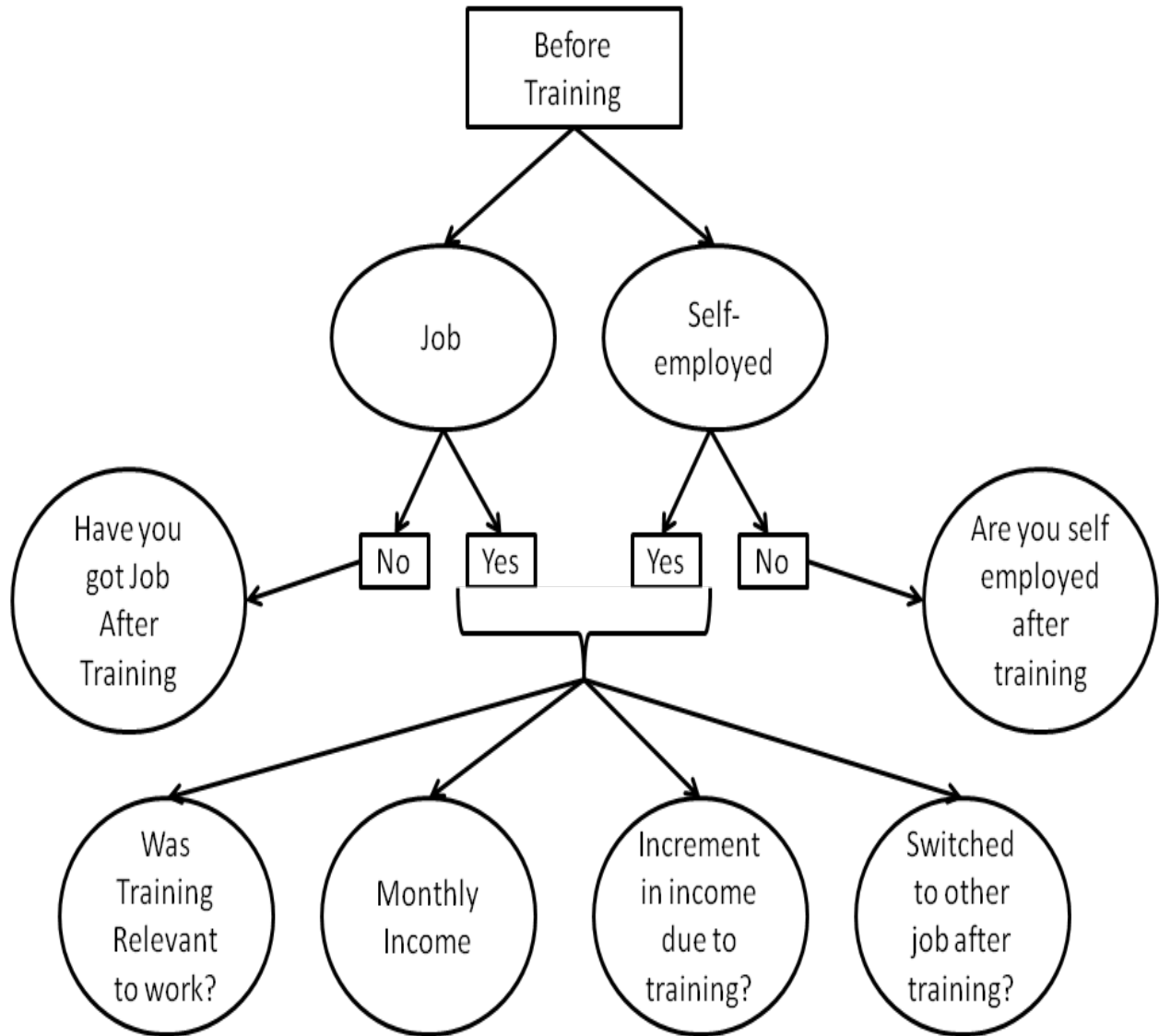
References

- (1) ILO, *Decent jobs and protection for all.. .cit.* p.38
- (2) Roger L. Bowlby and William R. Schiver (1970), Nowage benefits of Vocational Training: Employability and Mobilty, *Industrial and Labor Relations Review*, Vol. 23, No. 4, pp. 500-509
- (3) <http://www.shvoong.com/newspapers/pakistan/1825076-poverty-alleviation-pakistan/> visited on February 9, 2010

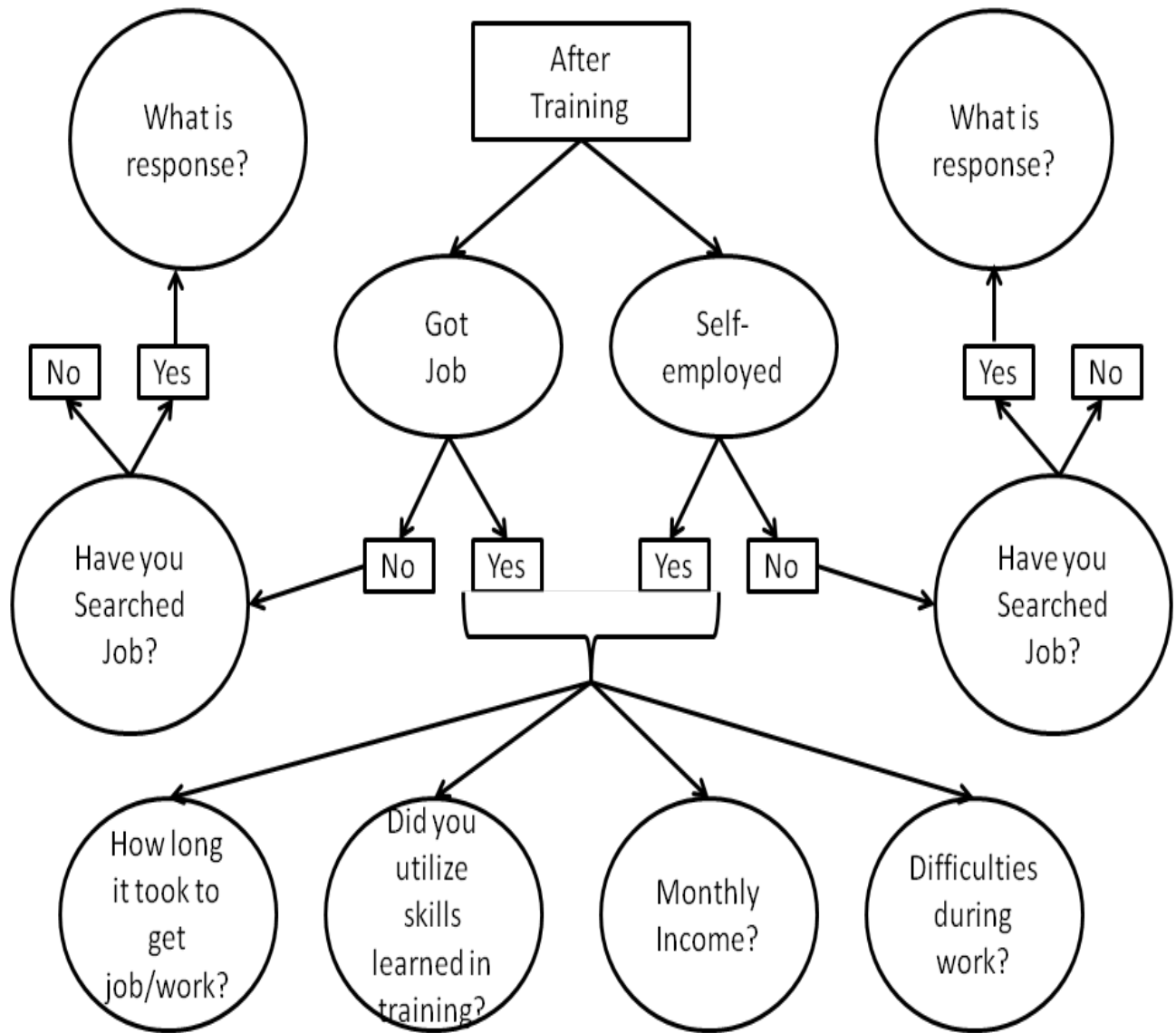
Appendix 1A: Flow chart (Research Objective)



Appendix 1B: Flow chart (Research Objective- Before Training)



Appendix 1C: Flow chart (Research Objective- After Training)



Appendix 2: Questionnaire



(Questionnaire for Tracer Study 2014)



Utilization of Vocational Training under Union Council Based Poverty Reduction Program (UCBPRP), Sindh Pakistan

Name:	Father's Name:
Sex:	Trade:
Contact No.	Taluka:
Union Council:	PSC Score:
Graduated from (Pindi, Sukkur, Field Training.)	Age: a) 18-24 b) 25-34 c) 35-44 d) 45 and above

1. Are you satisfied with the overall quality of training you received?

a. YES	b. NO	c. Not Replied
--------	-------	----------------

2. Was the duration of training enough to learn the trade?

a. YES	b. NO	c. Not Replied
--------	-------	----------------

3. Are you satisfied with practice/practical opportunities provided during the training to learn?

a. YES	b. NO	c. Not Replied
--------	-------	----------------

4. Did you attend the training in full?

a. Full classes	b. More than 80% Classes	c. less than 60%
-----------------	--------------------------	------------------

5. Did you recommend the course you went through to a friend, colleagues, or relative?

- a) Yes b) No

6. Did you have any job before the training?

- a). Yes b). No

7. Were you self-employed before the training?

- a). Yes b).No

Note: If answer to questions no: 6 and 7 is NO then skip questions 8, 9, 10 and 11.

If answer to question 6 is YES then Skip question 12 and if answer to question 7 is YES then Skip 13

8. Do you think the training you have received, was related to your work you were performing?
a). Yes b).No
9. What was your monthly income before the training?
a. Less than Rs: 2000 b. RS:2001-4000 c. Rs:4001- 6000 d. Rs: 6001-8000
e. Rs:8000+
10. Have you received any increment in income due to the training you received?
a). Yes b).No
11. Have you switched your job after the training?
a). Yes b). No
12. Have you got the job after training?
a). Yes b). No
13. Are you self-employed after the training?
a). Yes b).No

Note: If answer to question 12 and 13 is NO then skip questions 14, 15, 16 and 17.

If answer to question 12 and 13 is YES then skip questions 18 and 19.

14. How long did it take you to get a job /start own business after completing your training?
a) Less than 3 months b) 3 – 6 months c) 6-9 months
d) 9-12 months e) 12-15 months f) 15-18 months
g) More than 18 months
15. Do you utilize the skills at your work place that you learned during training?
a). Yes b).No
16. What is your monthly income after the training?
a. Less than Rs: 2000 b. 2001-4000 c. 4001- 6000 d. 6001-8000 e.
8000+

17. What are the difficulties you encountered in looking for a job/ starting your own business?
(Enlist in the order of most important problem first)

- a. -----
- b. -----
- c. -----

18. have you tried to search job?

- a). Yes b). No

Note: If no skip question 19

19. If yes what is the response?

- a. Applied but waiting for response b. Received interview/test call
- c. Appeared in interview/test but waiting for reply

20. Any suggestion for improvement of the program:

- 1. -----
- 2. -----

Name of Enumerator: -----

Sign & Date: -----

Pictures of Field Survey

