



# PUNJAB SKILLS DEVELOPMENT FUND

## REQUEST FOR INFORMATION FOR

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### SKILLING YOUTH FOR INCOME GENERATION (SYIG) MID-PROGRAMME TRACER STUDY 2023-24

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**November 03, 2023**



**Submission Date: November 20, 2023 on or before 17:00 PM**

21 A, H-Block, Dr. Mateen Fatima Road, Gulberg II, Lahore – Pakistan.

UAN: 042-111-11-PSDF(7733) | Toll Free:0800-48627 (HUNAR) | Website: [psdf.org.pk](http://psdf.org.pk)



**Request for Information (RFI) for Skilling Youth for Income Generation**  
**(SYIG) Mid-Program Tracer Study 2023-2024**

**Reference Number:** PSDF-RFI-SYIG-2023-24

**Date of Issue:** November 03, 2023

**Response Due Date:** November 20, 2023 at 17.00 PM (PST)

**Pre-RFI Session:** November 09, 2023 at 11:00 AM (PST)

**Introduction**

Punjab Skills Development Fund (PSDF) is the largest skills development fund in Pakistan, established in 2010 by the Government of Punjab in partnership with Foreign, Commonwealth and Development Office (FCDO), (previously known as DFID, UK Aid).

PSDF is a not-for-profit organization that invests in the development of vocational skills for the youth of Punjab. The primary focus of the fund is to provide skills training that leads to sustainable income generation opportunities for graduates, either through formal or self-employment opportunities, across 36 districts of Punjab. PSDF has successfully completed over 550,000 trainings across 10 sectors, in over 200 trades, with approximately 43% females trained.

To assess the effectiveness and impact of its "Skilling Youth for Income Generation" program, PSDF intends to conduct a mid-programme tracer study in 2023-24.

**Request for Information (RFI)**

The purpose of this RFI is to gain better clarity on the cost estimates along with the possible proposal for this assignment as per the Terms of Reference (TORs). Consulting firm may also recommend to improve the TORs to obtain the best outcome out of this assignment.

Kindly go through the attached document and address the following points in your proposal:

1. Comments/recommendations and any other value additions not solicited by the client for refining the attached draft Terms of Reference/Annexures of SYIG mid-programme tracer study to ensure that it aligns with the study objectives.
2. Proposed approach and methodology for conducting the mid-programme tracer study along with the study sample size (for PSDF graduates & employers) its calculation, methodology, assumptions, and findings based on the data provided by the client. Clear justification and rationale for the recommended sampling methodology and sample size, considering statistical power and desired level of precision along with summary of any limitations or considerations that influenced the sample size determination.
3. Proposed timeline and work plan for the study.
4. Detailed budget estimate for the study, including all associated costs. Also, provide justification/rationale for the proposed costs such as personnel, travel, data collection tools, whether in-person or telephone survey, or combination of both).



**Disclaimer:** The purpose of this RFI is just to gather proposals and cost estimates from potential consulting firms. This is not for business award formal process for procurement shall be executed at later stage through competitive bidding.

### **Program Overview**

The "Skilling Youth for Income Generation" program is designed to equip the poor and vulnerable youth of Punjab with essential skills training to enhance their employability and income-generating capabilities. PSDF aims to provide skill training to 180,000 individuals, with a focus on 40% females, over a 5-year period (2021-2026). The program is currently in progress and is expected to continue for another 2.5 years. The mid-program tracer study will evaluate the progress and outcomes of the program up to the mid-point.

### **Objectives of Tracer Study**

- Analyse SYIG's performance on success indicators and collect feedback from graduates, regarding the quality and relevance of the training.
- Identify areas for program improvement based on labor force participation rates, employment rates, income levels, general satisfaction, and feedback from both graduates and employers.
- Gather information from employers about the quality and relevance of the training and skills acquired by PSDF graduates.
- Formulate recommendations to enhance the quality, relevance, and effectiveness of PSDF's training programs.

### **Scope of work**

The selected consulting firm will be responsible for conducting a comprehensive mid-programme tracer study, which includes but is not limited to the following tasks:

- **Data Collection:** Collect data on program participants, graduates, and employers through surveys, interviews, and focus group discussions.
- **Analysis:** Analyze the data to assess the program's impact on key success indicators, employment rates, income levels, general satisfaction, and feedback from graduates and employers.
- **Recommendations:** Formulate recommendations based on the study findings to improve the quality, relevance, and effectiveness of PSDF's training programs.

### **Purpose of Request for Information**

In line with PSDF's commitment to continuous improvement and ensuring effectiveness of training programs, PSDF plans to initiate a mid-programme tracer study for "Skilling Youth for Income Generation" (SYIG) program, which is currently in progress.

Qualified consulting firms with experience in conducting tracer studies are invited to submit their responses to this RFI.

### **Submission of Responses**

Interested consulting firms must submit their responses to questions listed in **(Annexure-A)** **by hand**, no later than **November 20, 2023, on or before 17:00 PM** at the following address:



Procurement Department,  
Punjab Skills Development Fund,  
21-A, H Block, Dr. Mateen Fatima Road,  
Gulberg-II, Lahore, Pakistan.

Please note that responses may contribute to upcoming PSDF mid-program tracer study design (2023-24). However, this RFI will not be construed as a commitment by PSDF to issue any solicitation, award any grant, or pay for any information submitted as a result of this request. Respondents are responsible for adequately marking proprietary or restricted information contained in their response.

### **Contact Information**

For inquiries and further information regarding this RFI, please contact:

[proc@psdf.org.pk](mailto:proc@psdf.org.pk)

Or

Zuhaib Haq  
Manager, Research and Business Development  
Mobile No: 0321-4175421  
Office No: +92-42-25752190 (Ext 211)  
Email Address: [zuhaib.haq@psdf.org.pk](mailto:zuhaib.haq@psdf.org.pk)



## Annex- A: Information Requested

### Request for Information (RFI) for Skilling Youth for Income Generation (SYIG) Mid-Program Tracer Study 2023-2024

PSDF is interested in gathering the following specific information / questions related to possible SYIG Mid- Programme Tracer Study 2023-24.

#### A. Introductory Information

- Provide the following contact information:

Name: \_\_\_\_\_  
E-mail: \_\_\_\_\_  
Organization: \_\_\_\_\_  
Address: \_\_\_\_\_  
Contact Number: \_\_\_\_\_

- Please provide a detailed company profile, including experience in conducting tracer studies especially in the field of skills development and youth empowerment.

#### B. Technical Information

The consulting firm is requested to provide the following information:

5. Comments/recommendations and any other value additions not solicited by the client for refining the attached draft Terms of Reference of SYIG mid-programme tracer study to ensure that it aligns with the study objectives (Please refer to Annex-B).
6. Proposed approach and methodology for conducting the mid-programme tracer study along with the study sample size (for PSDF graduates & employers) its calculation, methodology, assumptions, and findings based on the data provided by the client. Clear justification and rationale for the recommended sampling methodology and sample size, considering statistical power and desired level of precision along with summary of any limitations or considerations that influenced the sample size determination.
7. Proposed timeline and work plan for the study.
8. Detailed budget estimate for the study, including all associated costs. Also, provide justification/rationale for the proposed costs such as personnel, travel, data collection tools, whether in-person or telephone survey, or combination of both).

**DRAFT TERMS OF REFERENCE**  
**HIRING OF A FIRM TO CONDUCT SKILLING YOUTH FOR INCOME GENERATION**  
**(SYIG) MID-PROGRAMME TRACER STUDY 2023-24**

**Introduction**

Punjab Skills Development Fund (PSDF) is the largest skills development fund in Pakistan, established in 2010 by the Government of Punjab in partnership with Foreign, Commonwealth and Development Office (FCDO), (previously known as DFID, UK Aid).

PSDF is a not-for-profit organization that invests in the development of vocational skills for the youth of Punjab. The primary focus of the fund is to provide skills training that leads to sustainable income generation opportunities for graduates, either through formal or self-employment opportunities, across 36 districts of Punjab. PSDF has successfully completed over 550,000 trainings across 10 sectors, in over 200 trades, with approximately 43% females trained.

The purpose of this Terms of Reference document is to outline the scope, objectives, and deliverables for conducting a mid-programme tracer study for "Skilling Youth for Income Generation" program. The tracer study aims to assess the effectiveness and impact of the skilling program on the participating youth and their income generation activities. This study will be conducted at the mid-point of the program's implementation to provide valuable insights for program improvement and decision-making.

**Skilling Youth for Income Generation (SYIG)**

The "Skilling Youth for Income Generation" program is designed to equip poor and vulnerable youth of Punjab with essential skills training to enhance their employability and income-generating capabilities. Under this program, PSDF aims to provide skill trainings to 180,000 individuals (40% females) for a period of 5 years (2021-2026).

The program is currently in progress and is expected to run for another 2.5 years. This mid-programme tracer study seeks to evaluate the progress and outcomes of the program up to the mid-point.

**SYIG Mid-Programme Tracer**

**The results of this tracer study will help PSDF to:**

- a. Analyse SYIG's performance on success indicators and collect feedback from graduates, regarding the quality and relevance of the training.
- b. Identify areas for program improvement based on labor force participation rates, employment rates, income levels, general satisfaction, and feedback from both graduates and employers.
- c. Gather information from employers about the quality and relevance of the training and skills acquired by PSDF graduates.

- d. Formulate recommendations to enhance the quality, relevance, and effectiveness of PSDF's training programs.

### **SYIG Mid-Programme Tracer**

The tracer study will utilize a mixed-methods approach, combining qualitative and quantitative data collection techniques. The methodology will include but not be limited to:

- Surveys: Conducting structured questionnaires with the program participants, trainees/graduates as well as employers, to collect quantitative data on skill acquisition, income generation activities, and perceived program effectiveness.
- Focus Group Discussions (FGDs): Organizing FGDs with selected groups of participants such as Training Service Providers and program graduates to gain deeper insights into their experiences, challenges, and feedback regarding the program.
- Key Informant Interviews: Conducting interviews with program trainers, employers and other stakeholders to gather qualitative feedback on the program's implementation and impact.

### **Scope of Work**

Duties of the Consulting Firm will include but not limited to:

#### **1. Critical Review of Skilling Youth for Income Generation Program**

Review relevant documents, data and conduct meetings with key informants (PSDF management or any other external/internal stakeholder as deemed necessary) to become familiar with the objectives of the SYIG Program.

#### **2. Study Design & Methodology**

##### **2.a. Study Methodology**

- The tracer will mostly use the quantitative approach; qualitative approach may also be utilized to enrich the depth of information collected quantitatively.
- PSDF will provide the Consulting Firm with SYIG graduates and employers data to conduct the surveys.
- The Consulting Firm will determine survey coverage, disaggregation of districts, trades, gender, groups of graduates, etc. in the inception report.
- Indicative questionnaires are annexed with this Terms of Reference.

##### **2.b. Study methods & data collection instruments**

- Develop a list of indicators/variables of the survey instrument for the SYIG graduates. For example:
  - X% male and Y% female PSDF graduates have entered the Labour Force.
  - X% male and Y% female PSDF graduates who entered the Labour Force are employed or self-employed.
  - X% increase in income of male, and Y% increase in the income of female PSDF graduates
  - X% of employers are satisfied with the job readiness of PSDF graduates
- Finalize the survey instrument (questionnaires) in consultation with PSDF for each respondent category (SYIG graduates, employers).
- Translation of questionnaires into Urdu language after signing off from PSDF.

- Study instruments shall be administered face-to-face.

### **3.Sampling Framework**

#### **Population & Sample Details**

<b>Population of Interest for each survey</b>		<b>Sample to be provided by Consulting Firm</b>
A: PSDF Trainees/Graduates from SYIG	N=42,100 across 36 districts of Punjab.	n=A;
B: Employers who have hired SYIG trainees	N=1,136 across 36 districts of Punjab	n=B;

*\*Consulting firm to share sampling methodology, sample size and its rationale in the RFI.*

#### **Pilot Testing**

- Survey instruments for all categories of respondents shall be tested during the pilot test survey. A pilot survey report is to be submitted to PSDF.
- The minimum sample to be achieved for each category include:
  - 100 SYIG graduates
  - 15 SYIG Graduates' Employers

### **4. Data Collection**

#### **4.a. Enumerators**

- Recruit enumerators bearing the scope of study in mind and ensure safeguarding training against harassment.
- Determine the required number of enumerators and ensure their recruitment for the study. Also, indicate adequate back-up for the field work in urgent cases.
- Ensure gender sensitivity and survey training of the enumerators to be used in the study.

#### **4.b. Field Surveys**

- Devise engagement and detailed fieldwork/survey plan.
- Conduct pilot-test after finalizing questionnaires and other data collection tools to test the validity and reliability of data collection tools before launch of the full survey. Survey methodology must be approved by the Client before the pilot.
- Conduct survey using the data collection tools with a finalized and statistically valid sample considering possibilities for disaggregation (district etc).
- Implementation & monitoring of the field survey plan to ensure high quality data.
- Generate a field check (data quality) table and share with PSDF.
- Submit a fieldwork completion report entailing all these details to PSDF.

### **5. Data Management and Analysis**

- Develop a tabulation plan on the agreed indicators.



- Development of database and dashboard for visibility of survey results.
- Ensure entry, cleaning of raw data and documentation of the data collected using relevant software and generate output tables based on the analysis plan.
- Share data sets for raw data collected as well as coded and cleaned data.
- Share do files (STATA or SPSS) or syntax file of data analysis.
- Prepare draft report integrating findings from the survey and qualitative analyses.
- Provide weekly progress to PSDF from the inception till end of the project.
- Present study findings to PSDF management.
- Develop and deliver final report and presentation incorporating comments and suggestions from PSDF.

### Deliverables, Time Frame & Payment Schedule

The project shall not exceed approximately 6 months (excluding Client's review time). The project will commence upon approval of the proposal and signing of an agreement between the Consulting Firm and PSDF.

The Consulting Firm will be responsible for the following deliverables (description of deliverable at **Annex-C**):

Project Deliverables / Milestones (refer to Annex C)	Timelines for submission
1. <b>Submission of Inception report</b> detailing the conceptual framework, assignment work plan, detailed approach and methodology and the nature and structure of all the expected deliverables. Capture any other significant development in the study approach or ToRs after the kick-off and inception meeting with the Client	Week 2
2a. <b>Pilot testing, finalisation of questionnaires and other data collection tools (Urdu and English)</b> , enumerator training plan etc. <b>*Submission of pilot test report.</b> The purpose of pilot is to test the questionnaire and make necessary changes if required.	Week 8
3. Completion of field survey/ data collection, data entry, cleaning and quality control of data. <b>Submission of Fieldwork completion report, data sets (raw and cleaned) and filled questionnaires (original copies).</b>	Week 12
4. <b>Draft final report submission</b> entailing analysis based on results of the full survey and recommendations for initial review of the Client.	Week 14
5. <b>Final report submission</b> after incorporating Client (PSDF) feedback and <b>Presentation to Client (PSDF)</b> with final findings & recommendations.	Week 15



**Disclaimer:** *Only two revised versions of one deliverable will be accepted. Post review of the third revision, if the deliverable is found not to conform with the requisite quality parameters communicated to the Consultant by the Client, the same deliverable shall stand rejected. The Client shall have the right to withhold/deduct payments bound to the successful delivery of the said deliverable.*

### Annex-C: Description of Deliverables

Sr. No.	Deliverable	Description	Key Components
1.	<b>Inception Report</b>	<p><i>These deliverable descriptions are indicative and will be finalized after contract signing and meeting with the Client.</i></p> <p>The inception report is a means of ensuring mutual understanding of the Consultant's plan of action and timeline for conducting the research study in line with the Clients specifications. It also provides additional guarantee of adherence to, and interpretation of the ToRs along with a description of the conceptual framework of the study.</p>	<ul style="list-style-type: none"> <li>• Summary appreciation of ToRs</li> <li>• Detailed methodology &amp; approach</li> <li>• Draft questionnaires for all respondent categories</li> <li>• Draft structure of the report</li> <li>• Project Work Plan</li> <li>• Sample details with proportionate basis of already defined clusters.</li> </ul>
2.	<b>Pilot Test Report</b>	The pilot test report will entail the strategy and sample size for the pilot study along with the results of the sample.	<ul style="list-style-type: none"> <li>• Pilot survey strategy &amp; sample achieved</li> <li>• Results of the pilot</li> </ul>
3.	<b>Field Work Completion Report</b>	The field strategy report is a detailed report explaining the strategy deployed for <b>full survey</b> field work including but not limited to understanding of the sample surveyed, development of data collection instruments, data collection methods, strategy to reach the sample respondents response rates, how complete sample was exhausted, cases of unresponsive sample. Also comment on any challenges with implementation, including logistical problems and detailed explanation of any changes made in the survey strategy, data collection instruments or other survey components after the pilot was conducted.	<ul style="list-style-type: none"> <li>• Full survey strategy &amp; sample details</li> <li>• Final survey instruments</li> </ul>
	<b>Data Sets</b>	The data set refers to the raw data as well as cleaned and coded data using relevant software such as STATA or SPSS, and generation of output tables based on the analysis plan. Ensuring data integrity and quality of the analysis and report content will remain the primary criteria for the Client to approve the deliverable.	<ul style="list-style-type: none"> <li>• Raw data collected (uncleaned and not coded)</li> <li>• Cleaned data sets (STATA or SPSS or excel files)</li> <li>• Do files or syntax files</li> <li>• Completed &amp; filled questionnaires (original copies)</li> </ul>
4.	<b>Draft Final Report</b>	The draft survey report refers to the first version submitted to the Client for review entailing analysis based on results of the full survey and recommendations.	<ul style="list-style-type: none"> <li>• Draft report with analysis based on results of the full survey</li> </ul>



5.	<b>Final Report &amp; Presentation</b>	The final report is expected to incorporate Clients feedback on the draft report. Ensuring data integrity and quality of the analysis and report content will remain the primary criteria for the Client to approve the deliverable. Power point presentation of key results and recommendations to be given to PSDF management & PSDF Board	<ul style="list-style-type: none"><li>• Final report after incorporating Client's feedback.</li></ul>
<b>Disclaimer:</b> Only two revised versions of one deliverable will be accepted. Post review of the third revision, if the deliverable is found not to conform with the requisite quality parameters communicated to the Consultant by the Client, the same deliverable shall stand rejected. The Client shall have the right to withhold/deduct payments bound to the successful delivery of the said deliverable.			

## Annex-D: Data of SYIG Graduates

### Number of Completed SYIG Trainees since Inception till September 30,2023

Scheme Type	Female	Male	Total
Community based Trainings	9,805	526	10,331
Formal Trainings	13,557	16,093	29,650
Industrial Programs	889	1,230	2,119
<b>Grand Total</b>	<b>24,251</b>	<b>17,849</b>	<b>42,100</b>

New Sector	Female	Male	Total
Agriculture & Livestock	8,529	294	8,823
Financial Services	163	26	189
Hospitality, Retail & Services	3,614	1,913	5,527
Infrastructure & Construction	878	5,489	6,367
Manufacturing & Light Engineering	413	4,661	5,074
Telecoms & ICT	3,430	4,438	7,868
Textiles Manufacturing	7,224	875	8,099
Transport & Logistics	0	153	153
<b>Grand Total</b>	<b>24,251</b>	<b>17,849</b>	<b>42,100</b>

Program Focus	Female	Male	Total
Aghaaz	457	1,220	1,677
E-Tayyar	3,397	4,395	7,792
Haryali	8,529	0	8,529
Mahir	8,129	11,006	19,135
Umeed	997	1,062	2,059
Uraan	2,742	166	2,908
<b>Grand Total</b>	<b>24,251</b>	<b>17,849</b>	<b>42,100</b>

Unique Trade	Female	Male	Total
2D & 3D Drafting Using Auto CAD	141	693	834
3D Designing & Modeling using CATIA	300	0	300
Adda Work & Commercial Tailoring	575	0	575
Amazon Virtual Assistant	56	32	88
Apparel Supervisor	63	18	81
Auto CAD (Civil)	42	465	507
Auto Electrician	5	254	259



Auto Mechanic	0	57	57
Auto Mechanic (Petrol)	0	436	436
Bakery & Pastry	52	27	79
Barista Skills (Fast Food)	33	49	82
Beautician	1,208	9	1,217
Building painter	40	25	65
CAD / CAM Computerized Pattern Designing	345	157	502
Call Center Agent	232	149	381
Call Center Representative	138	22	160
Carpenter	76	569	645
Chef	171	239	410
Civil Surveyor	27	13	40
Close Circuit TV (CCTV) Technician	225	686	911
CNC Machine Operator	2	325	327
Commercial Tailoring + Hand Embroidery	701	0	701
Computer Application	344	111	455
Computer Application with JAWS	13	50	63
Computer Graphics (Print Media)	111	112	223
Computer Hardware Technician	185	413	598
Computerised Accounting	228	373	601
Computerized Designing & Manufacturing Sportwear Stitcher	142	0	142
Cook	136	117	253
Cooking & Baking	768	651	1,419
Dress Design & Tailoring	273	0	273
E-Commerce	586	368	954
Electrical Technician	0	63	63
Electrical Wiring	0	168	168
Electrician	4	393	397
Embroidery Machine Operator	42	0	42
Fabric Cutting Expert	573	14	587
Fabric Printing	54	4	58
Fabric Quality Inspector	84	133	217
Fashion Designing	957	91	1,048
Fiber Optic Technician	97	172	269
Food & Beverage Captain	66	95	161
Food Processing and Preservation Techniques	17	43	60
Front Office	350	183	533
Garment Washing Techniques	1	66	67

Graphic Design (Print Media)	127	110	237
Hand Embroidery	228	0	228
Handi Crafts	25	35	60
Heating Ventilation Air Conditioning and Refrigeration (HVACR)	0	46	46
Home Appliance Repair	84	120	204
Home Textile Product Maker	26	32	58
Hybrid Hair and Beauty Services	261	44	305
Hybrid Mobile Phone Repairing	1	107	108
Hybrid Professional Cook	185	245	430
Import Export Procedure & Documentation			
Industrial Electrician	2	292	294
Industrial Stitching Machine Operator	1,118	262	1,380
Injection Moulding Machine Operator	0	19	19
Inventory Control	163	26	189
Leather Garment Pattern Maker	320	31	351
Livestock Management	8,529	0	8,529
LTV Driving	0	65	65
Machinist	1	126	127
Mason	0	395	395
Material Evaluation & Mechanical Testing	0	26	26
Millwright Technician	80	265	345
Mobile Application Development	68	117	185
Mobile Phone Repair	75	149	224
Motor Cycle Mechanic	0	141	141
Motor Winding	0	54	54
Multi Welder (3GSMAW+6GGTAW)			
National Vocational Certificate Level 2 in Arts (Dress Making)	643	1	644
National Vocational Certificate Level 2 in Pipe Fitter	0	228	228
National Vocational Certificate Level 3 in Information and communication Technology (Computer Graphics-Print)	92	197	289
National Vocational Certificate Level 3 in Information Technology (Computer Graphics - Motion)			
National Vocational Certificate Level 3 in Information Technology (Web Design and Development)	230	378	608



National Vocational Qualification Level 3 in Digital Marketing	352	638	990
NVC Level 2 in (Hair & Beauty Services)-Beautician	96	0	96
NVC Level 2 in Electrical Technology (Domestic Electrician)	0	125	125
NVC Level 2 in Hospitality (Cook)	45	49	94
NVC Level 2 in ICT (Computer business Management /IT Office Assistant )	157	265	422
Packing Machine Operator	71	17	88
Pattern Drafting & Cutting	341	42	383
Pattern Making & Cutting	232	5	237
Pipe & General Fitter	0	93	93
Pipe & Plate Fabricator	0	132	132
PLC (Programmable Logical Control)	24	65	89
Plumber	3	4	7
Plumber & Sanitary Installer	0	965	965
Quality Control in Garments	452	18	470
Quantity Surveyor	117	678	795
Receptionist	98	70	168
Safety Inspector	132	988	1,120
Salesman	108	14	122
Scaffolding	0	213	213
Shuttering Carpenter	0	35	35
Solar Photovoltaic Training	0	22	22
Sportswear Sticher	54	1	55
Steel Fixer	0	25	25
Telecom Technician (Line & Mobile)	0	44	44
Tile Fixing & Cutting	0	171	171
UPS Repair & Maintenance	0	97	97
Vehicle Driving	0	88	88
Village Veterinary Worker	0	294	294
Waiter	20	78	98
Web Designing	189	201	390
Welder	39	887	926
Welder (Arc & Gas)	0	42	42
Welder (SMAW, MAG, MIG & SAW)	0	106	106
Wheelchair Making & Repairing	0	21	21
<b>Grand Total</b>	<b>24,251</b>	<b>17,849</b>	<b>42,100</b>



District of Training Center	Female	Male	Total
Attock	349	14	363
Bahawalnagar	1,043	697	1,740
Bahawalpur	773	1,096	1,869
Bhakkar	489	507	996
Chakwal	331	109	440
Chiniot	178	0	178
Dera Ghazi Khan	524	420	944
Faisalabad	1,133	708	1,841
Gujranwala	1,357	713	2,070
Gujrat	439	233	672
Hafizabad	419	0	419
Islamabad	490	418	908
Jhang	389	445	834
Jhelum	362	615	977
Kasur	1,343	936	2,279
Khanewal	599	230	829
Khushab	364	0	364
Lahore	996	3,006	4,002
Leiah	1,857	2,035	3,892
Lodhran	165	29	194
Mandi Bahauddin	284	51	335
Mianwali	387	300	687
Multan	687	1,056	1,743
Muzaffargarh	128	0	128
Nankana Sahib	594	108	702
Narowal	551	0	551
Okara	468	190	658
Pakpattan	349	60	409
Rahim Yar Khan	598	528	1,126
Rajanpur	469	162	631
Rawalpindi	1,148	1,259	2,407
Sahiwal	858	315	1,173
Sargodha	795	940	1,735
Sheikhupura	856	304	1,160
Sialkot	1,959	165	2,124
Toba Tek Singh	157	44	201
Vehari	363	156	519
<b>Grand Total</b>	<b>24,251</b>	<b>17,849</b>	<b>42,100</b>

## Annex-E: Employers Data

### **District Wise Number of Employers and Trainees Employed**

Employer District	No. of Employer	No. of Trainees Employed
Bahawalnagar	38	134
Bahawalpur	45	91
Bhakkar	4	5
Chiniot	4	4
Faisalabad	31	322
Gujranwala	63	108
Islamabad	34	236
Jhang	5	16
Jhelum	2	95
Karachi	3	3
Kasur	27	138
Khanewal	2	6
Khushab	2	2
Killa Abdullah	1	1
Lahore	280	513
Leiah	144	437
Lodhran	6	11
Mianwali	1	1
Multan	78	309
Muzaffargarh	2	7
Nankana Sahib	1	1
Narowal	1	1
Neelum	2	2
Okara	15	29
Others	1	1
Pakpattan	1	1
Rahim Yar Khan	21	26
Rajapur	5	8
Rawalpindi	48	187
Sahiwal	9	15
Sargodha	216	279
Sheikhupura	18	153
Sialkot	23	383
Toba Tek Singh	3	6
<b>Grand Total</b>	<b>1,136</b>	<b>3,531</b>

