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USAID TRAINING FOR PAKISTAN PROJECT

QUARTERLY PROGRESS REPORT October – December, 2017



Pathways to Success: Fabric printing course participants in Peshawar

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Acronyms

ADS	Automated Directives System
AGP	Auditor General of Pakistan
CWG	Communications Work Group
DO	Development Objective
DOC	USAID Development Outreach Communications
DQA	Data Quality Assessment
GAO	Government Accountability Office
ICT	In-country Training
IP	Implementing Partner
KPK	Khyber Pakhtunkhwa
KSM	Knowledge, Skills, and Methods
NUST	National University of Science and Technology
PREIA	Pakistan Regional Economic Integration Activity
PTS	Let Girls Learn – Pathways to Success
M&E	Monitoring and Evaluation
MOC	Ministry of Commerce
MSPH	Master of Science in Public Health
NOC	No Objection Certificate
OSG	Office of Stabilization and Governance, USAID
PTWG	Participant Training Working Group
PREIA	Pakistan Regional Economic Integration Activity
SPS	Sanitary and Phytosanitary
TEMSP	Teacher’s Education Masters Scholarship Program
TCT	Third Country Training
TFP	Training for Pakistan
TIP	Training Implementation Plan
TO	Task Order
TOCOR	Task Order Contracting Officer’s Representative
TR	Training Request
USCAE	United States Army Corps of Engineers
USAID	United States Agency for International Development
UST	US-based Training
WCO	World Customs Organization
WL	World Learning
WLTP	Women Leadership in Trade Policy

Executive Summary

During the reporting period, 2,288 participants either began or completed Training for Pakistan (TFP) programs, bringing the cumulative participant total to date to 5,803 (2,432 males and 3,371 females) at the close of the quarter in December, 2017. Given the current pipeline, the Project expects to exceed the target of 6,000 participants by the end of the TFP Task Order (TO) in May, 2018. Importantly, the quarter saw the participant gender ratio surpass the Project target of 50% female – 50 Male with 58% female and 42% male participants to date.

As is detailed in this report, the quarter saw by far the most project activity to date. Eleven training programs were conducted, while three trainings had to be postponed due to delays in vetting approval. Preparations for another twelve programs made substantive progress, while two new programs were requested by the Mission during the quarter, including one high-level conference for Sindh Development Partners.

The following programs were completed during the quarter:

- Women Leadership in Trade Policy, Phase III - Training on Analyzing Trade Policy through Gender Lens
- Hands-On Training for Pakistan Customs, PNC-ICC and Transport Operators with Simulation of TIR Procedures
- Private Equity Follow-on training
- Investment Strategies and Portfolio Management training
- Certified Information System Auditor certification training
- Risk Based Auditing training
- Procurement Management in the Public Sector training
- Certified Fraud Examiner certification training
- Cyber Security and Computer Hacking Forensic Investigator training
- Best Practice Financial Management and Reporting training
- Occupational Health and Safety Management Systems training

Additionally, ten training requests (TRs) and 14 training implementation plans (TIPs) were approved during the reporting period, and 15 pre-training orientations and 18 debrief sessions were conducted. During the quarter, the Project also received revised EGA and OSG training plans which were re-submitted for approval.

Pathways to Success

Similarly, Pathways to Success (PTS) has already accomplished, or is well on the way to accomplishing the majority of those targets set out at the beginning of the program with 602 vocational skills graduates (target = 600), 109 internship placements (target = 100), four job placements (there were no targets set), 89 entrepreneurship training graduates, 27 business startups, and more than 1,200 participants enrolled in life skills training to date. In addition to this, 126 community outreach sessions, 30 national and local mentoring sessions, eight employee awareness sessions, and 12 business exposure visits were also conducted to address the cross cutting themes of PTS and meet all deliverables by February 2018.

During the quarter, 405 young women graduated various vocational skills programs, leading to 89 internship placements and four job placements. Twenty small scale business were initiated following the distribution of toolkits. The implementing partners are in continuous coordination with microfinance institutes for credit and handholding schemes for PTS beneficiaries. Under component III of PTS, 61 I have been trained in life skills training during the quarter.

Summary of Quarterly Workplan Meeting

The quarterly workplan review meeting was held on January 4, 2018. The meeting concentrated on the current status of TFP activities with particular interest in the Project meeting the timelines set out for implementation of all remaining programs. The following are highlights from the meeting:

- A total of 11 programs remain to be implemented until the end of the Project.
- A total of 11 programs (not including PTS) were implemented during the past quarter.
- The National Single Window Conference has been postponed to the first week of March, 2018. The TR is approved, and the TIP is being finalized.
- World Training Institute training programs – the PDO was conducted on January 3, 2018. Seventeen participants are attending the different trainings in three batches.
- Knowledge Sharing on TIR (Turkey) – two participants from the Chamber of Commerce are still pending vetting determination. The dates for the program have therefore not yet been finalized.
- The Project informed the TOCOR that a total of three agriculture trainings remain to be implemented, of which two (Chili Training and Meat Processing) are on track, while one (Meat Certification) will most likely be dropped due to difficulties in bringing international experts to Pakistan.
- A request for an in-country workshop on youth involvement in agriculture is in the works with the mission Agriculture Office.
- The two USACE trainings are on track. Both are planned for Jan-Feb, 2018.
- The PDO is scheduled at NEPRA for Regulatory Affairs and Restructuring trainings in the US. The TOCOR informed that the Program Office and Energy Office will attend the PDO.
- The Project discussed the probability of AGP Media Event being pushed back to March due to other TFP events scheduled for the same timeframe.
- The upcoming IPSAS certificate distribution ceremony for Islamabad and Peshawar batches is scheduled for January 12. The USAID OFM Director has confirmed attendance.
- Three programs, remain to be implemented from the AGP training plan, and all are on track. One of the three is awaiting training provider vetting determination from VSU.
- The Project is planning to conduct the Master's in Public Health program debrief at the end of January, or beginning of February 2018 in Hyderabad.
- All US academic scholar programs are completed – the last participant will be debriefed in January 2018.

PTS

- The TOCOR was informed that all PTS implementing partner programs progress are on track.
- The project informed the TOCOR that the team is working with implementing partners on their inventory disposal plans for closeout.
- The TOCOR was informed about the status of the case study consultant, which is under procurement.
- The TOCOR asked the PTS team to email the agenda and venue details for the upcoming second PTS panel discussion.
- The TOCOR was informed that the KASHF foundation will conduct mentoring sessions with PTS beneficiaries in the next two months to share detail about microfinance credit facilities available for female entrepreneurs.
- In Sindh, the challenge of low or pseudo attendance in public schools was described to TOCOR. Government schools have sufficient enrollment but attendance is mostly low during life skills training under component III. The TOCOR was briefed about security issues and NOC compliance issue for implementation of component III in private or semi-government schools.

- The TOCOR informed the Project that he requires an updated PTS work plan in order to approve the memo requesting allocation of funds for additional toolkits and observation visits. WL will submit the document by January 17.

Communications

- The TOCOR was informed about the upcoming PTS mentoring panel, and AGP media events.
- In the meeting it was also agreed to keep the TFP website up and running until the end of the Project.

Small Grants

- The TOCOR advised that before dispensing additional small grants in excess of the amount budgeted, the Project should defer to USAID regulations on such and affirm that no extra endorsement is required from the USAID.

Finance

- The TOCOR requested that TFP send a draft inventory sheet to him specifying the condition of the items, their values and recommendations of how TFP would like to do dispose of them. This should then be shared with TOCOR who will send it for TOCO approval.
- The TOCOR also requested that based on new developments TFP revisit the projected expenses and resubmit DO allocation sheet and narrative memo to review the total funds that will be needed per DO to ensure that there are no cost overruns from obligated budget through the end of the project.

Alumni

- The TOCOR suggested that Alumni can do further events as long as they have funds remaining from those dedicated for such activities.
- The handing over the management of the association Facebook page and all participant data to the USAID should be included in the close-out plan.

Detailed Workplan Review

Training Plan, Design and Coordination (work plan section C.4.1.)

C.4.1.a. Need Assessment and Analysis

There were no institutional or training needs assessments planned or executed during the quarter, and none are anticipated through the end of the Project.

C.4.1.b. Development of Consolidated Mission Participant Training Plan and Budget

The Economic Growth office training plan and the Office of Stabilization and Governance, Auditor General of Pakistan training plan were revised by the DOs and submitted to the Mission for approval during the quarter. Approval for these training plans was still pending at the quarter's end.

During the quarter, training requests for the following programs were approved by the Mission:

1. National Single Window Conference
2. Training Courses for Ministry of Commerce (MOC) in World Trade Institute
3. Hands-on training for Pakistani Customs (in particular border customs), Transport Operators, and PNC-ICC on TIR procedures
4. Private Equity Follow-on In-country Training
5. Modern Practices for Chili Production and Post Host Harvest Handling
6. International Public-Sector Accounting Standards
7. Risk Based Auditing

8. Debt Management
9. End User Training on Cyber Security & Computer Hacking Forensic Investigator
10. Occupational Health and Safety Management Systems

TIPs for the following trainings were also approved during the quarter:

1. Training Courses for Ministry of Commerce (MOC) in World Trade Institute
2. Hands-on training for Pakistani Customs (in particular border customs), transport operators, and PNC-ICC on TIR procedures
3. Private Equity Follow-on In-country Training
4. Meat processing training in Lahore
5. Meat processing training in Karachi
6. International Public-Sector Accounting Standards
7. Risk Based Auditing
8. Investment Strategies and Portfolio Management
9. End User Training on Cyber Security & Computer Hacking Forensic Investigator
10. Occupational Health and Safety Management Systems
11. Certified Fraud Examiner
12. Environmental Auditing
13. Climate Regional Circulation Modeling
14. Energy Regulation and Regulatory Affairs

The following is a DO-wide summary of training programs currently planned, TRs and TIPs approved, and programs implemented during the quarter:

DO	Trainings Planned	TRs Submitted	TRs Approved	TIPs Submitted	TIPs Approved	Trainings Implemented/ Completed	Trainings in Progress
EGA	5	5	5	5	5	4	0
Energy	1	0	0	1	2	0	0
OSG	8	2	5	6	7	7	1
Education	0	0	0	0	0	0	0
Health	0	0	0	0	0	0	2
Total	14	7	10	12	14	11	3

Interventions, Implementation and Logistics Services (work plan section C.4.2.), General Implementation Services for all PT Programs by Location (C.4.2.a-f)

During the quarter, the Project implemented two U.S., one third-country, and eight in-country programs.

The final TEMSP scholar returned to Pakistan in December, concluding the TFP US scholarship programs. In all, 31 U.S. Ph.D. scholars and 25 TEMSP Scholars have completed their degrees and returned to Pakistan.

Data Management (work plan section C.4.3.)

The Project updated TraiNet regularly throughout the quarter.

Mission-wide TraiNet Data Reports (C.4.3.c)

The TFP TraiNet report can be found at [Annex I](#).

Results Achieved

The Project continued to achieve significant results during the quarter, meeting the anticipated outputs and outcomes mandated by USAID for the reporting period. The following are highlights of key achievements realized.

Impacts

Building on the progress made in previous quarters, TFP participants continued implementing their action plans and serving as agents of change in their organizations and communities. Summary participant survey data from the quarter includes:

- Ninety-one percent of respondents reported training or sharing knowledge, skills, and methods gained from their training, and did so with over 11,854 people, including their colleagues, peers, and others in their professional networks.
- Seventy percent of respondents reported that their performance has significantly improved as a result of the training they attended.
- Sixty-seven percent of respondents reported utilizing a significant amount of knowledge and skills acquired from their TFP training programs.
- Seventy-five percent of respondents reported having completed a good amount of the action plan they developed during their training programs.

The following are examples of achievements realized during the quarter:

- An alumnus of the On-Farm Water Management training informal training sessions for 150 farmers on on-farm water management.
- An alumnus of the Certified Information System Auditor (CISA) training conducted a session for 20 AGP colleagues on audit methodologies and the importance of CISA qualification in auditing.

Outcomes

- Eighty-seven percent of respondents were satisfied with the overall quality of the training program they attended.
- Eighty-eight percent of respondents reported that their TFP training met their personal learning objectives.
- Eighty-six percent of respondents reported that they had acquired new or improved knowledge, skills and methods (KSMs) as a result of the training they attended.
- Fifty-nine percent of pre-training survey respondents reported that they had a partial or complete idea of what they would include in their action plans. Upon completion of training, 88% of participants developed and submitted action plans to the Project.
- Sixty-nine percent of respondents who traveled to the U.S. to attend training programs, including short-term and long-term programs, reported that they had opportunities to observe how American civil society works.
 - Sixty-four percent reported they had opportunities to observe how American government works, and 63% said they had opportunities to observe how American business works.
 - Sixty-six percent of respondents reported having the opportunity to meet with organizations similar to their own.
 - Sixty-six percent of respondents said they had the opportunity to discuss misconceptions Americans have about Pakistan with Americans, while 46% said they learned that they had misconceptions about the United States and Americans.
- On average, around 80% of respondents reported that the information they received about their program prior to their start was either “very clear” or “clear.”

Outputs

To date, the Project has conducted training for 5,803¹ participants (2,432 males and 3,371 females). The first table below indicates the number of participants that have attended training programs, disaggregated by DO, training location, and gender. The second table provides a summary of participants by training type and year, per the Task Order format.

Table 1: Summary of participants disaggregated by DO and training location

Development Objective	Participants											
	In-Country			U. S			Third-Country			Total		
	M	F	Total	M	F	Total	M	F	Total	M	F	Total
Economic Growth and Agriculture	1,526	514	2040	59	22	81	87	24	111	1672	560	2,232
Education	80	2,420 ²	2,500	33	29	62	0	0	0	113	2449	2,562
Energy	185	52	237	11	3	14	15	1	16	211	56	267
Health	40	196	236	0	0	0	0	0	0	40	196	236
Stabilization and Governance	310	80	390	39	11	40	47	19	66	396	110	506
Total	2141	3,262	5,403	142	65	207	149	44	193	2,432	3,371	5,803

Table 2: Summary of participants disaggregated by training type and year (as per Task Order format)

Type of Training Programs	Number of Participants ³					
	Year 1	Year 2	Year 3	Year 4	Year 5	Cumulative ⁴
U.S Short-term program	4	23	45	53	20	145
U.S Long-term Academic	35	27	0	0	0	62
3 rd Country short-term program	26	48	30	65	24	193
3 rd Country long-term academic programs	0	0	0	0	0	0
In-country training	90	282	427	2,536 ¹	688	4,023
Partnerships and faculty exchanges	0	0	0	0	0	0
Follow-on programs, seminars, conferences workshops, etc.	440	228	561	151	0	1,380
Grand Total	595	608	1,063	2805	732	5,803

For more information, please see the following Annexes:

- **Annex II:** [Training activity per USAID DO](#)
- **Annex III:** [Training Activities Per DO Disaggregate by Gender](#)
- **Annex IV:** [M&E Detailed Results](#)
- **Annex V:** [TFP Training Activity Tracker](#)

Summary of Activities/Accomplishments Realized During the Quarter

Stabilization and Governance (OSG)

Auditor General of Pakistan (AGP) Training Plan

¹ Of these, 4,557 participants completed their programs, while 1,237 participants were in ongoing programs as of the end of December, 2017.

² Includes 2,420 participants of the Pathways to Success program that are currently attending their trainings.

³ Participants are disaggregated as per the Task Order year i.e. May to May. TFP completed its fifth and final year.

⁴ As of December 31, 2017

During the quarter, six training programs were conducted, while one was ongoing. Quite a few in-country AGP trainings implemented during the reporting period were conducted in several batches at different locations amounting to a large number of pre-program orientations and debriefing sessions conducted during the quarter: 15 pre-departure/pre-program orientations and 18 debriefing sessions. This quarter also saw the implementation of the largest training to date with 200 AGP employees in the Best Practices and Reporting Standards on International Public-Sector Accounting Standards.

Certified Information System Auditor (October 9-14, 2017; ICT; 62 Participants)

The week-long Certified Information System Auditor (CISA) training was conducted over a period of two months for three groups of officials from the AGP in Islamabad, Lahore, and Karachi. A total of 62 participants attended certification preparation training in Karachi this quarter, while the trainings in Lahore and Islamabad took place in the previous quarter. All participants scored higher than 60% on the three mock examination attempts and are now eligible to take the final certification exam, which is pending clearance of the certification provider by the USAID VSU. On November 2, TFP submitted the vetting request for National Consulting for Business and Management Solutions



CISA Karachi Training Session conducted from October 9-14, 2017

(NCMBS), and VSU's response was pending at the end of the reporting period. The next available window for the CISA certification exam is between February and May of 2018.

Results-Based Monitoring and Evaluation (August 5-14, 2017; UST; 3 Participants)

TFP conducted the debriefing session on November 15. The session was attended by representatives from the Mission Program Office and Office of Financial Management and AGP. All three participants shared their experiences learning about new methodologies and approaches through the training and presented their action plans. Their plans are highly technical and aim to improve the current financial reporting systems to provide more timely information for real-time monitoring.

One of the plans will enable real-time monitoring of school-level budget utilization by developing a suitable coding structure at AGP's SAP system in coordination with the Education Department and Finance Department of Sindh and KP Provinces. This should improve the performance of schools through efficient and timely budget allocation and better utilization of resources through a monitoring dashboard. AGP encouraged the participants to submit proposals for the implementation of the ideas they presented so that he can extend as much support as possible for their plans. TFP submitted the final program report to the Mission on November 30, 2017.

Risk-Based Auditing (November 11-18, 2017; TCT; 10 Participants)

The training, which took place at the Management Information Systems Training Institute (MISTI) in Florida, was designed to help participants understand the application of risk-based auditing techniques which can contribute to redefining and refining audit plans and enable the auditors to minimize errors. The intensive, four day training was focused on concepts of risk-based methodology and provided the participants with new and modified risk based auditing approaches, whereby auditors and managers' work together to identify, assess, control and appreciate business risks and develop risk based audit plans.

TFP conducted the debriefing session on December 7 at the AGP office in Islamabad. The session was attended by representatives from the Mission Office of Financial Management and AGP management. The participants felt the instructor was experienced, articulate and engaging. The course served as a

good introduction to the concept of risk based auditing and supplied data analysis to support the use of risk based auditing versus subjective risk assessment. The overall course seemed to be geared to the private sector with the other participants all coming from the private sector. Nevertheless, the participants still feel they gained concepts and data analysis that they will be able to utilize. TFP submitted the final program report to Mission on December 20.

Procurement Management in the Public Sector (October 14- 22, 2017; TCT; 14 Participants)

TFP conducted the pre-program orientation in Islamabad on October 14. The course served as a good introduction to the concepts of works procurement management, contracts, pre-qualification, requests for bids, case studies, price adjustments, bid evaluation, dispute settlement and code of ethics. The highlight was the exposure to real cases taken from various parts of the world and debate generated by all the participants. The overall course also highlighted e-procurements. The debriefing session was conducted on December 7 at the AGP office in Islamabad, and was attended by representatives from the Mission and AGP. One AGP attendee suggested introducing Procurement Management in the Public Sector as a regular course at the Pakistan Audit and Account Academy.

Debt Management (January – February 2018; ICT; 45 Participants)

During the quarter the Project worked with AGP on finalizing the Debt Management TR, and researched five potential training providers. On December 11, TFP shared the request for training proposals with all five training providers and received three proposals by the December 26 deadline. The proposals will be reviewed and a trainer will be selected in early January, 2018. The training is expected to take place between January and February, 2018.

ACL Certified Data Analyst (ACDA) (November - December 2017; ICT; 60 Participants)

The Project conducted a meeting with the Chief Operating Officer of Haider Shamsi and Associates in Karachi on October 11 to discuss their training methodology and subsequently submit the partner information form to the Mission VSU. However, on October 23, the Mission informed the Project that this training is cancelled and would be replaced by a Systems, Applications, and Products (SAP) training. The SAP training request is currently being worked on by AGP.

Occupational Health and Safety Management Systems (December 11 – 15, 2017; ICT/Islamabad; 18 Participants)

The week-long Occupational Health and Safety Management System (OHSMS) training is being conducted for two groups, one in Islamabad and one in Karachi, by SGS, Pakistan. The Islamabad training was conducted from December 11-15, 2017, while the Karachi training will be conducted in January, 2018. The trainings are the first of their kind in Pakistan for the AGP as the organization aims to expand its scope in the realm of performance auditing in Pakistan.

Participants are expected to learn a coordinated and systematic approach to managing health and safety risks through this training on OHSMS. As a result, AGP will have a cadre of agents qualified to conduct audits of safety management systems currently in place in government departments, factories, and public organizations. On a macro level, this will help organizations to continually improve their safety performance and compliance with health and safety legislation and standards.

Cyber Security & Computer Hacking Forensic Investigator (December 11 – 15, 2017; ICT/Islamabad; 23 Participants)

This week-long training was also requested by AGP as it recognizes the significance of cybersecurity and its impact on government operations. The training was conducted by the Professional Development Centre of the National University of Science and Technology (NUST) in Islamabad from December 11 to 15, 2017.

The training is expected to equip AGP staff with the ability to ensure the security of its sensitive organizational data which is particularly important at this point of time when AGP is trying to put an Audit Management Information System (AMIS) in place. The AMIS will host large amounts of sensitive

data which need to be secured from possible breaches and cyber hacking threats. Another aim of the training is to expand the scope and operations of AGP in the realm of IT audits following its mandate to audit the information management systems of organizations such as Pakistan International Airlines (PIA), the National Database and Registration Authority (NADRA), the Oil and Gas Development Company Limited (OGDCL) and many other sensitive organizations.

Best Practice Financial Management and Reporting on International Public-Sector Accounting Standards (November –December 2017; ICT; 194 Participants)

The International Public-Sector Accounting Standards (IPSAS) training started simultaneously at locations in Peshawar, Islamabad, and Karachi on November 13, and ended on December 29, 2017.

The certification program, provided by the Association of Certified Chartered Accountants (ACCA), is significant for finance professionals of organizations that are using or aiming to implement the IPSAS standards. AGP will incorporate IPSAS into its auditing standards, particularly useful for auditing and advising organizations that are using or aiming to implement the IPSAS standard. Of the 194 participants, 178 passed the IPSAS certification exam.



IPSAS training certificate distribution ceremony participants group Karachi.

Certified Fraud Examiner (October 21 – 29, 2017; UST/ New York; 7 Participants)

The off the shelf Certified Fraud Examiner training course was conducted by the Association of Certified Fraud Examiners (ACFE) in New York October 21 – 29, 2017. The training aimed to enhance

the capacity of DGAP participants in modern audit techniques with a focus on including fraud and fraudulent activity. The training will also provide fraud examiners with insight to operate within certain regulatory constraints during the investigative process to help them identify, detect and prevent fraud in public sector organizations. Seven participants attended the training and subsequently passed the exam upon return. Most of the participants are performing audit duties in their organizations, while two of them are trainers with standardized course content provided by ACFE. Participants appreciated the training and plan to share the training material and manuals with their staff, which would help them not only to comprehend fraud prevention and deterrence but also learn the mechanics of financial transactions and fraud schemes.



A debriefing session conducted for the participants of the ACFE training.

Environmental Auditing (February 10 - 26, 2018; UST/ Washington DC; 10 Participants)

The Environmental Auditing program was initially scheduled to take place from December 2 to 18, 2017 in Washington DC. However, delayed VSU approval of Environmental Engineering Consultants (EEC), the training provider, caused the training to be postponed until February 2018. TR concurrence was received on September 15, EEC was approved by VSU on November 28 and the TIP was approved on December 18.

Health

Master of Public Health at Khyber Medical University (February 2015 – February 2018; ICT; 8 Participants)

During the quarter, scholar [REDACTED] successfully defended his thesis and qualified to receive the degree, while another scholar, [REDACTED], submitted his thesis for external evaluation. The Project continues to coordinate with university administration to ensure the remaining students are being fully aided with internal and external evaluations of their theses. At the end of reporting period, five scholars were still working towards completing their theses. The Project, in consultation with the Mission, decided during the quarter to extend the deadline for the MPH program to February 2018 for the remaining scholars.

Education

Teacher Education Master's Scholarship Program (TEMSP) (May 2015 – Dec 2017; US Academic Training; 2 Participants In-Training, 23 Participants Completed, 2 Participants Terminated)

The final TEMSP scholar returned to Pakistan in December, concluding the TFP US scholarship programs. In all, 31 U.S. Ph.D. scholars and 23 TEMSP Scholars have completed their degrees and returned to Pakistan.

Energy

Climate Regional Circulation Modeling (January 20 – February 4, 2018; USACE – National Center for Atmospheric Research, Boulder, Colorado; 2 Participants)

During the quarter the Project worked with the US army Corps of Engineers (USACE) to prepare for this training to be conducted at the National Center for Atmospheric Research. Although USACE and the Energy Office were able to approve four participants, both female nominees withdrew their participation due to family commitments. The Project completed the J-1 visa process and received TIP approval during the month of December 2017.

Water and Sediment Management (February 3 –18, 2018; USACE – Hydrology Engineering Center, Davis, California; 10 Participants)

The Project worked with USACE, the Energy Office and the participants during the quarter for visa processing and all necessary approvals. The Project is working on finalizing the logistics and TIP for Mission approval.

Energy Regulation and Regulatory Affairs training (January 11 – February 5, 2018; UST; 19 Participants)

During the reporting period, the Project was in contact with the Public Utility Research Center (PURC) at the University of Florida and the University of Texas to finalize their proposals for the training. Participants will attend a two-week off-the-shelf course at PURC, and will travel to the University of Texas for additional, customized sessions on oil and gas topics and related field visits. The program TIP was approved on November 17. During the quarter the Project also coordinated with the participants to complete their documents and completed logistics. The participants are scheduled to travel to the US on January 11, 2018.

Economic Growth and Agriculture

Private Equity Follow-on training (November 5 - 9, 2017; ICT; 47 Participants)

The three-day Private Equity training was a follow-on activity which emerged from the international training on same at Wharton School of Business in March 2017. As part of their action plans, four Alumni of the Wharton training designed and conducted the training. In attendance were participants from relevant departments of State Bank of Pakistan (SBP) and Security and Exchange Commission of Pakistan (SECP). The training also included officials from private equity firms and private banks. The objective of the training was to enhance understanding about private equity both of regulators as well as of practitioners.

The training also aimed at imparting the knowledge of private equity to Islamic bankers alongside conventional bankers so the same can be utilized for designing a solution for liquidity management in the Islamic banking industry. Considering the unique nature of the private equity market in Pakistan and the specific knowledge gained from the Wharton training, the trainers utilized Wharton workshop material and adopted forms, materials, and context to the specific requirements of the market. Representatives from Office of Economic Growth, USAID were present on all three days to observe the training and interact with stakeholders, and seemed very satisfied with the outcome of this initiative.



Participants from Private Equity Follow-on training conducted in Islamabad from Nov. 6-8, 2017

Investment Strategies and Portfolio Management (November 15 – 17, 2017; ICT/Karachi; 30 Participants)

The Investment Strategies and Portfolio Management (ISPM) in-country program was a follow-on training of the ISPM training also conducted by the Wharton School of Business in 2016. As part of their action plans, two participants of the Wharton ISPM training served as the trainers. Participants of the follow-on training were university students with backgrounds in business management and finance.

The training aimed to enhance and build upon the theoretical knowledge of the participants, who were expected to learn the latest trends in investment opportunities in emerging markets, real estate, hedge funds, derivatives and other alternate instruments in Pakistan.



Participants from the ISPM training conducted in Karachi from Nov. 15-17, 2017

Hands-On Training for Pakistan Customs, PNC-ICC and Transport Operators with Simulation of TIR Procedures (October 23-28, 2017; ICT/Karachi; 150+ Participants)

From October 23 to 28, 2017, the Project organized the Transport Internationaux Routiers (TIR) and International Road Transport Procedures training in collaboration with the USAID Pakistan Regional Economic Integration Activity (PREIA), the International Road Union (IRU), the Pakistan National Committee of International Chamber of Commerce (PNC-ICC), and the Pakistan Customs Directorate General for Training and Research. The training provided an overview of the TIR system to Pakistan Customs, transport operators and PNC-ICC which will result in increased efficiency of customs procedures for managing traffic emanating from or transiting Pakistan by simplifying and harmonizing Pakistani customs procedures with those across the region. The training familiarized the implementation stakeholders of TIR on related processes and procedures, a preliminary step in integrating TIR in the customs system.

Women Leadership in Trade Policy - WLTP Phase III, Training on Analyzing Trade Policy through Gender Lens (October 31-November 1, 2017; ICT/Lahore; 30 Participants)

In collaboration with PRIEA, the Project facilitated the two-day WLTP training conducted by an international trade expert from October 31 to November 1, 2017 in Lahore. The program is expected to enhance the capacity of participants to participate in trade policy discussions, advocate for the adoption of a 'gender lens' approach to trade policy, and propose reforms that will positively affect economic output by addressing gender-specific issues in trade. Thirty individuals (27 females; 3 males) involved both directly and indirectly in trade participated in this training. The training group was diverse and included current and former presidents and members of the Women's Chambers of Commerce, businesswomen engaged in the textile and fashion industry, jewelry and gem traders, appliance manufacturers, civil society, and academia. The U.S. Consular General, Lahore, [REDACTED] gave opening remarks.



Training participants of the WLTP Phase III, conducted in Lahore from Oct. 31 - Nov. 1, 2017

World Trade Institute, (WTI) University of Bern Courses for Ministry of Commerce Officials (January 6 – February 4, 2018; TCT/Bern Switzerland; 17 Participants)

The WTI program will train 17 officers of the Ministry of Commerce (MOC) through three 5-day training courses in accordance with their respective roles at the Ministry. The three courses include WTO Dispute Settlement, Non-discrimination in International Trade, and Border Management in the context of Tariffs and Qualitative Restrictions. The courses will build the capacity of officers to better comprehend and analyze international trade agreements, World Trade Organization regulations, and border management. During the quarter, the Project worked with PRIEA to obtain the necessary approvals from the Mission and will to conduct the Pre-Departure Orientation on January 3, 2018, at the Pakistan Institute of Training and Development (PITAD), Islamabad.

National Single Window Conference (Date TBC; ICT/Islamabad; 150 Participants)

The Project planned the National Single Window conference for 16-17 January 2018, however, it was postponed until March 2018 due to the unavailability of key government stakeholders. PREIA is currently coordinating with the Ministry of Commerce to finalize the date. The conference will strengthen the capacity of senior and middle management officials from key trade regulators to better understand the challenges involved in developing a single window system, including phased implementation, and outreach to and integration of trade regulators. The conference participants will be oriented on best practices and lessons learned regarding NSW implementation based on other countries' experiences.

Meat Processing (November 2017; Lahore & Karachi; 40 participants each)

During the quarter the Project worked extensively on preparation for this training, designed for meat industry stakeholders of Pakistan. The training has been postponed to March 2018 due to visa processing delays for the international experts from University of New England (UNE), Australia. The objectives of this training are to introduce butchers and meat exporters of Pakistan to the best practices for sales in the local and international market. The TIP was approved on November 22, 2017.

Exposure Visit Study Modern Practices for Fresh Chili Production and Post-Harvest Handling (Jan 28 – Feb 12, 2018; US; 16 participants)

The Project sent a request for training proposals to five potential providers in October and received a proposal from Dexis Consulting Group on behalf of their subsidiary, Agland Services Inc. Based on previous experience with this provider and the quality of their proposal, the Project selected them for the training, and VSU eligibility was received on December 15, 2017. The goal of this training is to

enhance the capabilities of chili market stakeholders to update their knowledge of modern production and processing practices. The TIP for the program was submitted on December 24th and approved on January 9, 2018.

Sindh Development Forum 2018 (February 2018; ICT; Participants TBD)

In December 2017, TFP received a request by USAID to assist the Mission in developing a conference that had been requested by the current Chief Minister (CM) of Sindh to the USAID Assistant to Administrator for the Office of Afghanistan and Pakistan Affairs (OAPA). The idea of the conference recognized the need to coordinate and sustain donor investments in the province. By bringing together the development partners representing the international community, local stakeholders and business community and Government of Sindh, the one-day forum will aim at aligning the priorities of the development community with the provincial government's vision for the growth and development.

Following this request, TFP began engaging with USAID Islamabad and Karachi, the Planning and Development Department (P&DD) of the Sindh Government, and the international community to define the overall strategy and roles and responsibilities for all involved in putting together this conference and moved quickly to formalize the preparation of content development for the conference, which is scheduled to be convened in February 2018.

Pathways to Success

PTS achieved all deliverables for the quarter in accordance with TFP and partner work plans. The vocational and entrepreneurship skills training activities continued in addition to business support visits, national and local mentoring sessions, employee awareness sessions, and exposure visits as per the plan for this quarter.

By the end of the quarter, a total of 602 young women had completed vocational skills training programs under PTS. In Sindh, 338 young women were trained in Early Childhood Education (ECE), Beauty Aesthetician, Web design, Microsoft Office & Administration, Artisans and Textile, Graphic Design, and Computer Information Technology (CIT) courses. In KPK, 264 young women were trained in Web design, Graphic Design, Fabric Painting, Photography, Beauty Aesthetician, and Stitching and Dressmaking courses. Sixty trainees will complete their vocational skills training in Cooking and Baking during the next quarter in KPK. All beneficiaries enrolled in vocational skills programs also attended life skill and work readiness training in both provinces.

A total of 89 participants have also completed entrepreneurship training in both provinces to date. Sixty-one young women completed the training in Sindh. In KPK, the first entrepreneurship training was completed during the quarter with 28 participants, and 26 participants will attend the training during the next quarter.

PTS IPs are implementing the third component of PTS in KPK and Sindh with over 600 trainees completing life skills and work readiness training in KPK, and over 800 in Sindh during the quarter.

Exposure visits were also held in both provinces to demonstrate practical exposure to market and market research for setting up a new business. These visits provided practical knowledge and opportunities for internships and startups.

Importantly, TFP is liaising with the Akhuwat Foundation through the TFP Alumni network to develop microfinance linkages. The Project has shared business plan and program details with the foundation for exploring services for entrepreneurs in attaining financing. The foundation is in the process of linking participants with its regional offices.

Also during the quarter, eight national mentoring sessions were held by six mentors. The subject area of these sessions, which consisted of activities, role plays and interactive discussion, included social barriers in a girl's life, and strategies to overcome them, gender stereotypes and rules, family structures, communication, the importance of voting, the role of women in politics, the power of social media,

and physical and emotional health. Mentees actively participated in the sessions by sharing their problems and asking for advice and guidance on various social, cultural and personal issues. Likewise, the local mentoring activities continued to provide the participants with the opportunity to meet local business leaders and connect to the communities around them for professional and personal growth.

The IP activities were continuously monitored by TFP in each province. The PTS Field Coordinators regularly engaged in all components not only by conducting site visits, but also addressing problems, and facilitating progress. Quarterly program meetings and advisory board meetings were also held to review the activities of implementing partners with respect to the work plans, timelines, implementation, opportunities, and challenges. The Senior Finance Officer from World Learning Headquarters held meetings with PTS implementing partners to discuss financial reports, challenges in financial process, audit requirements, and close out planning. The TFP Project TOCOR, Chief of Party, and PTS program team also visited PTS Program partners in Karachi.

PTS Sindh and KPK field coordinators visited Islamabad office to discuss challenges and feedback during implementation of the program, as well as their experiences with the local communities and PTS beneficiaries. The PTS team is now in constant contact with the participants of the entrepreneurship training, providing support where they can, and assessing the potentials for additional entrepreneur toolkits or resources.

The consolidated status update for all PTS activities is attached at [Annex VI](#).

Khyber Pakhtunkhwa (KP)

All three PTS components have been progressing quickly with successful implementation of all planned activities during the quarter. In addition to the below, three local mentoring sessions were held to engage the girls with successful businesswomen in KPK. PEAD Foundation organized eight employer awareness sessions on safe and secure work environments for women to date. Ninety different employers attended those sessions and ensured support for internships. As a result, 55 beneficiaries have been placed in internships to date.

Component 1: Formal technical training in technical and vocational center

The following is a breakdown of the component one courses that were active during the quarter:

Training Course	Beneficiaries	Location	Duration	Status
Cooking and baking	60	Peshawar	6 months	On-going
Stitching & Dressmaking	92	Peshawar	6 months	Completed
Beauty aesthetician	65	Peshawar	6 months	Completed
Photography	30	Peshawar	3 months	Completed

Forty-one trainees from the concluded courses started internships, and 26 graduates were selected for entrepreneurship training during the quarter.

Component 2: Entrepreneurship and income generation training

During the quarter, 28 beneficiaries successfully completed their entrepreneurship and income generation training at the National Institute of Design and Analysis (NIDA). PEAD foundation provided start-up toolkits to trainees and more than 20 PTS participants have started their businesses. The field coordinator is in continuous coordination for business development and support.

The second group of 26 trainees started entrepreneurship training since November 2017. Exposure visits to the First Women Bank, Meena Bazar, Khyber Bazar and Bara Market were conducted. These visits served as an important training tool, helping the beneficiaries to gain a better understanding of how businesses run through very concrete examples.

Component 3: Complementary programs to develop work readiness skills and promote awareness of career pathways for women in the workplace

In Peshawar, a lack of the necessary Non-objection Certificate (NOC) for conducting Life Skills and Work Readiness training in public schools was a barrier to implementation of component 3. This challenge was however overcome during the quarter by conducting the training in private schools and government-run colleges.

Life Skills and Work Readiness training was organized for cooking/baking course trainees in October 2017. This completed the additional life skills training for the trainees of component-I. During the reporting period, more than 600 trainees completed life skills and work readiness training under component-III of PTS at College of Home Economics, Edwards High School-Wing I, Elizabeth Girls High School, St. Michael's Convent High School, and Hira Standard School and College.

Sindh

Engro Foundation executed project activities according to the work plan and completed the planned seven vocational trainings under component I. Four local mentoring sessions were held to engage the girls with successful professionals in Sindh. Engro Foundation also organized three gender sensitivity workshops to sensitize employers about female-friendly working environments, harassment at the workplace, its impacts on the organization, and strategies to avoid it. Fifty-four young girls are currently interning and seven have started businesses after training.

The U.S. Consul General in Karachi visited the TTC training center in Dharki and interacted with PTS participants. She highlighted the importance of the PTS program given the socio-economic condition of Pakistan.

Component 1: Formal technical training in technical and vocational center

The following is a breakdown of the courses that were in session during the quarter:

Training Course	Beneficiaries	Location	Duration	Status
CIT	62	Karachi	4 months	Completed
Graphics Designing	57	Karachi	4 months	Completed
Artisans and textile	39	Ghotki	3 months	Completed

Thirty-five PTS participants were placed for internships in Ghotki, and 19 were placed in Karachi during the quarter. Four beneficiaries are employed as "Learning Facilitators" under a UNICEF Project implemented by IRC in Ghotki after completion of vocational training.

Component 2: Entrepreneurship and income generation training

Engro foundation formed a new partnership with the local training provider IBA Sukkur to train 39 beneficiaries in Ghotki, since the previously selected training provider, INJAZ Pakistan, was unable to deliver this training due to its geographical location. The second entrepreneurship training commenced on October 2017. IBA Sukkur conducted activity-based training sessions including an exposure visit to their incubation center to provide a brief overview of entrepreneurship opportunities and how incubation centers can help to start new businesses. The trainees are currently developing their business plans that will be reviewed by TFP.

Component 3: Complementary programs to develop work readiness skills and promote awareness of career pathways for women in the workplace

More than 500 girls enrolled in life skills training in government schools in Dharki and Umar Daho during the quarter. In Karachi, 500 young girls were enrolled for such training in government schools in Bihar colony and Gharibabad. Module one training is completed and module two of LSBE training was underway at the end of the reporting period. Forty community awareness sessions were held in Sindh with the parents of participants enrolled under component III. The objective of these sessions was to sensitize and motivate parents to support their children's education and career development.

Pathways to Success National Mentorship Program

One hundred and fifty PTS mentees attended eight sessions in both provinces during the quarter. The following are some highlights from those mentoring sessions:

- A motivational speaker and trainer born with a disability, [REDACTED], held a mentoring session on October 12 with 39 participants in Karachi. She discussed social barriers that girls face as well as strategies to mitigate these barriers, conducted role-playing activities, and facilitated participative discussion. The session also included an activity aimed at developing empathy for people with disabilities. [REDACTED] also held a similar mentoring session through Skype on October 12 with 29 participants in Ghotki.
- On October 24, a member of the Senate of Pakistan, and educationalist, [REDACTED], held a mentoring session with 53 participants at the Memon Institute in Karachi. She shared some of the challenges she faced as an ordinary girl who became a prominent politician. She also highlighted the importance of early childhood education and accomplishing goals. Participants shared their school experience and hopes for the future.
- On October 30 [REDACTED], the Olympic swimmer, held a mentoring session with 31 participants in Peshawar. She discussed women's health, proper nutrition, and the importance of discipline for a healthy life. The session included basic exercises for physical fitness and a discussion of common myths in society and the misunderstandings which develop as a result of these myths. [REDACTED] held a similar mentoring session on October 31 with 23 more participants in Peshawar.
- [REDACTED], a leading gynecologist and district council member in KPK, held a mentoring session with 24 participants on November 29. She discussed personal health and hygiene issues. She also talked about the importance of voting, the role of women in politics and the power of social media. [REDACTED] held a similar mentoring session on November 30 with 35 participants in Peshawar.
- On November 29, [REDACTED], a psychiatrist from KPK, held a mentoring session with 36 participants in Peshawar. She discussed the importance of women's emotional and mental health for a balanced life. She counseled the girls about how to manage stress and depression in their daily lives. [REDACTED] also held a similar mentoring session on November 30 with 24 participants in Peshawar.
- [REDACTED], the captain of the Pakistan women's national football team, held a mentoring session on December 19 with 19 participants in Ghotki. She discussed goal setting process, the importance of mental & physical health, and anger management through different physical exercises. [REDACTED] also held a similar mentoring session on December 20 with 32 participants in Karachi.

A consolidated status update of the National Mentorship sessions is attached at [Annex VII](#).

LEAD Capacity Development

The LEAD and TFP quarterly meeting took place on December 15, 2017. The Project's Director of Finance and Operations, Senior Finance Officer from WL Headquarters, and Assistant Training Manager participated in the meeting. LEAD was represented by their HR Manager and Finance Manager. This was the last quarterly meeting with LEAD management and the agenda was to discuss the close-out plan as the contract of World Learning with LEAD was due to end on December 31, 2017.

Working Groups

Participant Training Working Group (PTWG)

The Project conducted its 5th bi-annual PTWG meeting in Karachi on October 25, 2017. The TFP TOCOR participated in the session and discussed the Mission Training Order in detail. Eighteen participants from ten partner organizations, and six Karachi Mission staff attended the meeting. Members were trained in entering training data on USAID training website. This ensured the data quality compliance and also refreshed the member's knowledge.

Communications Working Group

The National Communications Working Group (CWG) Conference was held on December 11th in Islamabad. Mission Director, Jerry Bisson and a representative from the Mission's Public Affairs Section, Kathryn T. Crockart, both attended the session.

Three regional teams presented photography exhibits which highlighted the photography skills they developed after the training conducted and delivered by the USAID DOCs office.



Participants at the USAID Communications Working Group meeting, Islamabad

Training Plan Updates/Alterations

The Project currently has three active training plans by the EGA, Energy, and OSG DOs respectively. Since the past few quarters, these plans have undergone regular revisions as new training requests come in and training programs unlikely to be implemented are removed from the plans. During the quarter, all three plans were revised in consultation with DOs, stakeholders, and TOCOR, and submitted for approval. While the Project continues to move ahead with the implementation on the agreed upon trainings, formally signed plans were awaited by the end of the quarter. The updated TFP Training Plan is attached as [Annex VIII](#).

Data Quality Management

During this quarter, the Project fielded DQA queries from the US-Pakistan Center for Advanced Studies in Energy, the Sindh Community Mobilization Program, the Sindh Reading Program, and The Citizen's Voice Project - Trust for Democratic Education & Accountability.

PakInfo

The Project has submitted PakInfo data for the previous quarter on November 7, 2017 as per USAID guidelines.

Follow-on Activities

USAID/Pakistan Participant Alumni Association

The USAID Alumni Association regional boards of directors continued making great strides to engage alumni and the general public during the quarter, holding four development topic activities, and introducing new ways for the participants to enhance their connections to USAID and each other. Also, the alumni board completed draft bylaws of the association. A quarterly alumni e-newsletter was developed and shared in October to a positive response. The e-newsletter covered news, success stories, events, and other information for and about USAID/Pakistan alumni community.

The following are summaries of the activities the regional boards engaged in:

Consultative Workshop on Positive Youth Development and Community Engagement

The alumni association and the Centre for Public Policy and Governance (CPPG) of Forman Christian College, Lahore held a consultative workshop on Positive Youth Development and Community Engagement on October 12. The event was held with the support of the USAID Lahore Office. It was organized to explore the role of civil society in raising political awareness among youth, employment creation, linking education to employment, and the need for constructive activities for youth on and off campuses. [REDACTED], the US Consulate General; [REDACTED], Provincial Director, USAID Punjab Office; and [REDACTED], Education Advisor, USAID Lahore Office attended the event.



Workshop on Positive Youth Development and Community Engagement

Women's Summits in Lahore and Karachi

Building on the theme of empowering female professionals, the Lahore and Karachi chapters held Women Summit 2017, on November 11 in Lahore and on November 18, 2017 in Karachi. The summit aimed to encourage discussion about the challenges and norms that influence women's lives in the context of Pakistan. Also, this summit provided an interactive session where participants met and listened to the influential personalities of Pakistan. The Summit was planned at analyzing the progress achieved towards the Women Empowerment in particular & gender equality in general and also the road ahead in this regard apart from highlighting the challenges & hurdles and suggesting remedial measures in order to achieve women empowerment in Pakistan. [REDACTED], was the chief guest at Women summit in Karachi.



[REDACTED] addressing at the Women Summit, in Karachi

Seminar on Health and Nutrition Awareness

Awareness about nutrition can make a lot of difference in the health of the society and country as a whole. Nutritional deficiencies can render entire population of a country unproductive. Poor diets are the major contributor to the global burden of disease. Therefore, one day seminar on health and nutrition awareness was organized by Lahore Chapter to discuss the nutrition-related practices/conditions. Also, it was aimed to describe general strategies to promote good nutrition and dietary practices. [REDACTED], Director General, Punjab Food Authority; was the chief guest of the seminar.

Small Grants Program

During this reporting period, the Project approved six applications which had been submitted the previous quarter. Agreements were signed for the following projects:

1. *Enhancing Research Competency for Social Science Faculty*, [REDACTED].
2. *Strengthening Capacity and Developing M&E Plan for YCP*, [REDACTED].
3. *Hawa Ki Bati*, [REDACTED].
4. *Training Workshop on “Effective Tools and Techniques on International Trade”*, [REDACTED].
5. *DIL Library Management Training*, [REDACTED].
6. *Operations Focused Training*, [REDACTED].

Additionally, the small grants committee received and reviewed four new grant applications.

The small grants application process was also closed at the end of December, 2017. With the limited time remaining for activities, the Project will not consider further applications beyond those 10 applications already received and pending decision.

Communications

During the quarter the communications team worked with M&E and the Program Department to identify potential success stories. The team reached out to participants from each sector to inquire about their training, its impact, and positive change in the community. The team also submitted a success story about participant [REDACTED] for Exposure magazine to the USAID DOC, and it was approved to go online.

Communications support was provided to the Women Leadership in Trade Policy workshop held in Lahore in October. Academics, Lawyers, and members of the Chamber of Commerce were among the participants who attended the workshop.

Official photographs of the Alumni Women Summit in Lahore and Karachi event were shared and uploaded to the Alumni Associations social media page. The summit was attended by individuals from various sectors including education and public sector.

During the quarter USAID DOC and the TFP communications team organized a radio show “**Aap Hum Aur Behtar Zindagi**” as part of the USAID Pakistan Sixteen Days of Gender-Based Violence initiative. The PTS senior program officer, USAID Gender Specialist, PhD scholar [REDACTED], Social Mobilizer from PEAD foundation, and two PTS participants, participated in the radio show.

Problems/Challenges

- The vetting requirements for training providers continue to impede the implementation of some of the trainings. A vetting request for a well-known organization head quartered in London (Crown Agents) was submitted in September 2017 and still remains pending with VSU. Cases similar to that have created delays in the implementation and completion of four AGP trainings.
- Last minutes nominations from the government organization to accommodate their employees in trainings is also a challenge TFP continues to deal with.
- Visa clearance for foreign consultants also continues to be a challenge and has impacted one of the Agriculture training scheduled for this quarter. Due to delays in clearance processes of the Ministry of Interior for the two Australian consultants who were supposed to travel to Pakistan in October, 2017, the training has to be postponed.

- Engro Foundation faced the challenge of low or pseudo attendance in schools for implementation of component III during the quarter. Due to delays in receiving the required No-Objection Certificate (NOC) PEAD foundation is implementing life skills training under component III in private and semi government schools in order to meet its targets. Finally, it was found that following completion of vocational trainings a number of communities in both provinces where the beneficiaries live were apprehensive regarding the employability of young women. Partners addressed this challenge through frequent community mobilization sessions and have to date achieved more internship placements than planned. One hundred and nine internship placements during the quarter demonstrate the outcomes of employee awareness sessions and positive attitude of communities towards PTS interventions.
- As Per the guidance provided by the USAID, the Project has submitted sales tax exception requests to the Mission on a regular basis. During the quarter, due to delays in approvals from the relevant Government Departments, the Project continues to confront problems with vendors and security-cleared hotel chains, as they refused to do business on credit for the project. The credit, which is necessary for the period between claiming and receiving or waiving the exemption, accumulates over time. Due to some long processing time for GST Exceptions, the Project's business relationship with PC Hotels, Avari Hotels, Marriot Hotels, and Serena Hotels is impacted. As a result TFP has on occasion been refused reservation requests because of long outstanding GST withholdings from those hotels. The following is the status of the exemption requests as of the end of the reporting period:
 - No. of new sales tax exception requests submitted to USAID: 42
 - No. of exceptions certificates received: 34
 - No. of cases for which allowability approvals received from USAID: 0

Deliverables

The following project deliverables were met during the reporting period:

- Updates were submitted at the end of every week.
- Training plans and budgets were maintained and update regularly during the quarter.
- This quarterly report was compiled and submitted.
- Monthly financial reports were submitted.
- Partnership agreements were signed.
- Beneficiaries were placed as interns in local businesses and organizations.
- Employers' Awareness sessions were conducted.
- Local mentorship sessions were conducted.
- Exposure visits were organized.

Upcoming Events/Meetings

Date	Event/Meeting Location	Contact Person
2-Jan-18	Sindh Development Forum- 2018 Conference	██████████ (KC) - Chief of Party (COP), ██████████ (IAK) - Program Associate (PA)
4-Jan-18	SRFI - Water and Sediment Management Training	██████████ (MA) - Program Associate (PA)
9-Jan-18	Pre-Departure Orientation Session with Energy Regulation and Regulatory Affairs training participants in Islamabad	██████████ (AK) - Program Officer (PO)

11-Jan-18	Quarterly Review Meeting with Engro Foundation, Karachi	██████████ (AZ) - Senior Program Officer (SPO), ██████████ (FI) - Program Officer (PO)
12-Jan-18	Certificate distribution ceremony of Best Practice Financial Management and Reporting for Islamabad and Peshawar groups on IPSAS	██████████ (RZ) - Training Manager (TM), ██████████ (ZS) - Program Associate (PA) ██████████ (IZ) - Program Officer (PO)
15-Jan-18	Pre-Program Orientation Session with OHSAS Karachi batch	IAK - PA
15-Jan-18	Meeting with GoS - USAID Karachi Mission	IAK- PO
19-Jan-18	Certificate distribution ceremony of Best Practice Financial Management and Reporting for Lahore groups on IPSAS	RZ - TM, IZ - PO, ZS - PA
19-Jan-18	Pre-Departure Orientation Session with Climate Regional Circulation Modeling training participants in Islamabad	RZ - TM, MA - PA
23-Jan-18	Second Panel Discussion, PTS National Mentorship Program	AZ - SPO, FI -PO
27-Jan-18	Pre-Departure Orientation with Chili Production and Post-Harvest Handling training participants	RZ - TM, ██████████ (SS) - Program Associate (PA)
28-Jan-18	Pre-Program Orientation of Financial Debt Management Batch I - Islamabad	RZ - TM, MA - PA
25-Jan-18	Quarterly Review Meeting with PEAD Foundation, Islamabad	AZ - SPO, FI -PO
29-Jan-18	Debriefing session of Cooking and Baking training course, Peshawar	AZ - SPO, FI -PO
29-Jan-18	Debrief Entrepreneurship Course Batch Two, KPK	AZ - SPO, FI -PO
2-Feb-18	Debriefing session of Financial Debt Management Batch I - Islamabad	RZ - TM, MA - PA
2-Feb-18	PTS Debriefing Session Entrepreneurship Course Batch Two, Ghotki	AZ - SPO, FI -PO
2-Feb-18	Pre-Departure Orientation Session with Water and Sediment Management training participants in Islamabad	MA - PA
5-Feb-18	Pre-Program Orientation of Financial Debt Management Batch II - Lahore	MA - PA
7-Feb-18	5th Advisory Board Meeting, Peshawar	AZ - SPO, FI -PO
9-Feb-18	Debriefing session of Financial Debt Management Batch II - Lahore	MA - PA
10-Feb-18	Sindh Development Forum - Conference	RZ - TM, IAK - PA
12-Feb-18	Pre-Program Orientation of Financial Debt Management Batch III - Karachi	MA - PA
14-Feb-18	5th Advisory Board Meeting, Karachi	AZ - SPO, FI -PO
16-Feb-18	Debriefing session of Financial Debt Management Batch III - Karachi	MA - PA
21-Feb-18	National Conference on Entrepreneurship and Youth Employability	██████████ (RBN) - Alumni Association Coordinator (AAC)
21-Feb-18	Pre-Program Orientation Session with MOC Officer	██████████ (MA) - Program Officer (PO)
22-Feb-18	Debriefing Session with PITAD Officers	MA - PO

23-Feb-18	Debriefing Session of MSPH-II	MA - PO
1-Mar-18	De-briefing session with Energy Regulation and Regulatory Affairs training participants in Islamabad	AK - PO
5-Mar-18	Pre-Program Orientation of SAP Batch I- Islamabad	RZ - TM, MA - PA
9-Mar-18	Debriefing Session of Master of Public Health Program	RZ - TM, IZ- PO
9-Mar-18	Debriefing Session of Master of SAP Batch I- Islamabad	RZ - TM, MA - PA
12-Mar-18	Pre-Program Orientation of SAP Batch I- Islamabad	RZ - TM, MA - PA

Coordination Meetings and Outcomes

Date	Organization	Name and Designation of Officials	Department	Agenda
4-Oct-17	Engro Foundation	From Project: ██████████ (FB) - Director Finance and Operations (DFO), ██████████ (AZ) - Senior Program Officer (SPO), ██████████ (FI) - Program Officer (PO), ██████████ (FH)- Field Coordinator (FC - Sindh) From Engro: ██████████ (SR), ██████████ (RK), Sub-partners	Program Team	Quarterly Progress Review Meeting
9-Oct-17	TFP, AGP	From AGP: Certified Information Systems Auditor (CISA) training participants From Project: ██████████ (MA) - Program Associate (PA) From RIU: ██████████ (TA) - Research Assistant (RA)	Program Team	Pre-Program Orientation with CISA Karachi training participants at PAAA, Karachi
12-Oct-17	TFP	From Project: ██████████ (RBN) – Alumni Association Coordinator (AAC) From USAID Lahore Office: ██████████ (Consul General, US Consulate General), ██████████ (Provincial Director, Punjab USAID) ██████████ (Education Advisor) Board Members from Lahore , Karachi and Islamabad, 10 Alumni Members and 20 students from Forman Christian College Guest speaker: ██████████ (Ex-Vice Chancellor, University of Agriculture, Faisalabad), ██████████ (Vice Chancellor, Beacon house National University), ██████████ (Advisor to Minister Youth Affairs Punjab), and ██████████ (Leading Industrialist). ██████████ Professor and	Communications	Positive Youth Development and Community Engagement

Date	Organization	Name and Designation of Officials	Department	Agenda
		Director Center for Public Policy and Governance (CPPG)		
12-Oct-17	TFP	From Project: RBN – AAC Board Members from Lahore , Karachi and Islamabad	Communications	Full alumni association board meeting
14-Oct-17	CISA AGP Participants, RIU	From AGP: CISA training participants From Project: MA - PA From RIU: TA - RA	Program Team	Debriefing Session with CISA training participants at Pakistan Audit and Accounts Academy, Karachi
14-Oct-17	AGP, TFP	From AGP: Procurement Management in the Public-Sector training participants From Project: ██████████ (IAK) - Program Associate (PA)	Program Team	Pre-Departure Orientation with Procurement Management in the Public-Sector training participants
16-Oct-17	Directorate General of Training and Research- Pakistan Customs	From Project: ██████████ (MA) - Program Officer (PO) From PREIA: ██████████ - (FSB) - Advisor (A) From DGTR: ██████████ (ZA) - Director Training (DT)	Program Team	Training Planning Meeting of TIR Training
17-Oct-17	PEAD	From Project: AZ - SPO, FI - PO, FB - DFO, ██████████ (AK) From PEAD: Executive Director (ED), Program Staff and Finance staff	Program Team	Quarterly Progress Review Meeting
23-Oct-17	AGP, TFP	From Project: ██████████ (RZ) - Training Manager (TM), IAK - PA, MA - PA From AGP: ██████████ (AR) - Director General (DG HRM), ██████████ (IM) Director (D-HRM), ██████████ (KK - Audit Officer (AO - HRM) From Mission: TOCOR	Program Team	AGP Training Plan
24-Oct-17	Engro	From USAID: TOCOR, From Project: ██████████ (KC) - Chief of Party (COP), AZ - SPO, FH - FC Sindh, From Engro: SR, RK	Program Team	TOCOR meeting with Engro foundation
25-Oct-17	Engro	From USAID: TOCOR, From Project: KC - COP, AZ - SPO, FH - FC Sindh, From Engro: SR, RK, Advisory board member	Program Team	TOCOR meeting with PTS Sindh advisory board members
25-Oct-17	PTWG, TFP Project	From Project: RZ - TM, ██████████ (IZ) - Program Officer (PO)	Program Team	PTWG-KHI 5th bi-annual meeting

Date	Organization	Name and Designation of Officials	Department	Agenda
26-Oct-17	TFP, PREIA	From Project: ██████████ (AN) - Communication Officer (CO) From PREIA: FSB - A, ██████████ (TB) - Advisor (A)	Program Team	Training Planning Meeting of WLTP Gender Training
30-Oct-17	AGP, TFP	From Project: RZ - TM, IAK - PA, MA - PA From AGP: AR - (DG- HRM), IM - (D-HRM), KK (AO-HRM) From Mission: TOCOR	Program Team	AGP Training Plan
3-Nov-17	Mentoring coordinator	From Project: KC - COP, AZ - SPO, FI - PO Other: Mentoring Coordinator	Program Team	Planning for second panel discussion
6-Nov-17	State Bank of Pakistan (SBP), Security and Exchange Commission of Pakistan (SECP), Private Equity Firms (PE), USAID TFP	From Project: RZ - TM, ██████████ (AK) - Program Officer (PO) From Mission: ██████████ (AA) - Program Management Specialist (PMS)	Program Team	Pre-program Orientation of Private Equity Follow-on In country training
10-Nov-17	AGP, TFP	From AGP: Risk Based Auditing training participants From Project: MA - PA	Program Team	Pre-Departure Orientation Session with Risk Based Auditing training participants
11-Nov-17	TFP	From Project: RBN – AAC Board Members from Lahore Chapter, 80 Alumni Members Guest Speakers: ██████████ Additional Secretary, Women Development Department, ██████████, CEO Association for Gender Awareness & Human Empowerment (AGAHE), ██████████, Researcher, Trainer, Writer Poet and Rights Activist, ██████████ CEO Inspiring Women, ██████████, USAID Alumna/CEO Vigo Business Consulting, ██████████, USAID Alumna/ CEO Leadership & Object Oriented Programs(LOOP)	Communications	Women's Summit 2017
13-Nov-17	AGP, TFP	From Project: RZ - TM, ██████████ (ZS) - Program Associate (PA)	Program Team	Pre-program Orientation of Best Practice Financial Management and Reporting on IPSAS - Islamabad-Batch-I
13-Nov-17	AGP, TFP	From Project: IZ - PO	Program Team	Pre-program Orientation of Best Practice

Date	Organization	Name and Designation of Officials	Department	Agenda
				Financial Management and Reporting on IPSAS - Karachi-Batch-I
15-Nov-17	AGP, TFP	From Project: IAK - PA From Training Provider Organization: ██████████ (AM)- State Bank of Pakistan (SBP)	Program Team	Pre-Program Orientation for participants of Investment Strategies and Portfolio Management
15-Nov-17	USAID, TFP, AGP	From Project: KC - COP, RZ - TM, MA - PA, From Mission: TOCOR, ██████████ (MA) - Financial Analyst, Office of Financial Management (FA - OFM), Nancy Lowenthal (NL) - Program Development Officer (PDO) From AGP: IM (D-HRM)	Program Team	Debriefing session of Results Based Monitoring and Evaluation training participants
15-Nov-17	USAID, TFP, AGP	From Project: KC - COP, RZ - TM, MA - PA From Mission: TOCOR, MA- (FA - OFM), NL - PDO From AGP: IM (D-HRM)	Program Team	Debriefing session of Government Accountability Office International Auditors Fellowship Program 2017 training participants
15-Nov-17	USAID, TFP, AGP	From Project: KC - COP, RZ - TM, MA - PA From Mission: TOCOR, MA- (FA - OFM), NL - PDO From AGP: IM (D-HRM)	Program Team	Debriefing session of Diploma In Financial Crime Management training participants
18-Nov-17	AGP, TFP	From Project: IAK - PA	Program Team	Debriefing Session for participants of Investment Strategies and Portfolio Management

Date	Organization	Name and Designation of Officials	Department	Agenda
18-Nov-17	TFP	From Project: RBN – AAC Board Members from Karachi Chapter, 130 Alumni Members Guest Speakers: [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED]	Communications	Women's Summit 2017
20-Nov-17	AGP, TFP	From Project: ZS - PA	Program Team	Pre-program Orientation of Best Practice Financial Management and Reporting on IPSAS - Lahore-Batch-I
21-Nov-17	ACCA, TFP	From Project: RZ - TM, IZ - PO From ACCA: [REDACTED] (FA) - Head of Education North (HOE), [REDACTED] (SK) - Sr. Manager Education North (MEN)	Program Team	Meeting to discuss the certificate distribution ceremonies of Best Practice Financial Management and Reporting on IPSAS training
23-Nov-17	USAID	From Project: KC - COP, AZ - SPO, FI - PO From Mission: TOCOR	Program Team	Monthly Progress Review Meeting
24-Nov-17	AGP, TFP	From Project: IZ - PO	Program Team	Program Debrief of Best Practice Financial Management and Reporting on IPSAS - Karachi-Batch-I
24-Nov-17	AGP, TFP	From Project: RZ - TM, ZS - PA	Program Team	Program Debrief of Best Practice Financial Management and Reporting on IPSAS -

Date	Organization	Name and Designation of Officials	Department	Agenda
				Islamabad-Batch-I
27-Nov-17	AGP, TFP	From Project: RZ - TM, ZS - PA	Program Team	Pre-program Orientation of Best Practice Financial Management and Reporting on IPSAS - Islamabad-Batch-II
30-Nov-17	National Electric Power Regulatory Authority (NEPRA), Oil and Gas Regulatory Authority (OGRA), Water and Power Development Authority (WAPDA)	From Project: RZ - TM, AK - PO From Mission: ████████ (AA) - Program Management Specialist (PMS) Office of Energy, ████████ (KH) - Assistant to Director	Program Team	Security Risk and Fraud Inquiry (SRFI) of Energy Regulation and Regulatory Affairs training participants
1-Dec-17	AGP, TFP	From Project: ZS - PA	Program Team	Program Debrief of Best Practice Financial Management and Reporting on IPSAS - Lahore-Batch-I
4-Dec-17	AGP, TFP	From Project: ZS - PA	Program Team	Pre-program Orientation of Best Practice Financial Management and Reporting on IPSAS - Lahore-Batch-II
4-Dec-17	AGP, TFP	From Project: IZ - PO	Program Team	Pre-program Orientation of Best Practice Financial Management and Reporting on IPSAS - Peshawar-Batch-I
5-Dec-17	Engro	From Project: KC - COP, AZ - SPO, FB - DFO, FI - PO, ████████ (RN) - Senior Finance Officer (SFO), ████████ (MA) From Engro: RK, ████████ (QA)	Program Team	Financial Reports, Audit, close out and no cost extension for the month of March

Date	Organization	Name and Designation of Officials	Department	Agenda
5-Dec-17	PEAD foundation	From Project: AZ - SPO, RN - SFO, FI - PO, FB - DFO, MA From PEAD: Executive Director, Program Staff and Finance staff	Program Team	Financial Reports, Audit, close out and no cost extension for the month of March
7-Dec-17	AGP, TFP	From Project: MA - PA From AGP: Additional Auditor General, Director Generals of various departments at AGP From Mission: TOCOR, MA - FA (OFM)	Program Team	Debriefing session of Risk Based Auditing training participants
7-Dec-17	AGP, TFP	From Project: MA - PA From AGP: Additional Auditor General, Director Generals of various departments at AGP From Mission: TOCOR, MA - FA (OFM)	Program Team	Debriefing session of Procurement Management in the Public-Sector training participants
8-Dec-17	AGP, TFP	From Project: RZ- TM	Program Team	Program Debrief of Best Practice Financial Management and Reporting on IPSAS - Islamabad-Batch-II
9-Dec-17	TFP	From Project: RBN – AAC Board Members from Lahore Chapter, 130 Alumni Members Guest Speakers: [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED]	Communications	Health and nutrition awareness alumni event
11-Dec-17	AGP, TFP	From Project: IZ - PO	Program Team	Pre-Program Orientation of participants of Best Practice Financial Management and Reporting on IPSAS - Karachi-Batch-II
11-Dec-17	AGP, TFP	From Project: MA - PA	Program Team	Pre-Program Orientation of participants of Occupational Health and Safety Management Systems
11-Dec-17	AGP, TFP	From Project: ZS - PA	Program Team	Pre-Program Orientation of participants

Date	Organization	Name and Designation of Officials	Department	Agenda
				Cyber Security and Computer Hacking
13-Dec-17	Ministry of Climate Change participants, Office of Energy	From Project: MA - PA From Mission: AA - PMS	Program Team	Security Risk and Fraud Inquiry (SRFI) of Climate Regional Circulation Modeling training participants
13-Dec-17	Government of Sindh/USAID Karachi Mission	From Project: KC - COP, IAK - PA USAID Karachi Mission: ████████ (OO) - Deputy Mission Director (DMD), ████████ (Z) - Advisor (A), ████████ (YK) - Program Associate (PA) From GoS: ████████ (AM) - Chief Foreign Aid Office (FAO)	Program Team	Sindh Development Forum- 2018 Conference
15-Dec-17	AGP, TFP	From Project: RZ -TM, IZ- PO	Program Team	Program Debrief of Best Practice Financial Management and Reporting on IPSAS - Peshawar-Batch-I
15-Dec-17	AGP, TFP	From Project: IZ- PO	Program Team	Program Debrief of Best Practice Financial Management and Reporting on IPSAS - Peshawar-Batch-I
15-Dec-17	AGP, TFP	From Project: RZ - TM	Program Team	Debriefing Session for participants of Cyber Security and Computer Hacking
15-Dec-17	AGP, TFP	From Project: ZS - PA	Program Team	Program Debrief of Best Practice Financial Management and Reporting on IPSAS - Lahore-Batch-II
18-Dec-17	AGP, TFP	From Project: RZ - TM	Program Team	Pre-program Orientation of Best Practice Financial Management and Reporting on IPSAS -

Date	Organization	Name and Designation of Officials	Department	Agenda
				Islamabad-Batch-III
18-Dec-17	AGP, TFP	From Project: ZS - PA	Program Team	Pre-program Orientation of Best Practice Financial Management and Reporting on IPSAS - Lahore-Batch-III
22-Dec-17	Project Office	From Project: KC - COP, MA - PO ██████████ (AM) - Assistant Training Manager (ATM), ██████████ (ZT) - Communication Specialist (CS). From PREIA: ██████████ (HS) - Advisor (A), FSB - A, ██████████ (AN) - Senior Analyst (SA)	Program Team	Meeting of National Single Window Conference
22-Dec-17	AGP, TFP	From Project: IZ- PO		Program Debrief of Best Practice Financial Management and Reporting on IPSAS - Karachi-Batch-II
22-Dec-17	AGP, TFP	From Project: RZ -TM, IZ- PO	Program Team	Certificate distribution ceremony of Best Practice Financial Management and Reporting for Karachi groups on IPSAS
30-Dec-17	AGP, TFP	From Project: ZS - PA	Program Team	Program Debrief of Best Practice Financial Management and Reporting on IPSAS - Lahore-Batch-III
30-Dec-17	AGP, TFP	From Project: RZ -TM	Program Team	Program Debrief of Best Practice Financial Management and Reporting on IPSAS - Islamabad-Batch-III

Annexes

Annex I: TFP TraiNet Report

Attached as a separate file.

Annex II: Training Activity per USAID DO December 31, 2017

Development Objective	Training Location	Training Status	Training Code	Trainings Name	Male	Female	Total	Start Date	End Date
Economic Growth and Agriculture	In-Country	Completed	EGAT-569	Capacity Building Support and Training for the Government of Pakistan's Ministry of Commerce (MOC)	46	16	62	20-Oct-14	19-Jul-15
		Completed	EGAT-558	Conference on Innovation and Entrepreneurship - 2013	284	32	316	17-Nov-13	17-Nov-13
		Completed	EGAT-561	Consumer Protection and Financial Literacy Conference, World Bank (CPFL, WB)	100	24	124	21-Apr-14	21-Apr-14
		Completed	EGAT-555	Executive Certificate in Agribusiness Management (ECAM)-LUMS	8	2	10	18-Jan-14	31-Dec-14
		Completed	EGAT-568	Science Technology, Engineering and Development Conference (STED)	180	48	228	3-Jun-14	3-Jun-14
		Completed	EGAT-575	Entrepreneurial Capacity Building Program MIT EFP (2015)	268	48	316	1-Jun-15	30-Nov-15
		Completed	EGAT-587	Research Study and Exposure Visit for PIFD College of Design, Hala (Sindh)	9	2	11	31-Oct-15	14-Nov-15
		Completed	EGAT-591	Non-Bank Finance Sector and Capital Markets Conference Challenges and Opportunities	217	28	245	13-Jan-16	15-Jan-16
		Completed	EGAT-592	Exposure Visit - Vegetable Production in a Controlled Environment	16	4	20	24-Jan-16	27-Jan-16
		Completed	EGAT-594	Exposure Visit and Training of Livestock Farmers in Modern Feedlot Fattening Practices	16	11	27	13-Mar-16	18-Mar-16
		Completed	EGAT-596	Exposure Visit on Drip Irrigation for Farmers and Members of FSC from KP/FATA	45	0	45	27-Mar-16	31-Mar-16

	Completed	EGAT-595	Exposure Visit on Drip Irrigation for Farmers of Gomal Zam Command Area	25	0	25	24-Apr-16	28-Apr-16
	Completed	EGAT-598	Dairy Value Chains	9	17	26	29-Aug-16	2-Sep-16
	Completed	EGAT-613	Water Management and Climate Change	33	8	41	6-Nov-16	10-Nov-16
	Completed	EGAT 603	National Workshop Implementing the WTO Trade Facilitation Agreement	31	9	40	4-Jan-17	6-Jan-17
	Completed	EGAT 605	Women Leadership in Trade Policy Roundtable	11	100	111	12-Jan-17	25-Jan-17
	Completed	EGAT 602	National Seminar on the World Trade Organization (WTO) Agreement on Sanitary and Phytosanitary Measures (SPS)	42	7	49	9-May-17	12-May-17
	Completed	EGAT-623	Women Leadership in Trade Policy, Advocacy, and Proposal Development Training	5	30	35	26-Jul-17	28-Jul-17
	Completed	EGAT-622	Mergers and Acquisition - Pakistan	21	1	22	25-Aug-17	27-Aug-17
	Completed	EGAT-625	Private Equity Follow-on In-country Training	34	14	48	5-Nov-17	9-Nov-17
	Completed	EGAT-627	Investment Strategies and Portfolio Management Follow-on In-country training	15	15	30	15-Nov-17	17-Nov-17
	Completed	EGAT-626	Hands-On Training for Pakistan Customs, PNC-ICC and Transport Operators with Simulation of TIR Procedures	108	71	179	23-Oct-17	28-Oct-17
	Completed	EGAT-601	Women Leadership in Trade Policy - WLTP Phase III, Training on Analyzing Trade Policy through Gender Lens	3	27	30	31-Oct-17	1-Nov-17

Sub-total (23 In-Country Trainings)				1526	514	2040		
Third-Country	Completed	EGAT-567	Fashion Buying and Merchandising: Intensive	0	1	1	12-Jul-14	20-Jul-14
	Completed	EGAT-580	Growing High Value Vegetable in Controlled Environment-I (2015)	9	0	9	17-May-15	29-May-15
	Completed	EGAT-581	Growing High Value Vegetable in Controlled Environment-II (2015)	7	2	9	29-May-15	12-Jun-15
	Completed	EGA-562	Growing High Value Vegetables in a Controlled Environment - 2014	6	4	10	22-Jun-14	4-Jul-14
	Completed	EGAT-560	Halal Meat Production and Marketing Study Tour - Malaysia (2014)	6	2	8	25-Jan-14	1-Feb-14
	Completed	EGAT-566	Menswear Collection Management and Techniques Training in Paris, France	2	2	4	16-Jun-14	27-Jun-14
	Completed	EGAT-556	On Farm Water Management Training – Australia (2014)	7	1	8	12-Jan-14	25-Jan-14
	Completed	EGAT-579	Study of Meat Export Certification and Establishment of Business to Business Contacts, Malaysia (2015)	6	3	9	30-Mar-15	7-Apr-15
	Completed	EGAT-606	World Trade Organization (WTO) Negotiations Week/Trade In Services Agreement Cluster Meeting (Geneva)	1	1	2	17-Sep-16	28-Sep-16
	Completed	EGAT-610	World Custom Organization (WCO) Data Model Project Team (Brussels)	3	2	5	11-Sep-16	18-Sep-16
	Completed	EGAT-599	Exposure Visit: Compliance of SPS Requirements - Netherlands	6	4	10	25-Sep-16	10-Oct-16
	Completed	EGAT-610	WCO - Information Management Sub-Committee	5	0	5	2-Nov-16	7-Nov-16
	Completed		Drip Irrigation Equipment Production Industry, Turkey.	13	0	13	29-Jan-17	4-Feb-17

		Completed	EGAT 616	International Training and Exposure Visit to Feedlot Fattening Operations - Australia	9	1	10	13-Feb-17	26-Feb-17
		Completed	EGAT-621	On Farm Water Management - Turkey	7	1	8	14-May-17	27-May-17
	Sub-total (15 Third-Country Trainings)				87	24	111		
	U.S	Completed	EGAT-559	Entrepreneurship Development Program at MIT, USA (2014)	2	0	2	24-Jan-14	12-Feb-14
		Completed	EGAT-574	Study of Horticulture Value Chains for Growing Table Grapes	7	2	9	25-Jul-15	9-Aug-15
		Completed	EGAT-557	On-Farm Water Management Training – Colorado (2014)	5	3	8	25-Jun-14	9-Jul-14
		Completed	EGAT-565	The Art of Traditional Shoemaking	1	1	2	13-Jul-14	20-Jul-14
		Completed	EGAT-572	On Farm Water Management Training – I (2015)	8	1	9	10-May-15	23-May-15
		Completed	EGAT-564	Digital Printed Fabric Course	1	1	2	28-Jun-14	11-Aug-14
		Completed	EGAT-563	Comprehensive Computer-aided Design and Computer-aided Manufacturing (CAD/CAM) for Jewelry Training	2	0	2	20-Aug-14	14-Oct-14
		Completed	EGAT-583	PIFD - Fundamentals of Oil Painting and Materials, Methods and Concepts	1	0	1	29-Jun-15	7-Aug-15
		Completed	EGAT-573	On Farm Water Management Training - II (2015)	4	2	6	22-Aug-15	5-Sep-15
		Completed	EGAT-584	Dairy Expo Tour and Training for Dairy Leaders of Pakistan	10	6	16	26-Sep-15	10-Oct-15
		Completed	EGAT-576	Entrepreneurial Capacity Building Program MIT EDP and Road Shows - US 2016	2	1	3	22-Jan-16	18-Feb-16
		Completed	EGAT-593	Exposure and Study Tour: Cold Storage and Transportation	8	2	10	24-Apr-16	2-May-16
		Completed	EGAT-612	Investment Strategies and Portfolio Management	3	2	5	8-Oct-16	17-Oct-16

		Completed	EGAT 614	Mergers and Acquisition, USA	2	0	2	21-Jan-17	31-Jan-17
		Completed	EGAT 619	Private Equity: Investment and Creating Value, Philadelphia, U.S.	3	1	4	25-Mar-17	2-Apr-17
	Sub-total (15 U.S Trainings)				59	22	81		
	Sub-total (Economic Growth and Agriculture: 53 Trainings)				1672	560	2232		
Education	In-Country	Completed	EDU-333	FATA Scholarship Program	80	0	80	15-Aug-13	30-Sep-15
		Ongoing	EGA-589-590	Pathways to Success (PTS) Sindh and KP	0	2420	2420	1-Dec-16	28/02/18
	Sub-total (2 In Country Training)				80	2420	2500		
	U.S	Completed	Various	PhD Scholars	17	18	35		
		Completed	EDU-334	USAID Teacher's Education Masters Scholarship Program (TEMSP)	16	11	27	May-15	Dec-17
	Sub-total (2 U.S Training)				33	29	62		
	Sub-total (Education: 4 Trainings)				113	2449	2562		
Energy	In-Country	Completed	ENG-444	Energy Sector Internship Program	107	49	156	1-Jun-15	30-Nov-15
		Completed	ENG-449	Project Management Training	10	0	10	2-May-16	6-May-16
		Completed	ENG-448	Communication and Leadership Skills	20	0	20	15-May-16	21-May-16
		Completed	ENG-450	Utilities Management Training	48	3	51	17-Jul-16	6-Aug-16
	Sub-total (4 In-Country Training)				185	52	237		
	Third-Country			Advancing the Use of Wind and Solar Forecasting to Facilitate the Integration of Variable Renewable Energy to the Grid					
		Completed	ENG-446		2	0	2	15-Feb-16	19-Feb-16
		Completed	ENG-447	Renewable Energy Regulation – Budapest, Hungary	3	1	4	21-Feb-16	28-Feb-16
		Completed	ENG 453	Supervisory Control and Data Acquisition (SCADA)	10	0	10	13-May-17	10-Jun-17
	Sub-total (3 Third-Country Training)				15	1	16		

	U.S	Completed	ENG-455	Legal Aspects of Project Finance Documenting, Drafting and Negotiation Techniques	3	1	4	25-Sep-16	3-Oct-16
		Completed	ENG-454	Environment and Social Impact Assessment (ESIA)	8	2	10	15-Oct-16	14-Nov-16
	Sub-total (2 U.S Training)				11	3	14		
	Sub-total (Energy: 9 Trainings)				211	56	267		
Health	In-Country	Completed	EGAT-577	Community Midwifery Program	0	185	185	1-Feb-15	31-Oct-15
		Completed	EGAT-578	Masters of Public Health Program	11	0	11	1-Jan-15	30-Sep-16
		Completed	HLT-222	USAID Master of Science in Public Health (MSPH) / Sindh - Batch-I	15	9	24	1-Oct-14	5-Sep-16
		Completed	EGAT-586	USAID Master of Science in Public Health (MSPH) / Sindh - Batch-II	14	2	16	1-Oct-15	30-Sep-17
	Sub-total (4 In-Country Training)				40	196	236		
	Sub-total (Health: 4 Training)				40	196	236		
Stabilization and Governance	In-Country	Completed	SG-115	Strengthening the Rights and Justice Framework and Agenda - December, 2015	28	18	46	14-Dec-15	22-Jan-16
		Completed	SG-130	Certified Information System Auditor (CISA) - ISB	17	1	18	11-Sep-17	16-Sep-17
		Completed	SG-130	Certified Information System Auditor (CISA) - LHR	21	1	22	21-Aug-17	26-Aug-17
		Completed	SG-131	Certified Information Security Management (CISM) - LHR	16	6	22	21-Aug-17	26-Aug-17
		Completed	SG-131	Certified Information Security Management (CISM)- KHI	7	4	11	11-Sep-17	16-Sep-17
		Completed	SG-131	Certified Information Security Management (CISM)- ISB	15	8	23	18-Sep-17	23-Sep-17
		Completed	SG-136	International Public Sector Accounting Standards (IPSAS – Islamabad Batch)	72	6	78	13-Nov-17	31-Dec-17

		Completed	SG-136	International Public-Sector Accounting Standards (IPSAS – Lahore Batch)	43	18	61	20-Nov-17	31-Dec-17
		Completed	SG-136	International Public-Sector Accounting Standards (IPSAS – Karachi Batch)	24	8	32	13-Nov-17	22-Dec-17
		Completed	SG-136	International Public-Sector Accounting Standards (IPSAS – Peshawar Batch)	23	1	24	0-Jan-00	15-Dec-17
		Completed	SG-137	Occupational Health Safety Management System (Batch 1)	17	1	18	11-Dec-17	15-Dec-17
		Completed	SG-130	Certified Information System Auditor (CISA) - KHI	6	6	12	09-Oct,17	14-Oct-17
		Completed	SG-139	Cyber Security & Computer Hacking Forensic Investigator	21	2	23	11-Dec-17	15-Dec-17
	Sub-total (13 In-Country Training)				310	80	390		
	Third-Country	Completed	SG-112	Gender Diversity Training, Istanbul Turkey	9	1	10	16-Mar-14	23-Mar-14
		Completed	SG-113	Insight into Regional Development, Almaty International Conference	6	6	12	3-Jun-14	5-Jun-14
		Completed	SG-116	Strengthening the Rights and Justice Framework and Agenda - Indonesia	12	3	15	31-May-15	8-Jun-15
		Completed	SG-114	Urban Futures Workshop and Meetings	1	2	3	12-Oct-14	18-Oct-14
		Completed	SG 124	Strategic Tours to Supreme Audit Institutions - United Kingdom	2	0	2	20-Jan-17	28-Jan-17
		Completed	SG-126	Diploma in Financial Crime Management	6	4	10	3-Jul-17	14-Jul-17
		Completed	SG-133	Procurement Management in Public Sector	11	3	14	14-Oct-17	22-Oct-17
	Sub-total (7 Third-Country Trainings)				47	19	66		
	U.S	Completed	SG-112	International Auditors Fellowship Program – U.S Government Accountability Office (US - GAO)	2	0	2	24-Mar-14	21-Jul-14

		Completed	SG-117	Supreme Audit Institution Tour, USA	2	0	2	28-Nov-16	2-Dec-16
		Completed	SG 118	Public Financial Management in a Changing World (USA)	9	1	10	8-Jan-17	13-Jan-17
		Completed	SG 121	Training of Trainers (USA)	7	3	10	25-Feb-17	5-Mar-17
		Completed	SG 122	Driving Government Performance: Strategies that produce results	3	1	4	17-Mar-17	27-Mar-17
		Completed	SG 127	GAO Fellowship Program - 2017	1	1	2	18-Mar-17	16-Jul-17
		Completed	SG-120	Results Based Monitoring and Evaluation Session	2	1	3	5-Aug-17	14-Aug-17
		Completed	SG-135	Certified Fraud Examiner	5	2	7	21-Oct-17	29-Oct-17
		Completed	SG-128	Risk Based Auditing	8	2	10	11-Nov-17	20-Nov-17
		Sub-total (9 U.S Training)				39	11	50	
	Sub-total (Stabilization and Governance: 29 Trainings)				396	110	506		
Summary	Training Location	No. of Trainings							
	In-Country	46			2141	3262	5403		
	Third-Country	25			149	44	193		
	U.S	28			142	65	207		
	Total	99			2432	3371	5803		

Annex III: Training Activities per DO Disaggregate by Gender

S. No	Development Objective	Training Status	Training Name	Male	Female	Total
1	Economic Growth and Agriculture	Completed	Capacity Building Support and Training for the Government of Pakistan's Ministry of Commerce (MOC)	46	16	62
2		Completed	Conference on Innovation and Entrepreneurship - 2013	284	32	316
3		Completed	Consumer Protection and Financial Literacy Conference, World Bank (CPFL, WB)	100	24	124
4		Completed	Executive Certificate in Agribusiness Management (ECAM)-LUMS	8	2	10
5		Completed	Science Technology, Engineering and Development Conference (STED)	180	48	228
6		Completed	Entrepreneurial Capacity Building Program MIT EFP (2015)	268	48	316
7		Completed	Research Study and Exposure Visit for PIFD College of Design, Hala (Sindh)	9	2	11
8		Completed	Non-Bank Finance Sector and Capital Markets Conference Challenges and Opportunities	217	28	245
9		Completed	Exposure Visit - Vegetable Production in a Controlled Environment	16	4	20 ⁱ
10		Completed	Exposure Visit and Training of Livestock Farmers in Modern Feedlot Fattening Practices	16	11	27
11		Completed	Exposure Visit on Drip Irrigation for Farmers and Members of FSC from KP/FATA	45	0	45
12		Completed	Exposure Visit on Drip Irrigation for Farmers of Gomal Zam Command Area	25	0	25
13		Completed	Fashion Buying and Merchandising: Intensive	0	1	1
14		Completed	Growing High Value Vegetable in Controlled Environment-I (2015)	9	0	9
15		Completed	Growing High Value Vegetable in Controlled Environment-II (2015)	7	2	9
16		Completed	Growing High Value Vegetables in a Controlled Environment - 2014	6	4	10
17		Completed	Halal Meat Production and Marketing Study Tour - Malaysia (2014)	6	2	8
18		Completed	Menswear Collection Management and Techniques Training in Paris, France	2	2	4
19		Completed	On Farm Water Management Training – Australia (2014)	7	1	8

20		Completed	Study of Meat Export Certification and Establishment of Business to Business Contacts, Malaysia (2015)	6	3	9
21		Completed	Entrepreneurship Development Program at MIT, USA (2014)	2	0	2
22		Completed	Study of Horticulture Value Chains for Growing Table Grapes	7	2	9
23		Completed	On-Farm Water Management Training – Colorado (2014)	5	3	8
24		Completed	The Art of Traditional Shoemaking	1	1	2
25		Completed	On Farm Water Management Training – I (2015)	8	1	9
26		Completed	Digital Printed Fabric Course	1	1	2
27		Completed	Comprehensive Computer-aided Design and Computer-aided Manufacturing (CAD/CAM) for Jewelry Training	2	0	2
28		Completed	PIFD - Fundamentals of Oil Painting and Materials, Methods and Concepts	1	0	1
29		Completed	On Farm Water Management Training - II (2015)	4	2	6
30		Completed	Dairy Expo Tour and Training for Dairy Leaders of Pakistan	10	6	16
31		Completed	Entrepreneurial Capacity Building Program MIT EDP and Road Shows - US 2016	2	1	3
32		Completed	Exposure and Study Tour: Cold Storage and Transportation	8	2	10
33		Completed	Diary Value Chains	9	17	26
34	Economic Growth and Agriculture	Completed	World Trade Organization (WTO) Negotiations Week/Trade In Services Agreement Cluster Meeting (Geneva)	1	1	2
35		Completed	World Custom Organization (WCO) Data Model Project Team (Brussels)	3	2	5
36		Completed	Exposure Visit: Compliance of SPS Requirements - Netherlands	6	4	10
37		Completed	WCO - Information Management Sub-Committee	5	0	5
38		Completed	Water Management and Climate Change	33	8	41
39		Completed	Investment Strategies and Portfolio Management	3	2	5
40		Completed	National Workshop Implementing the WTO Trade Facilitation Agreement	31	9	40
41		Completed	Women Leadership in Trade Policy Roundtable	11	100	111
42		Completed	Mergers and Acquisition, USA	2	0	2
43		Completed	Drip Irrigation Equipment Production Industry, Turkey.	13	0	13
44		Completed	International Training and Exposure Visit to Feedlot Fattening Operations - Australia	9	1	10

45		Completed	Private Equity: Investment and Creating Value, Philadelphia, U.S.	3	1	4
46		Completed	On Farm Water Management - Turkey	7	1	8
47		Completed	National Seminar on the World Trade Organization Agreement on Sanitary and Phytosanitary (SPS) Measures	42	7	49 ⁱⁱ
48		Completed	Women Leadership in Trade Policy, Advocacy, and Proposal Development Training	5	30	35
49		Completed	Mergers and Acquisition - Pakistan	21	1	22
50		Completed	Private Equity Follow-on In-country Training	34	14	48
51		Completed	Investment Strategies and Portfolio Management Follow-on In-country training	15	15	30
52		Completed	Hands-On Training for Pakistan Customs, PNC-ICC and Transport Operators with Simulation of TIR Procedures	108	71	179
53		Completed	Women Leadership in Trade Policy - WLTP Phase III, Training on Analyzing Trade Policy through Gender Lens	3	27	30
54	Education	Completed	FATA Scholarship Program	80	0	80 ⁱⁱⁱ
55		Completed	PhD Scholars	17	18	35 ^{iv}
56		Completed	USAID Teacher's Education Masters Scholarship Program (TEMSP)	16	11	27 ^v
57		Ongoing	Pathways to Success (KP and Sindh)	0	2420	2420 ^{vi}
58	Energy	Completed	Energy Sector Internship Program	107	49	156 ^{vii}
59		Completed	Project Management Training	10	0	10
60		Completed	Communication and Leadership Skills	20	0	20
61		Completed	Advancing the Use of Wind and Solar Forecasting to Facilitate the Integration of Variable Renewable Energy to the Grid	2	0	2
62		Completed	Renewable Energy Regulation – Budapest, Hungary	3	1	4
63		Completed	Utilities Management Training	48	3	51 ^{viii}
64		Completed	Legal Aspects of Project Finance Documenting, Drafting and Negotiation Techniques	3	1	4
65		Completed	Environment and Social Impact Assessment (ESIA)	8	2	10
66		Completed	Supervisory Control and Data Acquisition (SCADA) -Australia	10	0	10
67	Health	Completed	Community Midwifery Program	0	185	185

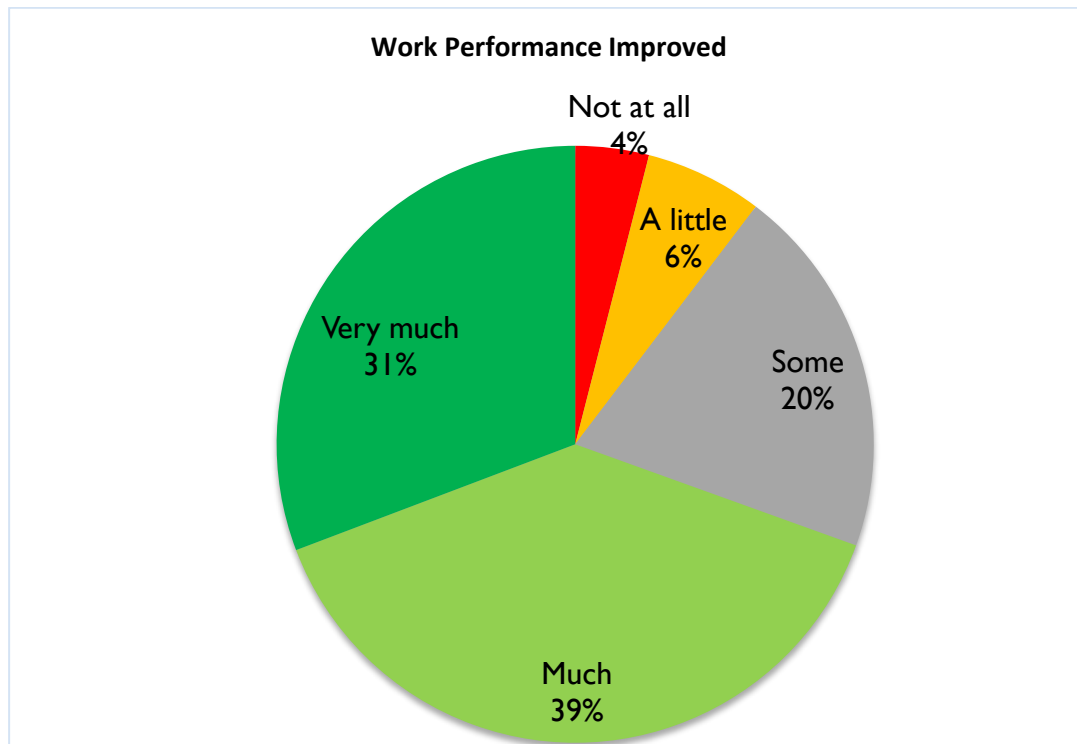
68		Completed	Masters of Public Health Program	11	0	11 ^x
69		Completed	USAID Master of Science in Public Health (MSPH) / Sindh - Batch-I	15	9	24
70		Completed	USAID Master of Science in Public Health (MSPH) / Sindh - Batch-II	14	2	16
71	Stabilization and Governance	Completed	Strengthening the Rights and Justice Framework and Agenda - December, 2015	28	18	46 ^x
72		Completed	Gender Diversity Training, Istanbul Turkey	9	1	10
73		Completed	Insight into Regional Development, Almaty International Conference	6	6	12
74		Completed	Strengthening the Rights and Justice Framework and Agenda - Indonesia	12	3	15
75		Completed	Urban Futures Workshop and Meetings	1	2	3
76		Completed	International Auditors Fellowship Program – U.S Government Accountability Office (US - GAO)	2	0	2
77		Completed	Supreme Audit Institution Tour, USA	2	0	2
78		Completed	Strategic Tours to Supreme Audit Institutions - United Kingdom	2	0	2
79		Completed	Public Financial Management in a Changing World (USA)	9	1	10
80		Completed	Training of Trainers (USA)	7	3	10
81		Completed	Driving Government Performance: Strategies that produce results	3	1	4
82		Completed	GAO Fellowship Program - 2017	1	1	2
83		Completed	Results Based Monitoring and Evaluation Session	2	1	3
84		Completed	Certified Information System Auditor (CISA) - ISB	17	1	18
85		Completed	Certified Information System Auditor (CISA) - LHR	21	1	22
86		Completed	Certified Information Security Management (CISM) - LHR	16	6	22
87		Completed	Certified Information Security Management (CISM)- KHI	7	4	11
88		Completed	Certified Information Security Management (CISM)- ISB	15	8	23

89		Completed	Diploma in Financial Crime Management	6	4	10
90		Completed	IPSAS - ISB	72	6	78
91		Completed	IPSAS - LHR	43	18	61
92		Completed	IPSAS - KHI	24	8	32
93		Completed	IPSAS - PSH	23	1	24
94		Completed	Occupational Health Safety Management System (Batch I)	17	1	18
95		Completed	Certified Information System Auditor (CISA) - KHI	6	6	12
96		Completed	Cyber Security & Computer Hacking Forensic Investigator	21	2	23
97		Completed	Certified Fraud Examiner	5	2	7
98		Completed	Risk Based Auditing	8	2	10
99		Completed	Procurement Management in Public Sector	11	3	14
Total				2432	3371	5803

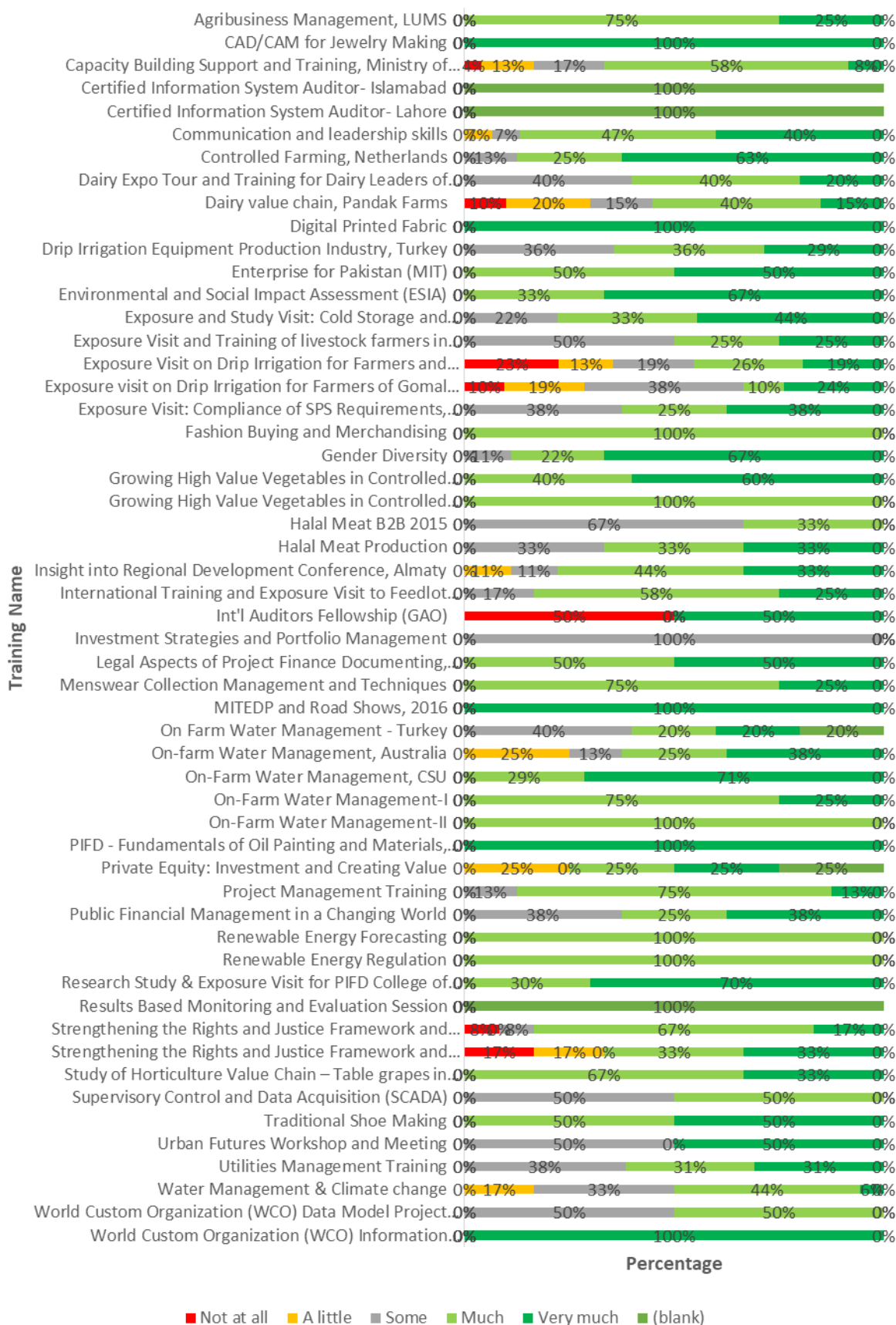
Annex IV: Monitoring and Evaluation Detailed Results

Improvement in Work Performance as a Result of Training

The respondents to TFP post-program surveys who reported their successes, indicated the extent to which they believe their performance has improved. Seventy percent of respondents reported that their work performance improved as a result of training. Thirty-one percent of respondents reported that their performance improved “very much;” 39% reported “much” improvement in their performance; 20% reported “some” improvement and 6% reported improving “a little” as a result of the training they received. Only 4% reported improving “not at all.” The charts below show aggregate level improved performance for all TFP training to date, as well as improved performance disaggregated by training programs.

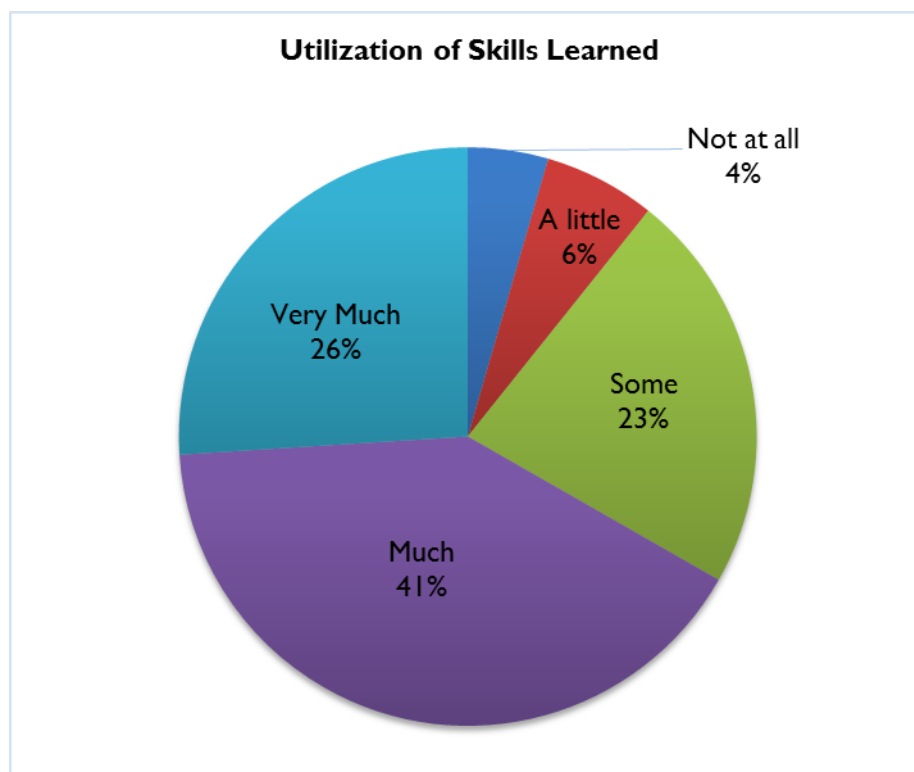


Improvement in Work Performance (Training Disaggregated)



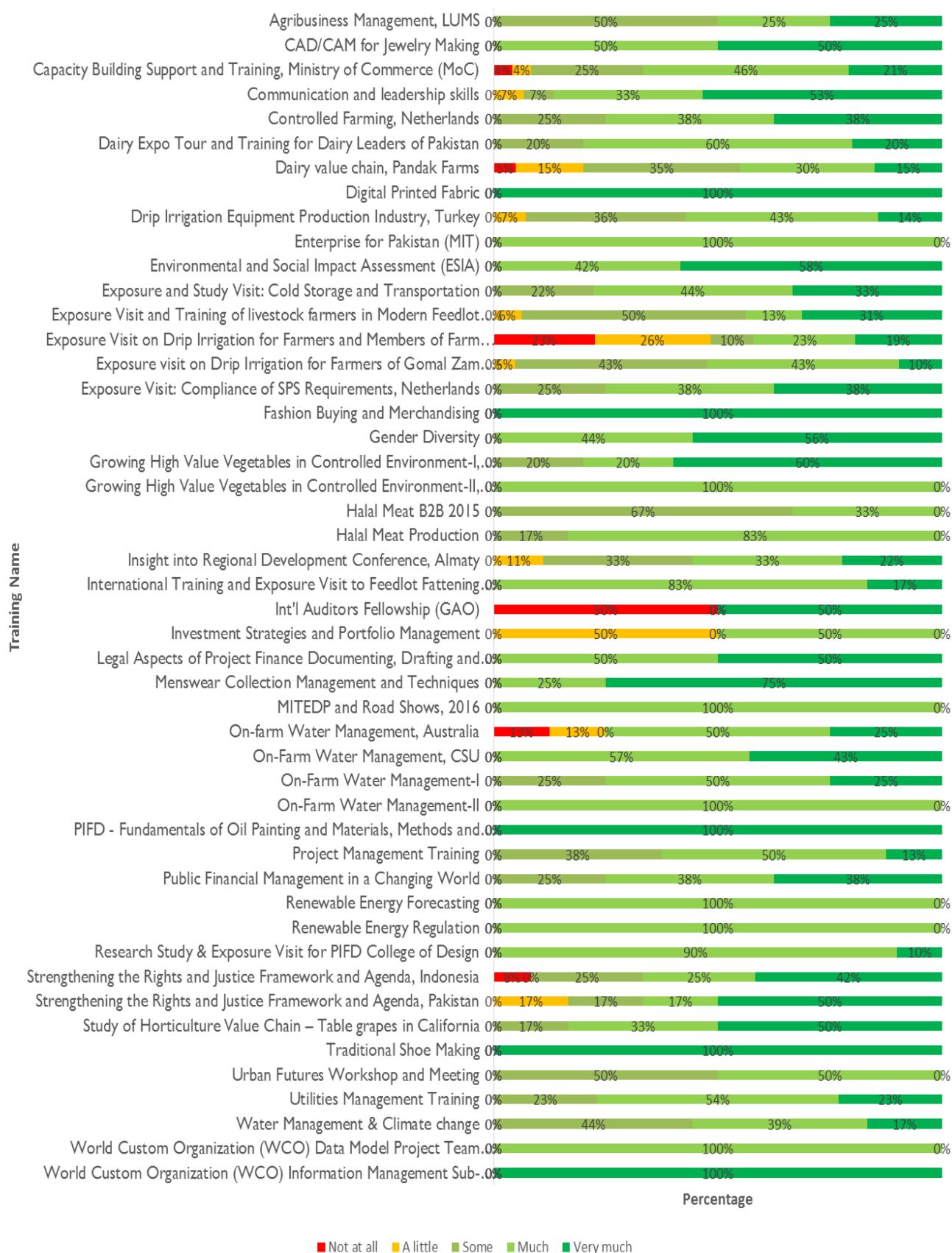
Utilization of Newly Acquired Knowledge, Skills, and Methods (KSMs)

Twenty-six percent of post-training survey respondents reported using new KSMs “very much” and 41% reported using them “much” following their training. Twenty-three percent of respondents reported using new KSMs “some,” while only 6% and 4% reported using them “a little” and “not at all,” respectively.



The data on the respondents’ utilization of new KSMs, separated by program, indicates very positive results, particularly for those programs for which the M&E cycle has concluded. Results for trainings for which M&E has not concluded are expected to increase as M&E for those programs continues. The graph below presents utilization of newly acquired KSM for each program.

Utilization of Knowledge and Skills



Training and Participant Statistics

To date, the Project has conducted training for participants 5803 participants (2432 males and 3371 females), which is approximately 97% of the Project's total target of 6,000 participants. The table below indicates the number of participants that have attended training programs, separated by DO, training location, and gender.

Table 1: Summary of participants disaggregated by DO and training location

Development Objective	Participants											
	In-Country			U. S			Third-Country			Total		
	M	F	Total	M	F	Total	M	F	Total	M	F	Total
Economic Growth and Agriculture	1526	514	2040	59	22	81	87	24	111	1672	560	2232
Education	80	2420	2500	33	29	62	0	0	0	113	2449	2562
Energy	185	52	237	11	3	14	15	1	16	211	56	267
Health	40	196	236	0	0	0	0	0	0	40	196	236
Stabilization and Governance	310	80	390	39	11	50	47	19	66	396	110	506
Total	2141	3262	5403	142	65	207	149	44	193	2432	3371	5803

The total number of participants who began or completed training by December 31, 2017, were 5,803. Of those 4,557 participants completed their programs, while 1,237 participants were in ongoing programs.

The following table provides a summary of participants by training type and year, per the Task Order format.

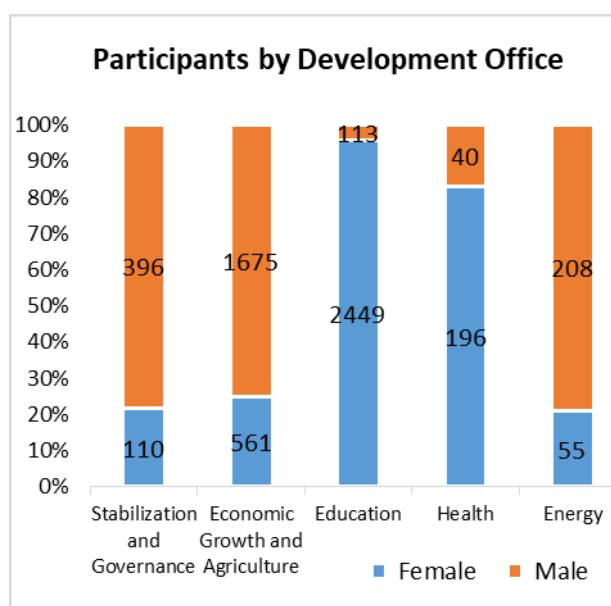
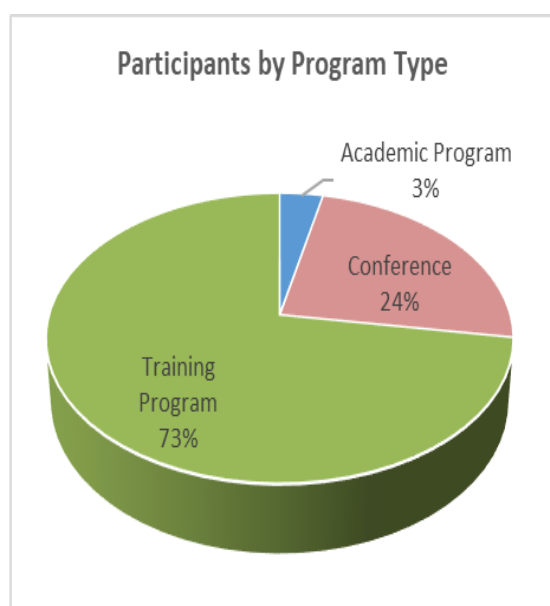
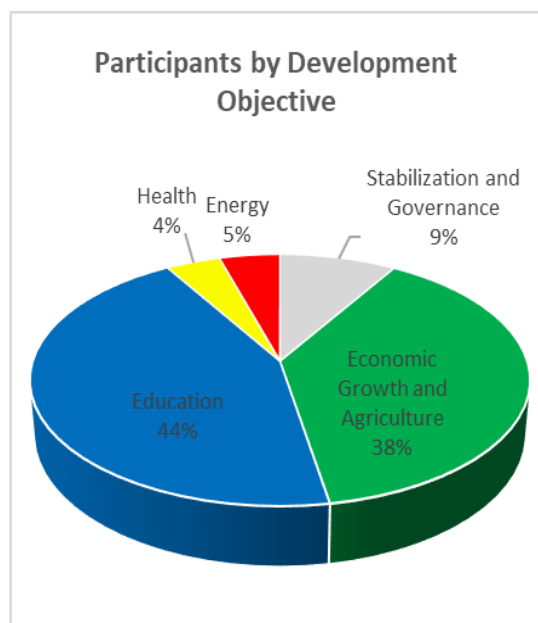
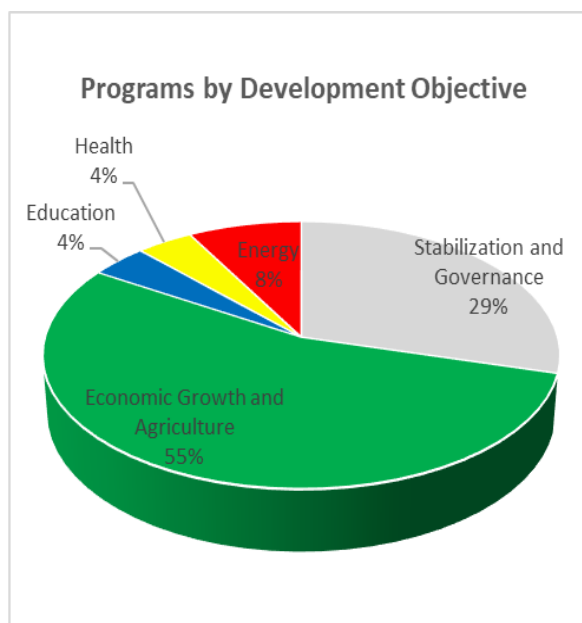
Table 2: Summary of participants disaggregated by Training Type and Year (as per Task Order Format)

Type of Training Programs	Number Participants ⁵					
	Year 1	Year 2	Year 3	Year 4	Year 5	Cumulative ⁶
U.S Short-term program	4	23	45	53	20	145
U.S Long-term Academic	35	27	0	0	0	62
3rd Country short-term program	26	48	30	65	24	193
3rd Country long-term academic programs	0	0	0	0	0	0
In-country training	90	282	427	648	2576	4023
Partnerships and faculty exchanges	0	0	0	0	0	0
Follow-on programs, seminars, conferences workshops, etc.	440	228	561	151	0	1380
Grand Total	595	608	1,063	2805	732	5803

The following graphics show various analyses of the training activities conducted by DO.

⁵ Participants are disaggregated as per the Task Order year i.e. May to May. TFP completed its fifth year.

⁶ As of December 31, 2017



Gender Targets

Three thousand three hundred and seventy-one female participants have either begun or completed TFP training programs, representing 58% of all participants. Participants are selected by the USAID DOs, with a target of 50% female participation in all programs. When this target is unachievable due to demographic or cultural reasons, the DO team provides a Gender Justification Memo for submission to the Program Office at the Mission.

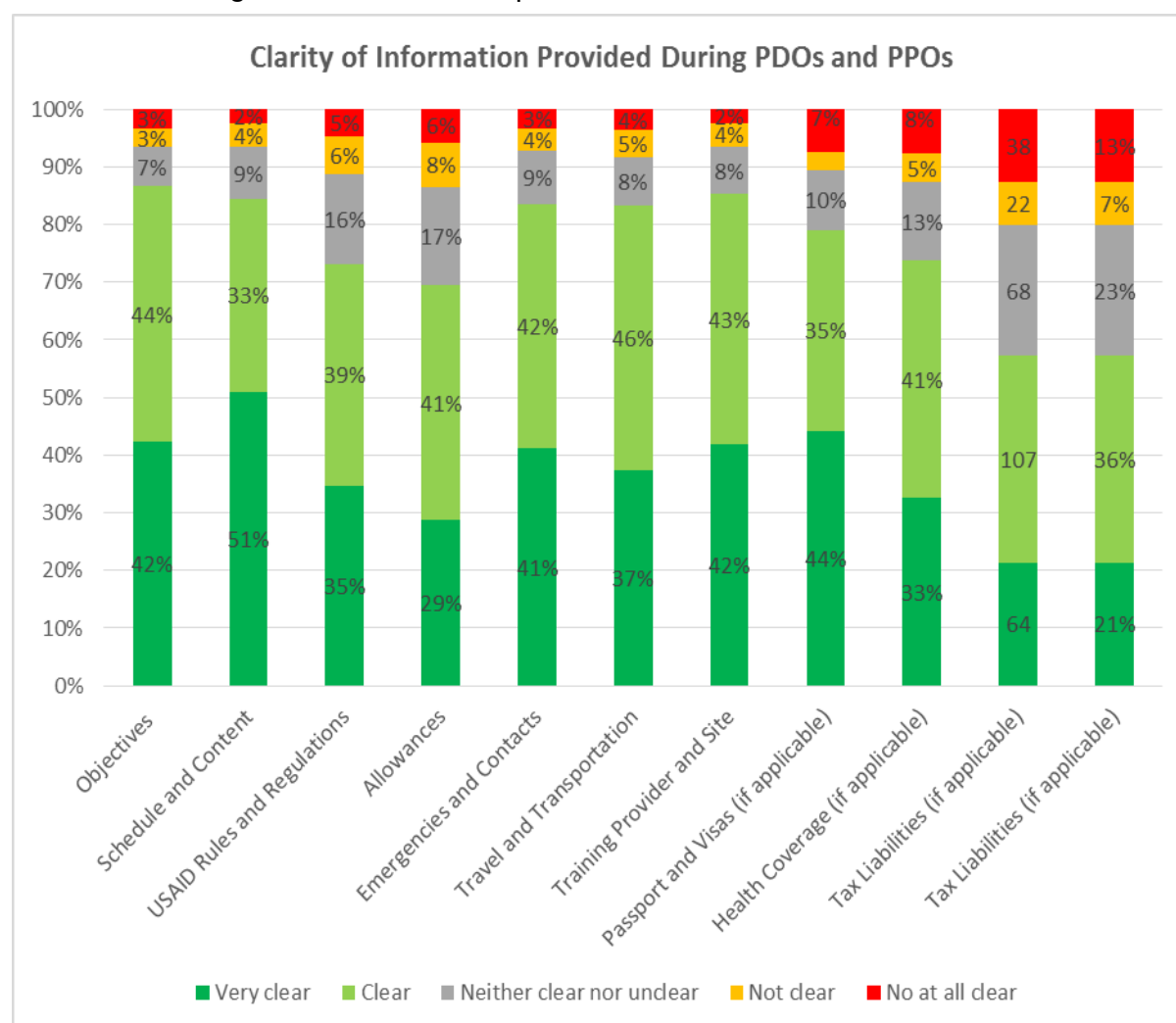
Pre-Training and End-of-Training Program Assessment

Prior to the start of training programs, the Project administers a pre-training survey to participants to collect baseline information on participants' personal learning objectives and initial ideas for the action plans they will create. The pre-training survey also records participant feedback on the quality of information they receive during pre-departure orientations (PDO) and pre-program orientations (PPOs) related to their training, training location, travel, logistics, allowances, health coverage, etc.

An end-of-training survey is administered to participants upon completion of each training to collect feedback on various aspects, including the trainers, instruction methods, training materials, the pace of instruction, the length of the training, and satisfaction with housing and food. It also collects participant feedback on the difficulty and overall quality of the training program. Response rates to the pre-training survey and the end-of-training survey are 70% and 68% respectively^{xii}. Response rates for these surveys have slightly dropped during the last quarter, due to non-responsiveness of AGP participants.

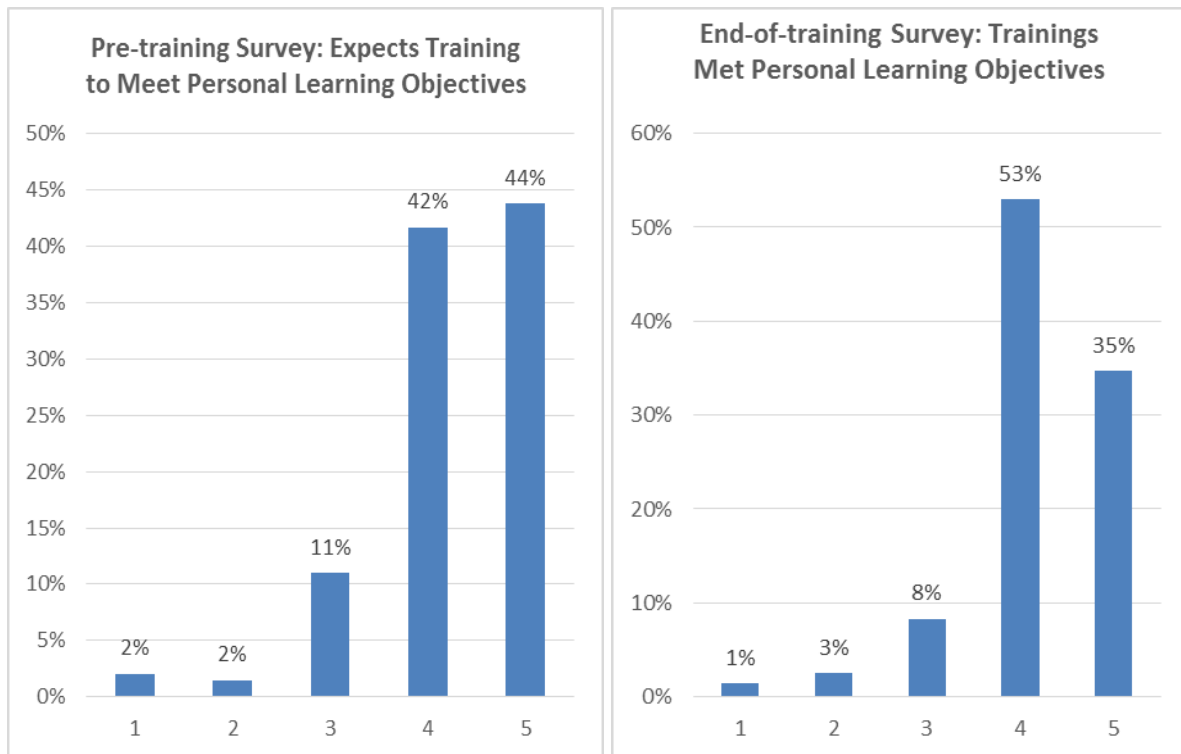
Clarity of Information Provided on Pre-Training Essentials

On average, around 78% of respondents reported that the information they received about their program prior to their start was either “very clear” or “clear.” The lowest scoring category was “Tax Liabilities,” for which 57% of respondents reported that the information they received was clear; 23% of respondents felt the information was “neither clear nor unclear,” and 20% said that it was “not clear” or “not at all clear.” It should be noted that the overall score for pre-training essentials, including allowances, has also improved.



Meeting and Managing Participants' Personal Learning Objectives

Following PDOs and PPOs, 86% of respondents to date have reported that they expected that their training would meet their personal learning objectives. Following training, 88% of respondents reported that their training met their personal learning objectives. Responses represented in the graphs below, with 4 indicating “agree” and 5 indicating “strongly agree,” denote that a majority of respondents felt their training would or had met their personal learning objectives. These percentages have remained stable throughout the reporting period.



Action Planning

Seventy percent of respondents to pre-training surveys reported that they had a partial or complete idea of what they would include in their action plans. Upon completion of training, 88% of participants developed and submitted an action plan to the Project.

The Project reviewed all action plans submitted by participants and provided feedback for improvement on each. The most common reason actions plans are not implemented in full is because they are too ambitious and require financial resources that participants have found difficult to secure. The Project continues to work with participants to make their action plans specific, realistic, and achievable within a nine-month period.

Satisfaction with Various Aspects of Training Programs

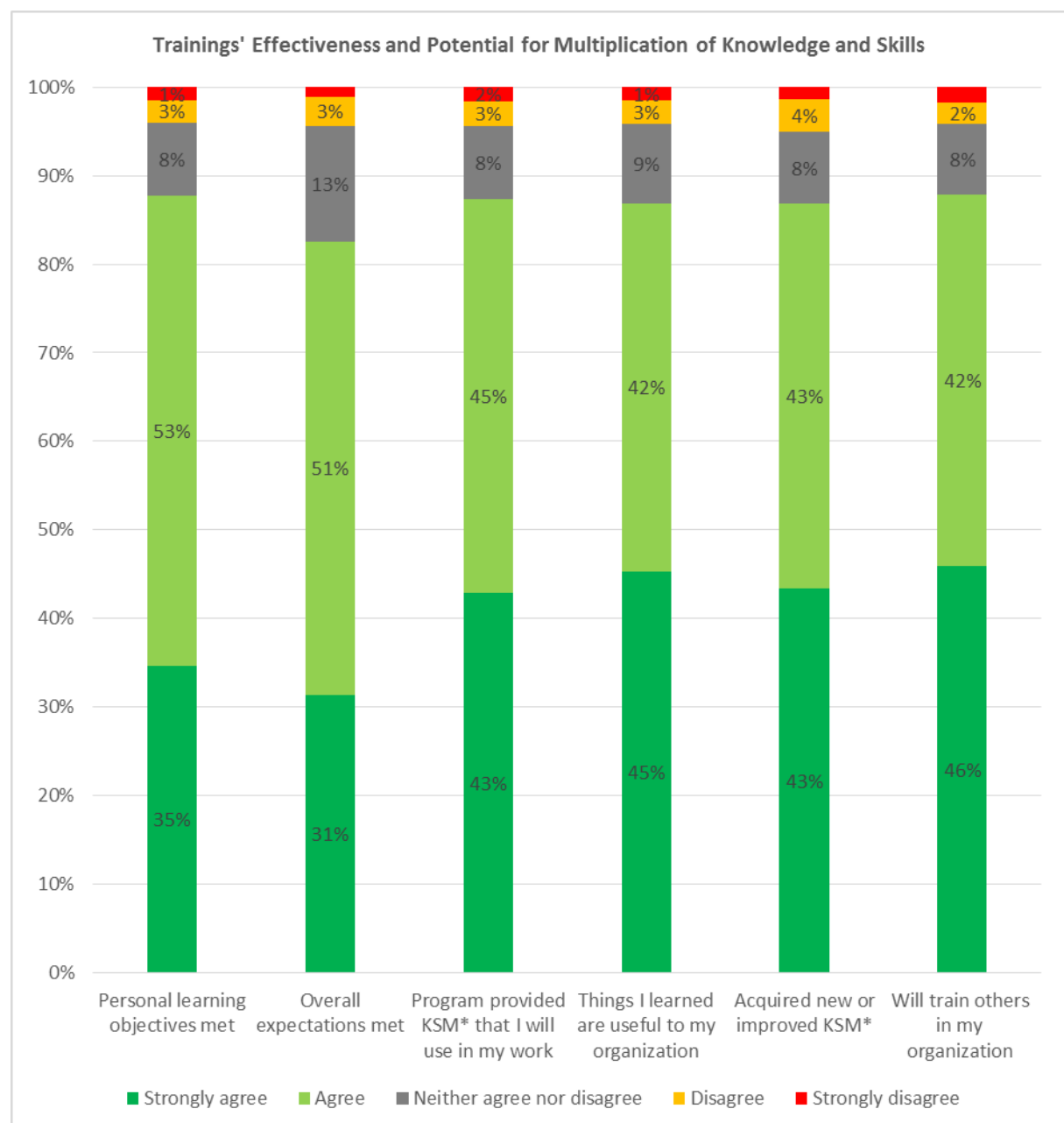
Eighty-seven percent of respondents reported being either “very satisfied” or “satisfied” with the overall quality of their training program. The lowest scoring category, “Length of the Training,” received a satisfaction rate of 75%. Qualitative data suggested that respondents who were “neither satisfied nor dissatisfied” or “dissatisfied” would have preferred more training days and time for independent excursions or networking.

Training Effectiveness and Potential for Multiplication of Knowledge, Skills, and Methods (KSM)

Eighty-six percent of respondents “strongly agreed” or “agreed” that they had acquired new or improved KSMs which they intend to use in their work. They have also shown intent to transfer newly acquired KSMs to others in their profession. Eighty-two percent of respondents reported that training met their overall expectations.

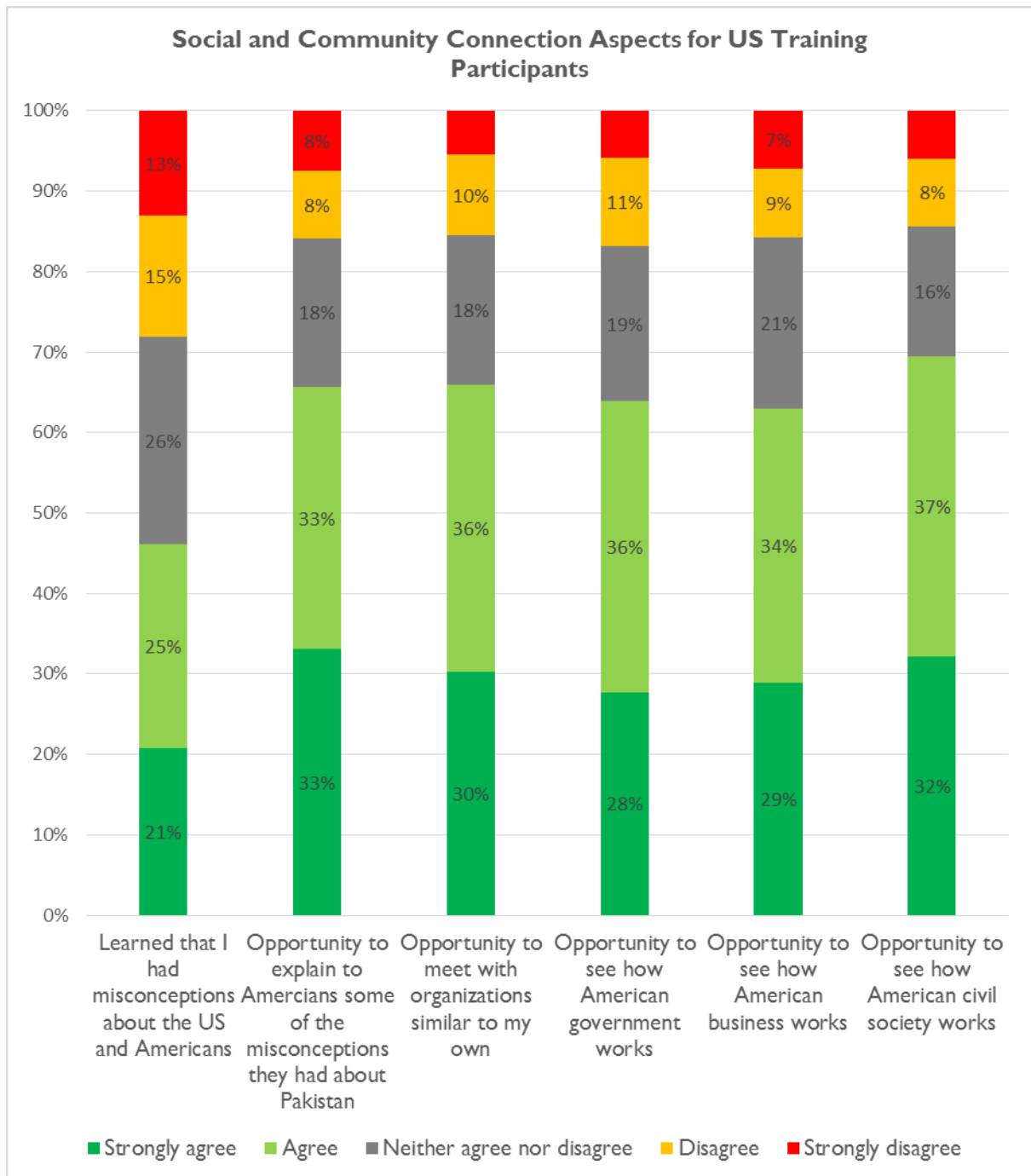
The slightly lower average score for this category resulted primarily from responses of participants of the Capacity Building Support and Training for the Government of Pakistan Ministry of Commerce program, the Strengthening Rights and Justice Framework and Agenda Training, and the Insight into Regional Development Conference. Each of these programs had participants with diverse experience and vastly different expectations. Some participants felt their training was too

basic and/or not long enough, which resulted in slightly lower scores for the category “overall expectations met.” The Project continues to make efforts to ensure that trainings address the needs of participants. Where possible, TFP ensures that participant feedback is used to inform the development of future training programs.



Social and Cultural Aspects of U.S. Training Participants

Sixty-nine percent of respondents who traveled to the U.S. to attend training programs, including short-term and long-term programs, reported that they had opportunities to observe how American civil society works; 64% reported they had opportunities to observe how American government works, and 63% said they had opportunities to observe how American business works. Sixty-six percent of respondents reported having the opportunity to meet with organizations similar to their own. Sixty-six percent of respondents said they had the opportunity to discuss misconceptions Americans have about Pakistan with Americans, while 46% said they learned that they had misconceptions about the United States and Americans.



4.2.4 Post-Training Assessment

The Project administers post-training surveys at three, six and nine-month intervals following each training to assess the extent to which participants use new KSMs, make progress on their Action Plans^{xiii}, and improve their professional performance as a result of training programs. This section of the report aggregates results of three, six and nine-month post-training surveys. Some impact related information collected through the post-training surveys is included in the above section on Impact.

Response rates for post-training surveys are low compared to pre-training surveys and end-of-training surveys. Of the post-training surveys, the three-month survey has the highest response rate at 47%, whereas response rates for the six and nine-month surveys were 26% and 23%

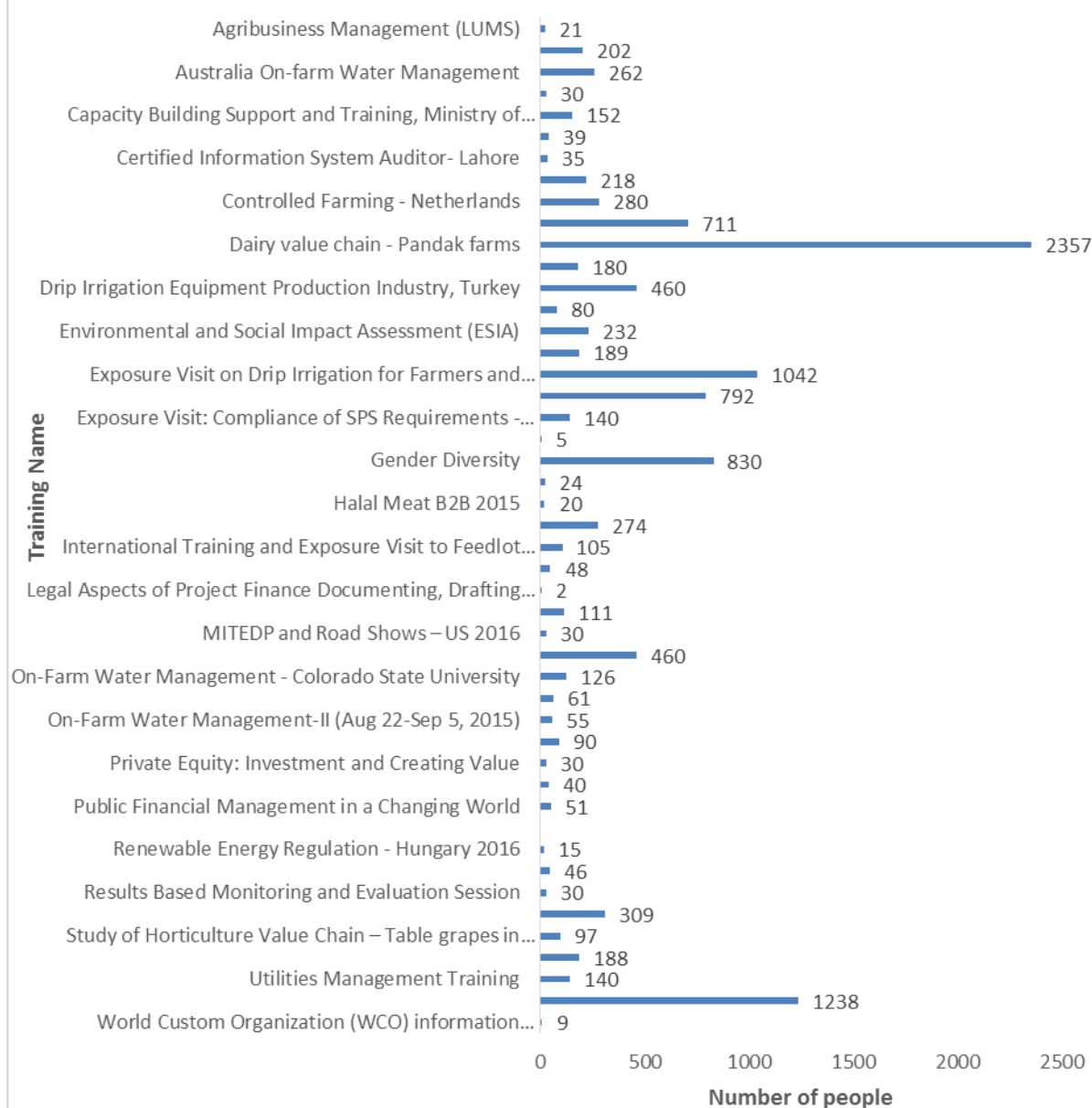
respectively. Many of those who did not respond to the three or six-month survey were eventually invited to complete the next applicable survey (six or nine-month survey). Therefore, there are instances where a participant did not complete the three months' survey but completed the subsequent surveys. The cumulative response rate for three, six and the nine-month post-training survey have improved from 49% to 63%. However, this percentage may drop for the coming quarters, primarily due to non-responsiveness of the government employees trained recently. As noted previously, the response from government employees to such surveys is significantly low as compared to other participants. The Project will continue to make efforts to improve the response rate of post-training surveys for the remainder of the Project.

Transfer of Knowledge, Skills, and Methods

To date, participants who responded to the survey reported sharing new experience, knowledge, and skills with a total of 11,854 people, or 42 people per participant on average. Out of 302 respondents, 276 reported skills multiplications, which equates to 91% of all respondents.

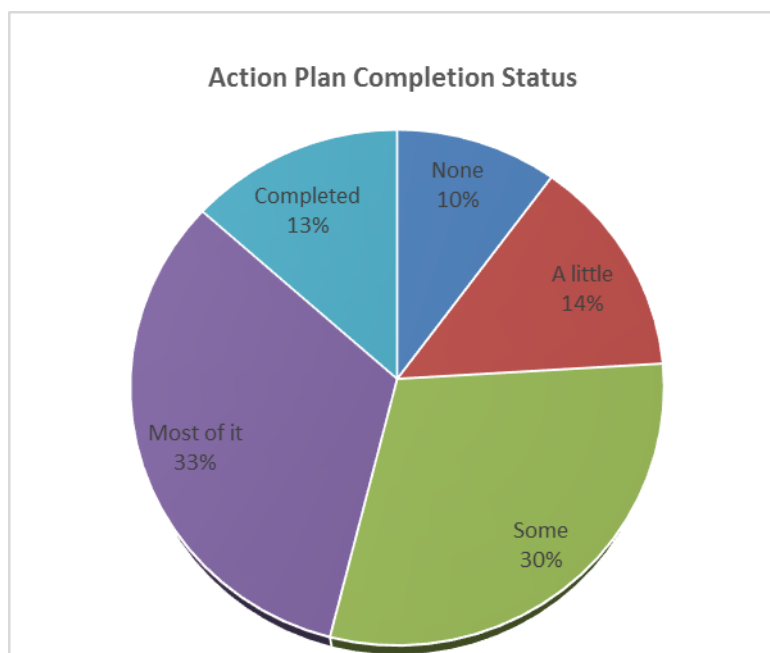
Respondents used a variety of methods to share their new KSMs with colleagues, thereby increasing the impact of the programs they attended. "Informal training or mentoring" was the most commonly used method for impact multiplication, possibly because those usually do not require significant resources. "Formal training" and "giving a presentation" related to TFP programs to colleagues were the second and third most common method of multiplication used by participants. The below graphic illustrates these multiplication activities per program.

Training Disaggregated Statistics on Sharing the Knowledge and Skills



Progress on Implementation of Action Plans

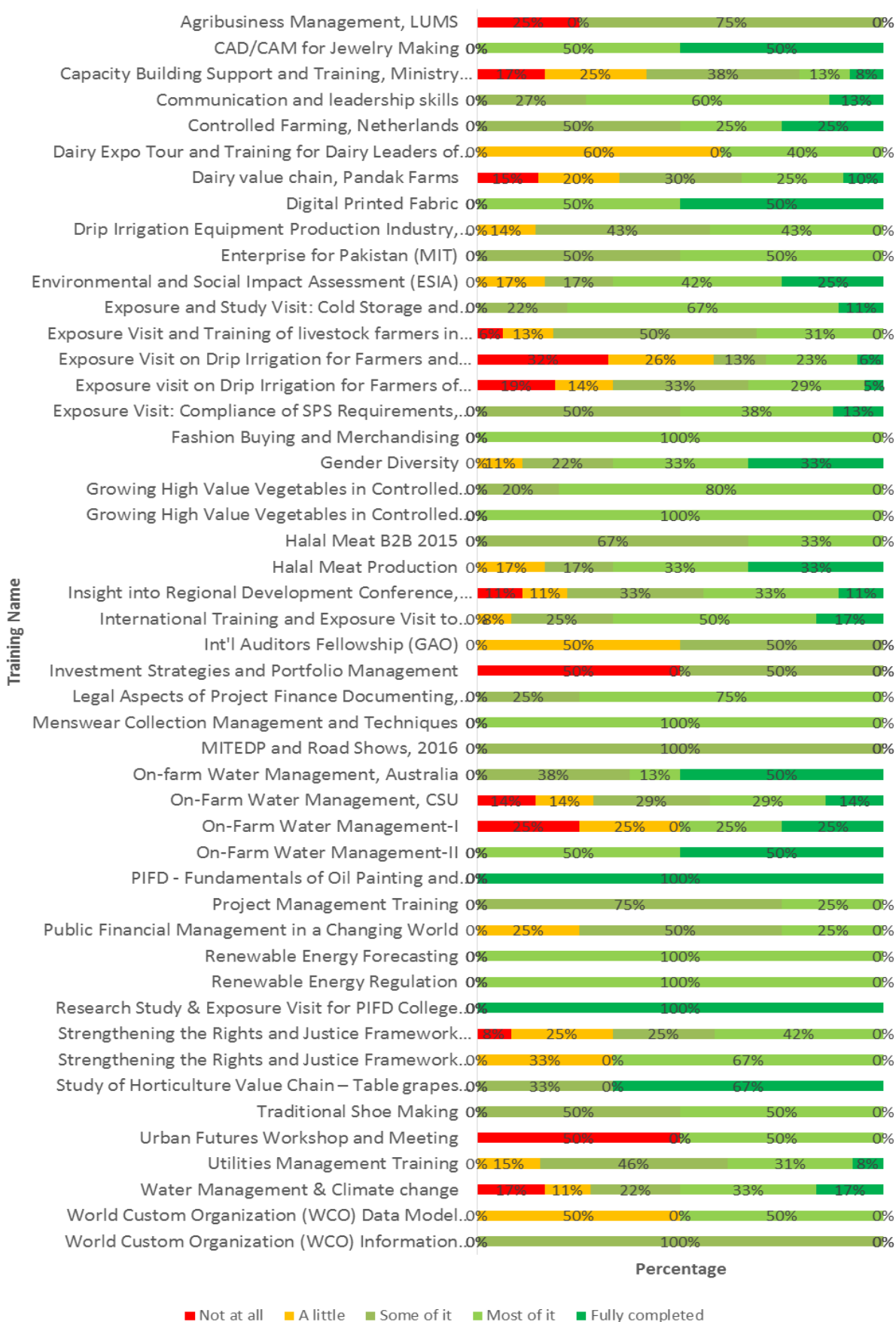
Only 10% of respondents reported that they did not make any progress on their action plans, while 14% reported making “little progress.” Thirty percent reported making “some progress” on action plans, 33% reported completing “most of it,” and 13% reported to have “fully completed” their plans. In total, 46% of respondents reported having either fully completed or mostly completed their action plans.



The table below indicates the extent to which respondents (disaggregated by training) reported completing their action plans. Response rates for six and nine-month post-training surveys are low, which means data on progress made in completing action plans beyond three months is largely unavailable. There is the possibility that those who did not respond to the six and nine-month surveys have made more progress on their action plans than what they reported in the three months' survey. Therefore, actual progress made by participants in completing their action plans may be higher than was reported.

As previously noted, respondents who did not make significant progress on their action plans had generally included activities in their action plans that were either too ambitious or broad or required resources that participants could not arrange. Based on those findings, TFP worked rigorously with participants to help them develop realistic action plans.

Action Plan Completion Status



Progress Against Logframe Indicators

The Performance Indicator Tracking Table (PITT) below tracks progress on Project indicators included in the approved MEL Plan. This section of the report indicates progress on each indicator listed in the MEL Plan. All indicators that are assigned to TFP at PakInfo are also included in the below PITT.

Performance Indicator Tracking Table (PITT), December 31, 2017

S. No	Indicator Name	Target	Progress		On-Track Signal ^{xiv}	Remarks
			Quarterly (Oct-Dec)	Cumulative		
MSF 2.1.2b	Number of persons receiving training on skill development	NA	287	1,001		On-Track
MSF 2.1.2c	Number of person-days of training on skill development	NA	652	16,955		On-Track
MSF 4.1.2a	Number of students receiving U.S.-funded scholarships to attend Pakistani institutions of higher education	NA	-	52		On-Track
MSF 4.1.2b	Number of students receiving U.S.-funded scholarships to attend U.S. institutions of higher education	NA	-	62		Completed. No more scholarships planned.
MSFF 4.1.c	Number of individuals who completed workforce development or tertiary education programs	NA	20	99		These include 55 males and 44 females that have completed the U.S or in-country degree programs in education and public health.
MSF LGL 3a	Number of adolescent girls receiving skill development training	NA	904	1,183		1183 young women under PTS have completed their programs.
MSF 4b	Percentage of graduates from USG-supported workforce development or tertiary education programs reporting themselves as employed	NA	84%	89%		Of 55 scholars that completed their programs this year, 49 of them are employed, which is 84%, we reported this annual indicator in last quarterly report.
MSF. 1.2.1b	Number of people trained in technical energy fields supported by USG assistance (EG7.3-2)	NA	-	20		On- Track

S. No	Indicator Name	Target	Cumulative Progress	On-Track Signal	Remarks
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I-a	Percentage of participants who reported utilization of new knowledge, skills, and methods acquired as result of participant training	70%	67%		Slightly lower than the target
I-b	Percentage of participants who reported improvement in their work performance as result of participant training	60%	70%		On-Track
I-c	Percentage of participants who reported to have trained others (skills multiplication) on what they learned or experienced during the	70%	91%		On-Track
I-d	Number of people who benefited from skills multiplication activities carried out by TFP participants	N/A	11,858		On average, 42 people per participant. Following is the breakdown of the people by each DO: EGA: 9,713 OSG: 1,494 Energy: 647
I-e	Percentage of small grants projects successfully completed	100%	60%		Nine small grant projects successfully completed and another nine grants are currently under implementation.
Sub-Objective-Ia	Percentage of programs for which a PDO and a debrief session is organized	90%	100%		On-Track
Sub-Objective-Ib	Percentage of participants who started and completed their programs on schedule	85%	99%		On-Track
Sub-Objective-Ic	Percentage of participants who reported satisfaction (4 on a Likert scale of 5) with quality of information provided on pre-training essentials	90%	78%		Slightly lower than target, because of participants unsure of their tax liabilities. WL files taxes (for US trainings) on behalf of participants.
Sub-Objective-Id	Percentage of participants who rate the quality of the overall training program as at least a 4 on a 5-point Likert scale	75%	87%		On-Track
Sub-Objective-Ie	Percentage of participants who report (at least 4 on a 5-point Likert scale) that they will use knowledge/skills/methods acquired from the program in their work	75%	88%		On-track
Sub-Objective-If	Percentage of participants who developed action plans for utilization of knowledge and skills after the training	90%	88%		On-Track

3 Sub-Objective-1g	Percentage of U.S long-term training participants who reported to have the opportunity to see how American society works	90%	81%		Slightly lower than the target
Sub-Objective-2a	Percentage of participants who reported to have acquired new or improved knowledge/skills/methods from participant training program	75%	86%		On-Track
Sub-Objective-2b	Percentage of participants who developed action plans reported progress (at least 3 on a Likert scale of 5) on implementation of their Action Plans	70%	76%		On-Track
Sub-Objective-2c	Number of person/days of training on skills development for adolescent girls. ^{xv}	N/A	50,449		On track; 1183 girls completed a total of 50,449 person-days of training under PTS.
Sub-Objective-2d	Number of capacity assessments, training needs assessments, organizational assessments (standalone or linked to HICD) carried out	6 ^{xvi}	1		On-Track. Technical assistance to MOC completed
Sub-Objective-2e	Number of staff of Lead Pakistan trained in participant training systems and procedures	6	6		On Track
Sub-Objective-3a	Percentage of PTWG members who report (4 on a Likert scale of 5) that the PTWG is a useful platform for information and experience sharing related to participant training and exchange visitor's programs (C.4.I.c)	75%	91%		On-Track. Based on 35 respondents' feedback
Sub-Objective-3b	Percentage of alumni who report (4 on a Likert scale of 5) that the USAID/Pakistan Alumni Association is a useful platform for networking, learning, and information and experiences sharing	60%	84%		On-Track. Based on 119 respondents' feedback
Sub-Objective-3c	Number of alumni who registered for USAID/Pakistan Alumni Association	NA	1,640		Slow progress on alumni registration and verification. The project is making efforts to increase Alumni registration.
Sub-Objective-3d	Average number of partner staff attending PTWG meetings	15	15		On- Track

I- Indicator 1.1	Annual Participant Training Plan completed	4	4		On-Track
I- Indicator 1.2	Number of PDO/PTOs organized	N/A	125 ^{xvii}		On-Track
I- Indicator 1.3	Number of debrief sessions organized	N/A	93 ^{xviii}		On-Track
I- Indicator 1.4	Training Providers' database developed and updated	1	1		On-Track
I- Indicator 1.5	Number of training and academic programs implemented	N/A	99		On-Track
2- Indicator 2.1	Number of attendees completing training events in the US, third countries and in Pakistan (F.4.10)	5,885	5803		This includes participants of academic programs as well. The Project is expected to exceed the set target.
2- Indicator 2.2	Number of participants completed academic programs [Target = U.S.: 75, IC: 40]	115	171		Exceeded the target. 171 participants completed various academic programs.
2- Indicator 2.3	The frequency of monitoring calls made to participants during their training programs [Target = once every week for short-term programs, monthly for long-term programs]	Once every week for short programs of duration (15-30 days), and monthly call for a longer-term program of duration longer than one month.	On track		On-Track for all programs except long-term in-country programs, of which there are more than the Project originally expected.
2- Indicator 2.4	Number of small grants disbursed to participants Alumni and organizations	15 ^{xix}	18		The Project has disbursed 18 small grants. Another 10 grants are currently under review and approval process.
3- Indicator 3.1	Number of platforms formed for information and experience sharing for USAID/Pakistan Alumni	1	1		On-track
3- Indicator 3.2	Number of USAID/Pakistan Alumni quarterly meetings organized	10	12		Three quarterly meetings – one with each regional chapter were conducted.

3- Indicator 3.3	Number of platforms for USAID/Pakistan Participant Training partners formed	1	1		The project has conducted Alumni launch events in Islamabad and Lahore.
3- Indicator 3.4	Number of quarterly meetings of PTWVG held	12	17		On-Track. Twelve meetings were held in Islamabad, and 5 meetings were held in Karachi.
3- Indicator 3.5	Number of success stories, photographs, and media events that positively represent USAID training and its results.	Success Stories: 8. Photographs: 96. Media events: N/A	Success Stories: 12 Photographs: 135 Media events: 10		On-Track

Annex V: TFP Training Activity Tracker

Attached as a separate file.

Annex VI: Pathway to Success Training Status to Date

As of December 31, 2017

KPK

Component I – Vocational Training

Training	Start Date	End Date	Target Pax	Actual Pax	Institution	Status	Notes
Cooking & Baking	July, 2017	Jan, 2018	50	60	College of Home Economics, Peshawar	On-going	Four beneficiaries placed for internships.
Beautician	April, 2017	Oct, 2017	60	65	TEVTA, Gulbahar	Completed	Nineteen beneficiary placed for internships.
Stitching and Dressmaking	April, 2017	Oct, 2017	100	92	TEVTA, Gulbahar & ALUMNO training institute	Completed	Thirteen beneficiaries placed for internships.
Photography	July, 2017	Oct, 2017	25	30	College of Home Economics, Peshawar	Completed	Four beneficiaries placed for internships.
Web Design	April, 2017	July, 2017	20	25	National Institute of Design and Analysis (NIDA)	Completed	Five beneficiaries placed for internships.
Graphic Design	April, 2017	July, 2017	20	22	NIDA	Completed	Five beneficiaries placed for internships.
Fabric Printing	June, 2017	Sept, 2017	25	30	TEVTA, Gulbahar	Completed	Five beneficiary placed for internship.

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Total number of internship placements: 55

Component II – Entrepreneurship Training

Training	Start Date	End Date	Target Pax	Actual Pax	Institution	Status	Notes
Entrepreneurship (Second Batch)	Nov, 2017	Dec, 2017	25	26	NIDA	On-going	
Entrepreneurship (First Batch)	July 24, 2017	Sept, 2017	25	28	NIDA	Completed	28 beneficiaries presented their business plans.

Total number of startup businesses: 20

Component III – Life Skills Training

Training	Start Date	No. of Hours	Target Pax	Actual Pax	Institution	Status	Notes
Life Skills	Oct, 2017	40	125	108	Elizabeth Girls High School	Completed	
Life Skills	Oct, 2017	40	85	82	Edwards Public School Wing I, Saddar	Completed	
Life Skills Group I	Oct, 2017	40	150	120	College of Home Economics, Peshawar	Completed	

Life Skills Group 2	Nov, 2017	40	70	60	College of Home Economics, Peshawar	Completed	
Life Skills	Dec, 2017	40	150	151	St. Michael's Convent High School	Completed	
Life Skills	Dec, 2017	40	90	90	Hira Standard School and College	Completed	

SINDH

Component I- Vocational Training

Training Name	Start Date	End Date	Target Participants	Actual Participants	Institution	Status	Highlights/Notes
Ghotki							
Artisan	June, 2017	Sept. 2017	35	39	Indus Resource Training Centre, Mirpur Mathelo	Completed	Two beneficiary placed for internship.
Early Childhood Education	May, 2017	Sept. 2017	70	71	Technical Training Center (TTC)	Completed	Eighteen beneficiaries placed for internships. Three beneficiaries got job as "Learning Facilitators" under UNICEF Project being implemented by IRC in Sindh.
Indus Bits-Web design	May, 2017	Sept. 2017	35	36	TTC	Completed	Two beneficiaries placed for internships.
Microsoft Office & Office Administration	June, 2017	Sept. 2017	35	37	TTC	Completed	Seven beneficiaries placed for internships.

							One beneficiary got job as “Learning Facilitators” under UNICEF Project being implemented by IRC in Sindh.
Beauty Aestheticism	June, 2017	Sept. 2017	35	36	Indus Resource Training Centre, Mirpur Mathelo	Completed	Six beneficiaries placed for internships.
Karachi							
Graphic Design	July, 2017	Nov. 2017	60	57	Memon Industrial & Technical Institute (MITI),	Completed	Eight beneficiaries placed for internships.
Certificate in Information Technology (CIT)	July, 2017	Nov. 2017	60	62	MITI	Completed	Eleven beneficiaries placed for internships.

Total number of internship placements: 54

Total number of jobs: 4

Component II – Entrepreneurship Training

Training Name	Start Date	End Date	Target Participants	Actual Participants	Institution	Status	Highlights/Notes
Ghotki							
Entrepreneurship Course (Second Batch)	November, 2017	December, 2017	40	39	Institute of Business Administration, Sukkur.	Completed	
Karachi							
Entrepreneurship (First Batch)	April, 2017	June, 2017	20	22	INJAZ,	Completed	Four business plans were presented.

Total number of startup businesses: 7

Component III – Life Skills Training

Training Name	Start Date	No. of Hours	Target Participants	Actual Participants	Institution	Status	Highlights/Notes
Ghotki							
Life Skill Training	Oct,2017	14	411	243	Government Girls High School, Dharki	On-going	
Life Skill Training	Oct,2017	14	143	123	Government Girls High School, Umer Daho	On-going	
Karachi							
Life Skill Training	Oct. 2017	18	275	198	Government Girls Secondary School (GGSS), Bihar colony	On-going	
Life Skill Training	Oct. 2017	20	275	238	Government Girls Secondary School (GGSS), Gharibabad	On-going	

Annex VII: Pathway to Success National Mentorship Program

Date	Mentor name	Subject/Topic	Pax	Location	Detail
<i>Ghotki</i>					
May 9		Violence against women	105	Ghotki	Mentee selection and identification
May 10		Women Empowerment	105	Ghotki	Mentee selection and identification
July 25-28		Empowerment, Confidence, Self-awareness	30	Ghotki	Physical activity based workshop
Aug 29-30		Gender roles, Family structure	30	Ghotki	Presentation, Role play and participative discussion
Sep 12		Women rights	30	Ghotki, Skype session	Women rights were discussed in light of Bano Qudsia literature.
October 12		Social barriers, Empathy for disabilities	29	Ghotki, Skype session	Participative discussion and activities
December 19		Goal setting process and health	19	Ghotki	Mental and physical health for anger management
<i>Karachi</i>					
May 11		Role and importance of national mentorship program	25	Karachi	Mentee selection & identification
June 7		Gender Awareness/stereotypes	18	Karachi	
June 15		Orientation for Entrepreneurship/women empowerment	18	Karachi	
July 29		Family support, hard work, professionalism	42	Karachi	
Sep 7		Literacy and knowledge sharing, Social structures and culture	37	Karachi	Role play, Chinese whisper activity
Sep 13		Motivational Talk	40	Karachi	
October 12		Social barriers, Empathy for disabilities	39	Karachi	Participative discussion and activities
October 24		Early childhood education	53	Karachi	Experience sharing and social development
December 20		Goal setting process and health	32	Karachi	Mental and physical health for anger management
<i>Peshawar</i>					
May 28-29		Role and importance of national mentorship program, decision making skills	211	Peshawar	Mentee selection & identification
June 20		Women legal rights	45	Peshawar	
July 18		Sawara and convincing techniques	42	Peshawar	Documentaries
Aug 9		Women Rights and experience sharing	65	Peshawar	

Sep 26-27	██████████	Beauty Tips, Entrepreneurship, Motivational talk	64	Peshawar	Documentary and brought acid victim survivor for experience sharing.
October 30-31	██████████	Women health	54	Peshawar	Basic exercises for physical fitness and health
November 29-30	██████████	Importance of vote and women in politics	59	Peshawar	Social media revolution for political awareness
November 29-30	██████████	Emotional and mental health of women	60	Peshawar	Counselling for stress management

Annex VIII: TFP Training Plan

Attached as a separate file.

Annex IX: TFP Success Story

Attached as a separate file.

Annex X: PTS Success Story

Attached as a separate file.

Endnotes

- ⁱ One participant was designated as “terminated” due to his self-delayed return from the U.S.
- ⁱⁱ Overall 49 participants including 42 males and 7 females attended the training, out of which 48 participants attended day one (41 males, 7 females), 43 participants attended day two (37 males, 6 female), 37 participants attended two days (32 males, 5 female), 38 participants were present on day four (33 males, 5 females)
- ⁱⁱⁱ TFP inherited 80 scholars, 76 of them successfully completed their academic program, whereas 4 scholars were terminated.
- ^{iv} 31 Scholars have completed; 3 scholars were terminated without graduation; one scholar has been terminated after graduation in 2017.
- ^v Twenty-five scholars have completed, two were terminated.
- ^{vi} This includes 1464 participants from Sindh (321 of them have completed their program) and 956 participants from Khyber Pakhtunkhwa (862 of them have completed their program).
- ^{vii} One hundred and thirty-five interns successfully completed the internship program.
- ^{viii} This includes one participant, that didn’t attend the full program.
- ^{ix} TFP inherited 11 scholars, eight of them have completed their program, three of them were terminated.
- ^x There are two participants in this training that have previously attended a TFP funded third-country training program.
- ^{xii} Results exclude programs that the Project inherited from previous USAID implementing partners, one-day in-country conferences, and in-country exposure visits of less than five days. The Project does not administer Pre-training, End-of-training or Post-Training Surveys to participants of these programs.
- ^{xiii} Action Plans submitted by participants are a maximum duration of nine months. TFP tracks the progress of participants in implementing Action Plans throughout that period.
- ^{xiv} Green represents ‘On track’, orange represents ‘Slight under achievement or slow progress’.
- ^{xv} The indicator is a new custom indicator added by TFP as per the guidance received from USAID PMU.
- ^{xvi} This was an indicative target set for the Project. The Project didn’t receive requests for conducting such activities in the past and do not foresee meeting the target. Since it is an indicative target, any progress lower than the target will not be considered as under-achievement.
- ^{xvii} This includes nine PPOs for PTS-KPK and seven PPOs for PTS Sindh.
- ^{xviii} This includes eight debrief for PTS-Sindh and three debriefs for PTS-KPK.
- ^{xix} The target was revised to 15 in the last contract modification.