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USAID TRAINING FOR PAKISTAN PROJECT

QUARTERLY PROGRESS REPORT July – September, 2017



Pathways to Success: A trainee presents her business plan to officials of micro-credit organizations

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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
GAO	Government Accountability Office
ICT	In-country Training
IP	Implementing Partner
KPK	Khyber Pakhtunkhwa
KSM	Knowledge, Skills, and Methods
PTS	Let Girls Learn – Pathways to Success
M&E	Monitoring and Evaluation
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
TOCOR	Task Order Contracting Officer’s Representative
TR	Training Request
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

By the end of the reporting period, 332 new participants had completed Training for Pakistan (TFP) programs, bringing the cumulative participant total to 3,515 (2,042 males and 1,473 females) at the close of September, 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.

During the reporting period, TFP continued to work with the Mission, implementing partners (IPs), stakeholders, and participants to address issues that were prohibiting or adversely affecting the development and execution of activities, developing creative and clear pathways to implementation for all programs contained in the respective DO training plans.

Of note, the Project intensified collaboration on the development and execution of programs for key constituent organizations, including the Auditor General of Pakistan (AGP), the USAID Pakistan Regional Economic Integration Activity (PREIA), and the US Army Corps of Engineers, reviewing coordination and programming mechanisms with a view to increasing the efficiency and quality of programming. Those programs are now well underway, and all have strong timeframes for implementation during the coming months, with the vast majority planned for implementation by the end of 2017. This occurred across all DOs/programs throughout the quarter.

Seven training requests (TRs) and five training implementation plans (TIPs) were approved during the reporting period, and preparations are underway for the 29 programs currently in the pipeline. During the quarter, the Project also received approval for revised EGA and OSG training plans.

The following programs were completed during the quarter:

- Women Leadership in Trade Policy, Advocacy and Proposal Development
- Mergers and Acquisition Follow-on In-country Training
- Government Accountability Office Fellowship Program
- Diploma in Financial Crime Management
- Result based Monitoring and Evaluation
- Certified Information Security Manager
- Certified Information System Auditor (one training batch ongoing)

During the quarter, participants continued to implement activities to follow up on their programs, including, trainings and orientations for colleagues, applying new learning in the workplace, and mentoring students and assisting with research and theses.

The Pathways to Success (PTS) program also progressed at full swing during the quarter with 14 vocational education, entrepreneurship, and life skills trainings at or near capacity. Twenty-six community outreach sessions, 16 national and local mentoring sessions, four employee awareness sessions, and five business exposure visits were also implemented, putting the PTS program on track to meet or exceed all deliverables by February 2018.

The TFP small grants committee reviewed four new grant applications and signed new agreements with five grantees during the reporting period, increasing the total number of small grants awarded to 13 for the life of the program to date. The USAID alumni association administered by TFP held a yearly meeting to review progress, and work on issues related to sustainability, and the formation of governance documents. The regional constituent association chapters also held six activities during the quarter, aimed at furthering the conversation regarding topics of interest to the development community.

Highlights of the impact, outcomes and outputs realized during the reporting period can be found in the Results section on page 9, with further details provided in **Annex III** and **Annex VI**.

Summary of Quarterly Workplan Meeting

The quarterly workplan review meeting was held on October 5, 2017. With the recent arrival of the incumbent ACOR, the focus of the meeting concentrated on a) a general introduction to the TFP project, and b) the current status of TFP activities of particular interest or with particular strategic or important issues pending. The following are highlights from that meeting:

Overview

Presentations and detailed discussions were held on TFP program areas, program development and approval processes, M&E, communications, and follow-on and small grant funding mechanisms and activities.

Program

- The Project discussed in detail the current and upcoming trainings planned for the Auditor General of Pakistan (AGP), as well as a number of issues and strategies related to implementation.
- The Project discussed the recent request from AGP to procure ACL software licenses for some 60 staff. Subsequently found to be necessary for the planned ACL training, the Project will determine if the purchase of 60 licenses is possible given USAID regulations related to training and procurement/compliance.
- The Project continues to work in close coordination with PREIA for all planned trainings. Other than potential timing issues related to timing given the close of TFP in the spring, the project has worked with PREIA to remove major implementation issues.
- The Project will send an email to the Economic Growth DO regarding three outstanding programs in the approved training plan.
- The Project has followed up with the US Army Corp of Engineers and the Energy Office on moving forward on the four US trainings in pipeline since 2015. Although progress is being made, timing issues for the USTs in particular are of high potential.
- The training provider selected for the Regulation and Restructuring, and Hands on Regulatory Affairs programs, the National Association of Regulatory Utility Commissioners (NARUC) withdrew from conducting the two energy trainings due to delays in the USAID vetting process. The alternate providers, the University of Florida, and University of Texas, are putting together proposals for the potential of conducting the programs in January 2018. The Project will notify the USAID Vetting Support Unit about the withdrawal of NARUC, the vetting determination for whom has been pending since May.
- The Project will share an update with the TOCOR on the progress of the one TEMSP program scholar who is finishing up his studies in the US. The TEMSP scholar is the last of all TFP US scholars, due to complete his program and return to Pakistan in December 2017.
- The Alternate COR suggested that the Project draft a success story on the PhD and TEMSP scholars, starting from their selection, to academic experiences in the US, and results or impacts realized following their return from the US.
- Despite being granted a one-year extension through September 2017, six of the eight MPH scholars have not yet completed their theses. For this reason, it was agreed that the Project will extend the completion deadline until February 2018, and not fund any further costs associated with the program. Should scholars not complete their theses by that time, the Project will work with the Mission on a mechanism for securing reimbursement for the cost of the program.

PTS

- The TOCOR concurred with the concept of the Project organizing in-country leadership programs for select Pathways to Success mentees and entrepreneurs in lieu of the planned Community Connections activity. Details of and a budget for these concepts will be share with the mission shortly.

- It was agreed that the Project follow through on the idea of providing assistance (in the form of additional start-up kits, or the supplemental purchase of in-kind goods and services to contribute to the success of high-potential business ideas. The Project will put together a request for funding such in the coming weeks.
- It was agreed that the 2nd Pathways to Success panel discussion will be held in Islamabad rather than Karachi in January.

Communications

- The ACOR and TOCOR discussed success stories highlighting the PhD and Masters scholars and their achievements.

Finance and Operations

- The issue of delays in receiving eligibility notices from Vetting Support Unit (VSU) was discussed and its effects on program implementation were highlighted,
- TOCOR informed the Project that an internal meeting will be held at the Mission to discuss the issue of the per-DO allocation of the currently obligated TFP budget.

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 need assessments requested, 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 and OSG-AGP training plans were revised and submitted for Mission approval during the quarter. TRs for the following programs were also approved by the Mission during the quarter:

1. Women Leadership in Trade Policy, Advocacy and Proposal Development
2. Mergers and Acquisitions Follow-on In-country Training
3. Certified Fraud Examiner
4. Environmental Auditing
5. Certified Information Security Manager (CISM)
6. Certified Information System Auditor (CISA)
7. Study Tour on National Single Window

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

1. Women Leadership in Trade Policy, Advocacy and Proposal Development
2. Mergers and Acquisition Follow-on In-country Training
3. Result based Monitoring and Evaluation
4. CISA
5. CISM

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

Table 1: Summary of TFP process activity during the quarter

	EGA	Energy	OSG	Education	Health	Total

TRs submitted	3	0	4	0	0	7
TRs Approved	3	0	4	0	0	7
TIPs Submitted	2	0	3	0	0	5
TIPs Approved	2	0	3	0	0	5
Programs Planned During the Quarter	3	2	4	0	0	9
Programs Completed During the Quarter	2	0	4	1	0	7
Programs in Progress	0	0	1	1	2	4

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 US, one third-country, and three in-country programs, and one training was ongoing. Three academic programs also continued during the quarter. By the end of September 2017, 31 U.S. Ph.D. scholars and 24 TEMSP Scholars had completed their degrees and returned to Pakistan. One remaining TEMSP scholar will return to Pakistan after completing his degree in December 2017.

Data Management (work plan section C.4.3.)

The Project updated TraiNet regularly during the quarter.

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

The quarterly Mission-wide and TFP TraiNet reports can be found at **Annex I** and **Annex II** respectively.

Results Achieved

The Project continued to achieve significant results, meeting the anticipated outputs and outcomes mandated by USAID for the reporting period. The following are highlights of key achievements realized. Further details can be found at **Annex III**.

Impacts

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

- Ninety-two percent of respondents reported training or sharing knowledge, skills, and methods gained from their training, and did so with over 11,617 people for the life of the project to date, including their colleagues, peers, and others in their professional networks.
- Sixty-nine percent of respondents surveyed reported that their performance has significantly improved as a result of the training they attended.
- Seventy percent of respondents reported utilizing a significant amount of knowledge and skills acquired from their TFP training programs.
- Seventy-seven 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 this quarter:

- An alumnus of the On-Farm Water Management training conducted informal training sessions for 150 farmers on drip irrigation. The participant also started the installation of drip irrigation in the South and North Waziristan in Federally Administered Tribal Areas (FATA).
- As a result of attending the Environmental and Social Impact Assessment (ESIA), an alumnus conducted a training session for 20 participants including WAPDA staff, consultants and the

contractors at the WAPDA Engineering Academy in Faisalabad. He has also started implementing the Environment and Social Action Plan (ESAP), developed as a result of the training program, in close coordination with social and environmental experts and consultants.

Outcomes

- Eighty-nine percent of post-program survey respondents reported that they were satisfied with the overall quality of the training program they attended during the quarter.
- Ninety-one percent of respondents reported that the TFP training met their personal learning objectives.
- Eighty-nine percent of respondents reported that they had acquired new or improved KSM as a result of the training they attended.
- Sixty-eight 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, 91% of participants developed and submitted action plans to the Project.
- Eighty-one 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.
 - Seventy-five percent reported they had opportunities to observe how American government works, and 71% said they had opportunities to observe how American business works.
 - Seventy-seven percent of respondents reported having the opportunity to meet with organizations similar to their own.
 - Seventy-eight percent of respondents said they had the opportunity to discuss misconceptions Americans have about Pakistan with Americans, while 21% said they learned that they had misconceptions about the United States and Americans.
- On average, around 85% 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 3,515ⁱ participants (2042 males and 1,473 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 2: 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	1366	387	1753	59	22	81	87	24	111	1512	433	1945
Education	80	698 ⁱⁱ	778	33	29	62	0	0	0	113	727	840
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	104	38	142	26	7	33	36	16	52	166	61	227
Total	1775	1371	3146	129	61	190	138	41	179	2042	1473	3515

Table 3: Summary of participants disaggregated by training type and year (as per Task Order format)

Type of Training Programs	Number Participants ⁱⁱⁱ
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	Year 1	Year 2	Year 3	Year 4	Year 5	Cumulative ¹
U.S Short-term program	4	23	45	53	3	128
U.S Long-term Academic	35	27	0	0	0	62
3 rd Country short-term program	26	48	30	65	10	179
3 rd Country long-term academic programs	0	0	0	0	0	0
In-country training	90	282	427	809 ^{iv}	158	1766
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	1078	166	3515

The total number of participants who began or completed training by September 30, 2017 was 3,515. Of those, 3,006 participants completed their programs, while 509 participants were in ongoing programs.

For more information, please see the following Annexes:

- **Annex IV:** Training activity per USAID DO
- **Annex V:** Training Activities Per DO Disaggregate by Gender
- **Annex VI:** M&E Detailed Results
- **Annex VII:** TFP Training Activity Tracker

Summary of Activities & Accomplishments Realized During the Quarter

Stabilization and Governance (OSG)

Auditor General of Pakistan (AGP) Training Plan

Upon the request of AGP, the training plan went through a number of revisions. Whereby two already approved trainings were shifted from international to in-country locations on the basis of availability of expertise within Pakistan thus leading to an increased number of participants who could now be trained in the approved budget and two in country trainings were added to the list. These decisions were discussed in joint meetings conducted with AGP and Mission during the quarter. The Project also presented AGP and Mission with a thorough overview of training plan's progress as well as articulated the challenges faced during implementation of the two in-country trainings. The challenges were regarding the nominations according to the required technical expertise and as well as infrastructure at Pakistan Audit and Accounts Academies. AGP is in the process of addressing these issues.

Additionally, on request of the Project, AGP nominated five mid-level technical experts to liaise with Project staff to develop focused training requests for five trainings on the plan. This proved to be a highly successful step leading to quality TRs and eventually more need-based designing of the trainings.

In this quarter, the Project concluded a total of four trainings while one was on-going. To date, the Project has implemented a total of 10 out of 20 AGP trainings on the revised plan; while eight are in the pipeline for the upcoming quarter and two are being developed and planned for implementation in January/February 2018.

International Auditors Fellowship Program – Government Accountability Office (GAO) (March 22 – July 14, 2017; UST/Washington DC; 2 Participants)

¹ As of September 30, 2017

The four-month GAO International Auditor Fellowships which started in March 2017 concluded this quarter, with both participants returning to Pakistan in July. The objective of the program was to strengthen the capacity of the AGP to better fulfill its mission, enhance accountability and governance, and, importantly, provide the participants with exposure and networking opportunity with professionals in the field from across the globe. The fellows participated in classroom training, observed key management meetings, obtained U.S. intergovernmental audit experiences, and developed strategies to implement change within their respective audit departments. Their action plans are completed and will be presented at the debriefing session during the next quarter.

Diploma in Financial Crime Management – (July 1 – 14, 2017; TCT/London; 10 Participants)

The two-week diploma program conducted in London aimed to build the capacity of the participant officials in the field of financial forensics investigations, analysis, and management. The diploma program ended with an assessment exam in which all participants scored 75% and above with three participants scoring above 85%. Participants of the program are expected to implement their learning to curb financial crimes in government offices of Pakistan.



As reported by alumni of the training, AGP audit planning has already greatly benefitted from the learnings obtained through the program; they have included a number of forensic audits and have started designing follow-on trainings for relevant staff on investigative report-writing. One alumnus reported to have conducted a forensic auditing training for the SAI Vietnam using the acquired

knowledge and learning for this training. The participants have developed their action plans and will present them at the debrief session during the upcoming quarter.

Certified Information Security Manager - CISM (August-September 2017; ICT; 55 Participants)

A total of 56 participants (15 females; 41 males) attended week-long CISM certification training in Lahore, Karachi, and Islamabad respectively during the quarter. Assessment exams are scheduled for October, the results of which will determine the number of participants deemed qualified to take the CISM certification exams in November and December, 2017.

Currently, AGP has only one CISM certified staff in its entire workforce. After implementation of this certification program, AGP expects to have more than fifty CISM certified officials, which will benefit the organization in the following ways:

- CISM will be introduced as a regular certification program in Pakistan Audit and Accounts Academy (PAAA). A select number of the certified personnel through this training will serve as master trainers at PAAA to train staff at AGP.
- With an increase in a number of CISM trained personnel, AGP will extend its auditing scope into the domain of IT auditing which is currently conducted on a very limited basis due to lack of CISM certified personnel.

Monitoring notes for each of the groups/locales was submitted to the Mission at the end of the week-long training sessions.

Certified Information System Auditor (August-September 2017; ICT; 65 Participants)

Similar to the CISM training, CISA certification training was also conducted in Islamabad and Lahore during the quarter, while the Karachi training was postponed until October due to a lack of accommodation for participants (as a result of competing festivals and conferences). Assessment exams for the first two groups are also scheduled for October, with a total of 40 candidates participating. Results of the assessments will determine the number of participants taking the certification exam in November/December 2017.

Currently, AGP has only eight CISA certified staff in its entire workforce. Following the exams, AGP expects to have more than fifty staff certified. CISA certification will benefit the AGP in two ways:



- AGP has already established a CISA center and introduced CISA as an initial course leading to advanced certification (i.e., CISM) at PAAA. A number of CISA certified personnel will serve as trainers at the academy to train additional staff.
- As with CISM, with an increase in the number of CISA trained personnel, AGP will extend its auditing scope into the domain of IT auditing.

Monitoring notes for each of the groups was submitted to the Mission at the end of the week-long training for both of the locations.

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

The training, which took place at the Graduate School in Washington, DC, was designed to help participants develop a better understanding of applying a measurement-based approach to assess the timeliness, quality, efficiency, and adequacy of set performance indicators at AGP. As a result, participants are expected to be able to better plan audits to assess the success in producing and delivering quality while improving M&E timelines. This training was well received by the three participants, who noted that the knowledge gained has already started to benefit them to effectively utilize the newly gained M&E techniques in their everyday work. They are working on their action plans to be presented at the debriefing session to be conducted during the next quarter.

Risk-Based Auditing (October 2017; UST/TBD; 4 Participants)

The approved TR for this training was received by the Project on August 9. On August 23, TFP informed the finalized training provider, Informa Middle East, Dubai that their services would unfortunately not be utilized due to their decision to not provide sufficient information required for USAID vetting. On September 15, the Project received concurrence from the Mission to finalize another US-based training provider, Management Information Systems Training Institute (MISTI) for this training. The Project is in contact with MISTI to register 10 participants for their off-the-shelf training, scheduled for November.

Procurement Management in the Public Sector (October 2017; TCT/Italy; 10 Participants)

TFP received the approved TR for this training on July 25. On September 18, TFP completed the online registration for all participants and continued to work with the International Training Centre of the International Labor Organization (ITC/ILCO) to finalize the logistics and documents required for obtaining visas for Italy (which were subsequently received in early October). The program will take place October 16 - 20, 2017.

Certified Fraud Examiner (CFE) (October 21 – 29, 2017; UST/New York; 8 Participants)

The TIP for this program was approved by the Mission on October 6. The Association of Certified Fraud Examiners (ACFE) is the training provider and eight participants are registered to attend this

off-the-shelf course in New York in October. The purpose of this program is to build the capacity of AGP to conduct forensic auditing in public sector institutions.

Environmental Auditing (December 3 – 16, 2017; UST; 10 Participants)

TR concurrence was received from the Mission on September 15. Five training providers were approached, however, only one expressed interest and submitted a formal training proposal. Environmental Engineering Consultants (EEC) were selected as the provider for the program. Their partner information form was provided to the Mission September 27. The purpose of the program is to measure the effects of certain activities on the environment against set standards in Pakistan. This is important to the AGP in order to enhance their capacities in the field of environmental auditing, effectively bringing this important area to international standard for the country.

Health

Master of Science in Public Health II (October 2015 – July 2017; ICT; 16 Participants)

The scholars completed all four semesters of their degree program including coursework and practicum by August 31, 2017. The fourth and last semester required each scholar to carry out a practicum in a health management institute and write an article for submission to publication in health local and international health journals. All scholars have completed these requirements and have rejoined their respective government institutions as per the agreement. Their results from the last semester will not be known until the next quarter. Health Services Academy, John Snow Inc and the Project will meet on October 17 to plan the debriefing session.

Master of Public Health at Khyber Medical University (February 2015 – September 2017; ICT; 8 Participants)

During the quarter, one of the scholars, [REDACTED] submitted a thesis draft for external evaluation. The program focal person from Khyber Medical University ensured he will expedite the thesis approval process. Following the end of September, the Project will inform the remaining scholars that the completion date has passed. The Project will further extend the deadline for the completion of all theses through February 2018 without further funding. If scholars have not completed their theses and graduated by the new deadline, the Project will seek reimbursement from them.

Education

Teacher Education Master's Scholarship Program (TEMSP) (May 2015 – Dec 2017; US Academics; 1 Participant In-Training, 24 Participants Completed, 2 Participants Terminated)

By the end of the quarter, 24 scholars completed their degrees and returned to Pakistan. One scholar remained in the U.S. to work on his thesis, the completion of which is expected by December 2017.

The Project completed the debriefs for all the 24 returned TEMSP scholars in August. The debrief sessions provided the scholars the opportunity to reflect on their academic and personal experiences in the U.S and discuss their future plans. The complete listing of TEMSP scholars along with their status can be found at **Annex VIII**.



Ph.D. Scholarship Program; US Academics; 31 Participants Completed; 4 Participants Terminated)

By the end of September, all PhD scholars had returned to Pakistan after completing their degrees.

TFP completed the debriefs for the returned PhD scholars in August. In all, four scholars attended the debrief sessions in two groups on August 18 and 21. The sessions provided the scholars the opportunity to reflect on their academic and personal experiences in the U.S and their future plans. The complete listing of PhD scholars along with their status is in **Annex IX**.

Scholar Recognition Event

On September 19, the Project organized an event at the Higher Education Commission (HEC), Islamabad to recognize the accomplishments of the USAID-funded PhD and Master's scholars, and discuss innovations and best practices in the education sector. The USAID Mission Director, the HEC Chairman, senior staff of USAID and TFP, officials of the HEC, 22 PhD and 19 TEMSP scholars participated in the event. The proceedings were covered by the print and electronic media.



Following the event, the HEC Advisor for Human Resource Development met with the scholars to discuss issues related to

employment and reintegration in the education sector and equivalency of their degrees. The discussion also included how the HEC can facilitate the scholars in finding work opportunities relevant to their qualification.

Energy

US Army Corp of Engineers (USACE) Trainings (UST/ICT)

During the quarter, TFP coordinated with the Mission for updates on four USACE trainings in the US, planned for the fall of 2017. The Office of Energy informed the Project that the training dates and nomination approvals are pending approval at the Economic Affairs Division (EAD). The Project has begun development of the TRs through close coordination with USACE, and has received participant nominations. The TRs should be submitted to the Mission in October, with TIPs following shortly thereafter. These programs will take place in January and February of 2018. The Mission and USACE have been informed of the tight deadlines associated with these activities.

Energy Regulation and Restructuring and Hands-on Training on Regulatory Affairs (January 15 – February 1; US/Florida and Texas; 19 Participants)

The training was initially scheduled to be held in the first week of August 2017. However, it had to be rescheduled as vetting approval submitted in May for the training provider, the National Association of Regulatory Utility Commission (NARUC), has yet to be received. As a result, NARUC has rescinded their interest in facilitating this training.

The Project is in contact with the Public Utility Research Center (PURC) at the University of Florida regarding an off-the-shelf course, and the University of Texas about putting together a proposal to for supplementary activities to round out this training. Registration for the course is underway, and the proposal will be submitted in October.

Economic Growth and Agriculture

Private Equity Follow-on training (November 5 - 9, 2017; ICT; 40 Participants)

This training is a follow-on activity of the Private Equity: Investing and Creating Value training held at the University of Pennsylvania, Wharton School of Business, in March and April 2, 2017. The follow-on program will provide an opportunity for the alumni to share the knowledge acquired at Wharton with 40 of their colleagues and industry stakeholders. During the quarter, the Project worked with the Wharton alumni (from the State Bank and Security and Exchange Commission) to develop the TR. The training is scheduled to take place in November 2017 in Islamabad.

Investment Strategies and Portfolio Management (TBD 2017; ICT; 50 Participants)

This training is a follow-on activity of the subject training held at Wharton School in November 2016. Due to other professional engagements the alumni began working on putting together a training request in July 2017. The Project received TR concurrence in August 2017. TFP is currently working on the TIP. The training is scheduled to be held in November 2017 in Islamabad.

Mergers and Acquisitions Follow-on In-country Training (August 25 – 27, 2017; ICT; 21 Participants)

The Project in collaboration with Support for Privatization Project and Privatization Commission (PC) alumnus organized this three-day follow-on training, the primary purpose of which was to share with PC staff and consultants the knowledge and ideas acquired by a senior Privatization Commission's consultant at the week-long Mergers and Acquisitions training at the Wharton School this past January. This training aimed at providing an opportunity to develop the skills of participants and inform them about latest practices in the areas of mergers and acquisitions taught at that leading business school.



As reported by the PC alumnus, at the end of the program, participants were to be able to a) determine a rationale, select and value acquisition targets, and evaluate the long-term potential of partnerships, b) understand how to manage the complexities of a merger process, and most importantly c) understand the context within the Pakistan framework for the execution of deals through identifying acquisition strategies.

The final report for the training should be submitted in early October 2017.

Advocacy, Proposal Development, and Financial Training – Women Leadership and Trade Policy Phase II (July 26-28 2017; ICT; 35 Participants)

The Project conducted this training under the Women Leadership in Trade Policy (WLTP) program.



The program equipped them with the necessary skills to implement effective changes for women in trade policy. Thirty-five participants, including 31 females from trade bodies, government department, women chambers of commerce, civil society, entrepreneurs and business women completed the training, aimed at improving their skills in advocacy, action planning, proposal writing, and financial reporting. The participants learned methodologies for better communication and advocacy and showed interest in learning policy advocacy and proposal development with a focus on the gender perspective.

The Center for International Private Enterprise conducted the training in July.

After receiving training in advocacy and proposal development, a participant who is heading the Women Committee at Rawalpindi Chamber of Commerce and Industry presented a report on the women role in business and trade to the Ministry of Commerce. Another participant, the Vice President of the Federation of Pakistan Chambers of Commerce and Industry, is leading an initiative on a National Women Business Agenda to identify major policy barriers faced by Pakistani businesswomen. She is also formulating recommendations for a gender equitable business and trade environment.

Hands-on training on Transports Internationaux Routiers (TIR) procedures (Oct 22-28 2017; ICT; 65 Participants)

This hands-on training for Pakistani Customs (in particular border customs), transport operators, and Pakistan National Committee of the International Chamber of Commerce (PNC-ICC) will include a simulation of TIR procedures for departure, exit, and entry destination in Pakistan. The training program is divided into four sessions, planned from 23 to 28 October. The first session will be with PNC-ICC in their office on October 23-24. The second session will be with Customs Officials on October 25-26. The third session will be with transporters on October 27, and the last session will be with PCN-ICC on October 28. During the quarter, the Project coordinated with the trainer on his contract and travel to Pakistan. The trainer's visa for Pakistan had yet to be issued by the end of September. The TIP for this program will be submitted in October.

Study Tour on National Single Window for Pakistan Customs and Ministry of Commerce, (Nov 25-Dec 8, 2017; UST/New York and Washington, 14 participants)

The TR for this new program was concurred by the Mission in September. The purpose of the study tour is to strengthen the capacity of senior and middle management of Pakistani Customs, and the Ministry of Commerce to better understand the challenges involved in developing Pakistan's Single Window approach – its phased implementation, outreach to, and integration of the trade regulators. Participant nominations are delayed for the program due to the necessary government approvals. The training will therefore be delayed into December or January.

Training on Analyzing Trade Policy through Gender Lens, Women Leadership in Trade Policy Phase III, (Oct 25-26, 2017; ICT; 35 Participants)

This program is part of the series of trainings under the WLTP. The training will be conducted by [REDACTED], an American International Trade and Development Advisor. During the quarter, the Project signed a contract with the trainer and she began work on the training modules. The Mission approved the TIP on August 28. The program is scheduled for October 25 – 26. The purpose of the program is to prepare participants to be well-versed in trade policy design and its implications for business, thus increasing a balanced gender approach to participation in trade policy dialogue.

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

The Project is planning to send 17 officers of the Ministry of Commerce (MoC) to attend off-the-shelf courses at WTI. The courses have been selected in accordance with the capacity building needs of the MoC staff, including WTO dispute settlement, non-discrimination in international trade, border management, tariffs and qualitative restrictions and border management, customs procedures and trade facilitation. The purpose of the program is to enhance the knowledge of the MoC staff on international economic governance, trade, and investment. The TR for this program will be submitted in early October.

International Road Transport Union (IRU)-Customs Visit Two Border Crossing Points between Turkey/Iran-Kyrgyzstan – Date TBC; TCT; 5 Participants;
and

International Road Transport Union (IRU)-PNC-ICC's and Pakistan Customs Visit Associations to Observe TIR-International Road Transport – Date TBC; TCT; 5 Participants

The Federal Board of Revenue and Customs of Pakistan approved the Transports Internationaux Routiers (TIR) or "International Road Transports" rules during the reporting period, and forwarded the draft domestic rules to their legal division for vetting and formal notification.

The Project continued coordinating with PREIA to follow up with the IRU regarding location and dates for the program. The Project is also working with the Pakistan Customs Department to nominate the candidates. Nominations for the program are pending with the customs department, while the rules have yet to be passed by the legal department.

Agriculture Office

The Agriculture Office added a training on Fresh Chili Production and Post-harvest Handling to the EGA training plan on July 25. This training was added as a replacement of the Meat Export Certification training which was cancelled by the Agriculture Office last year.

Exposure Visit - On-Farm Water Management (May 14-25, 2017; Turkey; 8 Participants)

The objective of the training was to provide the farmers of the Gomal Zam Dam Command Area (GZDCA) an opportunity to understand improved irrigation services under the agricultural reforms in Turkey. The debriefing session was conducted on July 14 and six out of eight participants presented their action plans. Since then, one of the participants submitted a proposal to the GZDCA Development Project for five demonstration plots of drip and sprinkler irrigation system techniques. Currently, this project is in the process of land selection for demo plots and developing a new training curriculum for the farmers. The Project submitted the final program report on August 2.

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

The Project sent a request for training proposal to potential providers in July and received only one response from the University of New England in Australia. Based on previous experience with this provider and the quality of their proposal, the Project selected them for the training. The Project also sent a request for training proposal to potential domestic training venues and selected the Punjab Agriculture and Meat Company for the Lahore training. The Project is currently negotiating with the firm Organic Meat to use their facility for the Karachi training.

The objectives of this training are to introduce butchers and meat exporters in Pakistan to the best practices for sales in the local and international market. The Project plans to implement this training in November, however finalization of dates is contingent on the Pakistani visa issuance of the Australian experts. The TIP will be submitted to the Mission in the coming weeks.

Pathways to Success

During the quarter, PTS continued at or exceeding pace in accordance with the TFP and partner work plans, meeting all deliverables for the quarter. In addition to the vocational and entrepreneurship skills training activities, business support visits, national and local mentoring sessions, employee awareness sessions, and exposure visits were ramped up to full capacity by the end of the quarter.

A total of 693 young women have been enrolled in fourteen vocational skills training programs under PTS to date. In Sindh, 180 young women were trained in early childhood education (ECE), beauty aesthetician, Indus Bit web design, and Microsoft Office & Administration, while in KPK, 77 young women were trained in web design, graphic design and fabric printing skills courses, bringing the total trained in both provinces to 279 for the program to date. The remaining 414 trainees will complete their vocational skills training during the next quarter. All beneficiaries enrolled in vocational skills programs also attended life skill and work readiness training in both provinces.

A total of 50 beneficiaries have completed entrepreneurship training in both provinces to date. The first batch of entrepreneurship training was completed in KPK with 28 young women completing the coursework. In Sindh, 22 participants were trained in entrepreneurship training during the last quarter. PTS entrepreneurship training for a second batch selected from component I is scheduled for more than 50 participants during the next quarter.

PTS IPs held frequent meetings with target schools and colleges for enrollment of girls in life skill and work readiness training under component III. In KPK, two schools were selected for life skills training with the target of 210 participants. Four schools were selected in Sindh with a target of 600

participants. More than 800 young women are scheduled to begin the life skills training during the next quarter.

TFP held extensive meetings during the quarter with stakeholders for input on microfinance linkages. There is a concern about non-availability of any specific micro-finance loans schemes for PTS beneficiaries. TFP is in the process of contracting an MFI consultant to undertake intensive research in the coming month. The Project will continue the research begun under the LMS, and develop linkages with microfinance institutes that have been difficult to develop due to the age and profile of PTS beneficiaries.

During the quarter, TFP also conducted a survey of the PTS program advisory board members to identify non-traditional training opportunities which were not previously identified by the labor market survey. Program team emphasized linkages with private organizations for the internships beneficiaries and microfinance institutions for the business startups under PTS. As a result, thirteen beneficiaries are placed for internships in KPK. In Sindh, placement will begin during next quarter due to delayed in identification of organizations for internships.

Ten national mentoring sessions were held during the quarter by six experienced mentors. The subject area of these sessions comprised of women's legal rights, Sawara law, gender stereotypes and rules, family structures, communication, violence against women, and personal empowerment through confidence building and decision making. Mentees actively participated in these sessions, sharing their problems, asking for advice and guidance on various social, cultural and personal issues. These sessions initiate the process of personal development and self-improvement among the mentees. The methodologies employed during the quarter have also seen an evolution toward more interactive, reflection-based activities that have shown to better draw the young women into the conversation. Similarly, the local mentoring activities served to provide the participants with much more concrete and useful information and connections to the trainees for professional skills development and techniques for starting a new business, seeking employment, or interacting with the broader community.

Exposure visits were also held during the quarter in both provinces to demonstrate practical knowledge to the participants about professional life and business, along with managing work-life balances and strategizing around hurdles for setting and managing professional and personal goals.

TP continued monitoring partner activities, with Field Coordinators in each province regularly engaged in all components both in terms of conducting site visits, as well as chipping in with problem solving, and facilitating improvements and connections to the broader community. Quarterly program meetings were also held to review the activities of implementing partners with respect to the work plans, timelines, implementation, and challenges. Financial review meetings continued with both IPs during the quarter, revealing that progress in terms of planning, reporting and compliance has been made, as well as reviewing areas where continued improvement is necessary. Similarly, partners' M&E systems showed improvement, with TFP facilitating collaboration between with PEAD and Engro in building and managing their M&E data collection, data analysis, and project databases.

The PTS training status to date can be found at **Annex X**.

Khyber Pakhtunkhwa (KPK)

Activities in KPK have progressed well during the quarter. Of particular interest is the fact that more young women showed interest in, and were accommodated to attend, the vocational education and entrepreneurship programs than had been previously planned. Six local mentoring sessions were held to engage the girls with successful business women in KPK. The PEAD team organized five employer awareness sessions on safe and secure work environments for women to date. Sixty different employers attended those sessions and ensured support for internships. As a result, 13 beneficiaries were placed in internships programs during the quarter.

At the same time, PEAD Foundation was still unable to obtain an NOC for component III to work in government schools in Peshawar. The IP therefore began life skill activities with private and semi-government institutions during the quarter.

Component 1: Formal technical training in technical and vocational center

PEAD Foundation organized seven training courses for a total of 318 beneficiaries. Three trainings were completed during the quarter and four trainings with 241 participants are in progress. The following is the breakdown of those course that were active during the quarter:

Training Course	Beneficiaries	Location	Duration	Status
Stitching & Dressmaking	94	Peshawar	6 months	On-going
Beauty aesthetician	65	Peshawar	6 months	On-going
Cooking and baking	52	Peshawar	6 months	On-going
Photography	30	Peshawar	3 months	On-going
Fabric painting	30	Peshawar	3 months	Completed
Web designing	25	Peshawar	3 months	Completed
Graphics designing	22	Peshawar	3 months	Completed

Two hundred and sixty-six young women from the above trades also attended the Life Skills and Work Readiness program as complementary training in addition to their vocational skills training. The remaining 52 beneficiaries will attend the Life Skills and Work Readiness training in the fall.

Component 2: Entrepreneurship and income generation training

The first batch of 28 beneficiaries successfully completed their entrepreneurship and income generation training at the National Institute of Design and analysis (NIDA) during the quarter. Exposure to industry was also an important focus area for PEAD during the quarter, as they organized three visits to successful women-owned business in KPK such as beauty parlors, boutique, and a tuition academy. These visits served as an important training tool, helping the beneficiaries gain a better understanding of how businesses run in very concrete terms.

Finally, five groups of entrepreneurs were formed during the quarter to collaborate and start up their own businesses. Each group has developed business plans, which were presented during the session on linkages to microfinance institutes. The Small and Medium Enterprise Development Authority (SMEDA) and We Create, an entrepreneurial community center for women in Islamabad, evaluated the business plans of the entrepreneurship trainees during debrief session and provide detailed guidance about loans and startups. In addition to this, We Create held an awareness session about the various opportunities available at their incubation center. Continuous efforts are also underway to help these girls materialize concepts they have developed during the course of the training by recognizing more local support networks and linkages, as well as by providing additional start-up kits and support. These latter ideas are currently under discussion with the Mission.

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

The failure to obtain NOCs to work with public schools in Peshawar continues to be a major roadblock to implementing life skills in public schools, and alternate strategies are being implemented to work with private schools and government-run colleges, although this limits the potential of the life skills component reaching some of the more vulnerable populations in the area. PEAD Foundation selected two schools for life skill and work readiness training for 210 target participants. Training in the selected schools will begin the first week of October.

Sindh

Engro foundation executed project activities as per work plan in collaboration with five sub-partners, including IRC, MITI, INJAZ, TTC Dharki, and the Institute of Business Administration (IBA) Sukkur.

More young women were enrolled in five vocational trainings in Ghotki foreseeing the possibility of drop outs. Remarkably, no participant was dropped during the training adding nine more young women in vocational education in comparison to the number planned.

Entrepreneurship training for batch two was delayed due to the unavailability of a trainer in the geographical location of the training institute. This matter was resolved through an amicable dissolution of partnership with INJAZ. Engro Foundation signed an agreement with IBA Sukkur to provide entrepreneurship training to 40 beneficiaries.

The training of trainers for life skill and work readiness training under component III was held in Karachi with 18 selected teachers, and beneficiaries are expected to start formal training in the first week of October.

Component I: Formal technical training in technical and vocational center

Seven training courses were offered to a total of 339 beneficiaries in Sindh during the quarter, with four completed, and three on-going at the end of the reporting period. The following is a breakdown of the course that were in session during the quarter:

Training Course	Beneficiaries	Location	Duration	Status
CIT and	60	Karachi	4 months	On-going
Graphics Designing	60	Karachi	4 months	On-going
Artisans and textile	39	Ghotki	3 months	On-going
Web designing	36	Ghotki	4 months	Completed
MS Office & administration	36	Ghotki	3 months	Completed
Beauty aesthetician	36	Ghotki	3 months	Completed
ECE	71	Ghotki	4 months	Completed

Component 2: Entrepreneurship and income generation training

INJAZ Pakistan completed the entrepreneurship training with 22 participants in Karachi during the quarter. The PTS program team is in continuous coordination with the first batch of entrepreneurship beneficiaries in Karachi for business support. Three business support visits were conducted to follow up and support them in their business ventures. Their feedback is being incorporated into the design of the second entrepreneurship training in order to address gaps and challenges in business sustainability and challenges faced by start-ups.

Engro foundation formed a new partnership with IBA Sukkur to train 40 beneficiaries in Ghotki, as INJAZ was unable to deliver this training due to its geographical location. Entrepreneurship training for second batch is scheduled during next quarter in Ghotki.

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

During the quarter Engro Foundation finalized agreements with schools for implementing component 3 in both Karachi and Ghotki. The training of trainers (ToT) was held during the quarter with 18 selected teachers in Karachi, whereas the ToT for Ghotki is planned for October. Training for 600 targeted young girls will begin in October.

Pathways to Success National Mentorship Program

The National Mentorship Program continued to engage various mentors during the quarter in diverse subject areas such as women legal rights, Sawara law, gender stereotypes and rules, family structures, communication, violence against women, personal empowerment through confidence building, and decision making. One hundred and fifty PTS mentees attended 10 sessions in both provinces during the quarter. The following are some highlights from the mentoring sessions held during the quarter:

Renowned artist and motivational speaker [REDACTED] conducted an activity-based workshop in Ghotki. She used physical activity to explain the importance of female empowerment, team building, and communication in the professional world, and encouraged the young women to remain focused on their goals in life.

[REDACTED], the renowned media personality, conducted a mentoring session with participants in Karachi. She emphasized the importance of family support during difficult times as well as for achieving professional success.

Celebrated artist and trainer [REDACTED] conducted a mentoring session for 30 participants in Ghotki and 37 participants in Karachi where she discussed gender roles, and the importance of literacy and knowledge, conducting an activity to explain communication styles and perceptions. The sessions included a presentation, role playing, and discussions designed to encourage and fully engage the young women.

A pilot mentoring session of sorts was held by [REDACTED] via Skype with 23 participants in Ghotki. Participants were given reading material before the session and were shown a video interview with [REDACTED], a Pakistani novelist, playwright, and spiritualist. The mentoring coordinator discussed women's rights and empowerment in light of [REDACTED] writings and literature.

[REDACTED], an educationist, activist, television anchorperson from Interior Sindh, and a member of the Sindh Provincial Assembly, conducted a participatory mentoring session in Karachi. She shared her experiences and struggles growing up in rural Sindh to becoming a successful politician. Participants shared their expectations and plans after training as well as their views on the importance of family in daily life.

Famous beautician and philanthropist [REDACTED] conducted a mentoring session with 66 participants in Peshawar. [REDACTED] shared her success story and hardships through a documentary, and brought an acid victim survivor, [REDACTED], to share her story and how she overcame the physical and psychological damage.

A consolidated status update of the National Mentorship sessions is attached at **Annex XI**.

LEAD Capacity Development

The six LEAD staff embedded within the TFP Project continue to perform well and are proficient in their knowledge and skills in managing USAID participant training. The LEAD and TFP quarterly meeting took place on July 6. The Project updated LEAD management about recent programs and progress made. The last quarterly meeting with LEAD management will be scheduled in next quarter, as the contract of World Learning with LEAD will end on December 31, 2017.

Working Groups

Participant Training Working Group (PTWG)

The Project facilitated the 12th quarterly PTWG meeting in Islamabad on August 21. The session was co-hosted by JSI. [REDACTED] and [REDACTED] from the Mission presented and discussed the recently-released Mission Order in detail. A total of 17 partners participated in the session.

Communications Working Group

During the reporting period, the USAID DOCs office arranged a communications working group meeting on Tuesday, July 11, 2017, in Islamabad. Representatives from other participating projects also contributed. The DOCs team discussed different success story platforms and encouraged IPS to

contribute the immersive stories of individuals, families, and communities in transformation. The USAID online storytelling platform allows users to showcase compelling written and visual narratives.

The DOCS team also discussed problems and challenges met by participating projects developing success stories. It was recommended to hire a professional photographer and a professional writer for developing success stories. Challenges discussed during the meeting by the participants are as follows:

1. Communications budget
2. Photography
3. Equipments
4. Writing skills
5. Consultancy
6. Access to remote areas
7. Travelling
8. Security situation

Training Plan Updates/Alterations

The Project currently has three active training plans which have been approved by the EGA, Energy, and OSG DOs respectively. During the quarter, the EGA and OSG plans were revised in consultation with DOs and stakeholders and submitted for approval. The updated TFP Training Plan is attached as **Annex XII**.

Data Quality Management

During the quarter, the project fielded DQA queries from the US-Pakistan Center for Advanced Studies in Agriculture and Food Security, the Health Strengthening Component of the USAID MCH Program, and the Sindh Capacity Development Project

PakInfo

The Project has submitted PakInfo data for the previous quarter on August 15, 2017 as per USAID guidelines.

Follow-on Activities

USAID/Pakistan Participant Alumni Association

The quarter proved to be very productive for the alumni association (AA) regional chapters in terms of programmatic activity, and the furtherance of a number of core organizational development areas, culminating in the full board meeting toward the end of the reporting period.

Board Meeting

The full board meeting, gathering the three regional chapters, was held on September 23rd and 24th. This meeting was facilitated by TFP. All nine board members attended the meeting, as did USAID Pakistan, as observers.

The main focus of the meeting was to develop a common understanding of the functions and management of the association between board members, USAID, and TFP, and to encourage the promotion of learning, the continuation of activities, further the impact of the training USAID alumni have attended, and to engage and expand the alumni network. The board members reviewed the

strategic and operational plan (2016- 2018) and shared their achievements. Issues discussed included the following:

- Though membership has increased (*the association currently has 1,631 registered participants*) serious efforts are still needed to enroll more participants, particularly from the more rural areas of the country.
- The sustainability of the association was quite a concern for the board members and it was discussed in detail.
- Facing closure of TFP in May of 2018, and no evident funding for activities, the board unilaterally decided to extend its tenure from two years to three years.

A detailed outline of the bylaws for the association was developed on the second day of the meeting. Different responsibilities were given to the board members to articulate the complete document by the end of December 2017.

Seminar on Poverty Alleviation through Skill Development and Financial Assistance

On July 23rd, 2017 a seminar on Poverty Alleviation through Skill Development Financial Assistance and was organized by the Lahore AA chapter. The one-day event reviewed the current opportunities and local efforts to increase effectiveness on poverty outreach and the impact microfinance and skill development has.

Panel Discussion on Climate Change and Food Security

A panel discussion on climate change and food security was held by the Lahore AA chapter on August 5. Alumni members relevant to the agricultural field attended the panel discussion. The discussion focused on major issues and current agricultural practices in future climate change scenarios and how policies and practices can help assure food security.

One-day Seminar on New Dimensions in Agriculture



A one-day seminar on New Dimensions in Agriculture was held by the Islamabad AA chapter in Muzaffarabad on August 19. The seminar was organized for the members who are working in the agriculture sector in any capacity. The main objective was to make them aware of the changing environment and introduce new techniques in agriculture to come up with the needs of the age. The seminar covered environmental degradation, health and safety measures, energy constraints, water availability and suitable crops,

fruits, and plants for Azad Jammu Kashmir Region.

Seminar on the Role of Youth Volunteerism in Building Peace and Sustainable Development

A seminar was held by the Islamabad chapter of the USAID Alumni Association on The Role of Youth Volunteerism in Peace and Sustainable Development at Preston University, Islamabad on August 24. The event was a joint venture hosted by the Project, the United Nation Volunteer (UNV) program, the United Nations Development Program (UNDP), and Pakistan Our Home (a national NGO). The main objectives of the seminar were to make youth aware of the process of participation in decision-making as well as to celebrate young people's contributions to conflict prevention and transformation,

inclusion, social justice, and sustainable peace. [REDACTED], Resident Coordinator UNDP, [REDACTED] and [REDACTED], Program Officer United Nations Volunteer UNV Program, [REDACTED], and [REDACTED] were the guest speakers at the event.

A Panel Discussion on CPEC Opportunities in Pakistan

On 26th August 2017, a panel discussion on CPEC Opportunities in Pakistan was organized by the Karachi Chapter. The objective of the event was to highlight and focus the importance and various future benefits associated to CPEC. The event was attended by alumni members hailing from Karachi, Interior Sindh - and all the way from Balochistan. The audience comprised of professionals from Commerce, Information Technology, Business, Artist, Philanthropist, Women Entrepreneurs, Youth, and Education sector.

Panel Discussion on Key Issues and Challenges in Education Sector

A panel discussion on Key Issues and Challenges in Education Sector was held by the Lahore AA chapter on September 9. The purpose of the discussion is to identify the challenges currently facing schools, universities and technical institutes. The program was also aimed at creating awareness about opportunities underserved communities. Representation from Punjab Education Foundation (PEF), Punjab Education Endowment Fund (PEEF) and Akhuwat Foundation attended the event as guest speakers.

Quarterly E- Newsletter

A quarterly alumni e-newsletter was developed and shared in the month of July to a positive response. The e-newsletter aimed to cover news, success stories, events, and other information for and about the USAID/Pakistan alumni community.

Small Grants Program

This quarter the Project approved five applications which had been submitted in the previous quarter. Agreements were signed for the following projects:

1. Challenges to Female Educational Leaders in Khyber Pakhtunkhwa, [REDACTED]
2. Excellence Training Program: Enhance Teachers' Learning, Skills, and Knowledge, [REDACTED]
3. Approach, Design, and Methodology for Capacity Building of CSO staff on PMP/Result Based Management, [REDACTED]
4. Project Cycle Management Training Program, [REDACTED]
5. Enhancing Research Competency for Social Science Faculty, [REDACTED]

Additionally, the small grants committee received, and is in the process of reviewing four new grant applications.

Communications

During the quarter, the Project conducted media events for the Pathways to Success National Mentoring Program (NMP) and the PhD and Masters Scholars.

The NMP was a panel discussion media event held at the Serena Hotel, Islamabad. [REDACTED], the Mentoring Coordinator for the PTS activity, moderated the event. A total of 150 stakeholders from government, civil society organizations, private businesses, and local communities from KPK. Speaking at the event, the USAID/Pakistan Mission Director, [REDACTED] emphasized that “Without a clear path for success, it becomes challenging to convince girls and their families that education is important for their future.”

The media event also provided an opportunity to bring together various renowned women entrepreneurs and celebrities to discuss the role of women in the socio-economic development of the country.

The second media event was organized by the Higher Education Commission (HEC) for the PhD and Masters scholars. One hundred and twenty participants including 56 scholars attended the event. It provided the opportunity to honor and celebrate the achievements of the scholars, recently completed their PhD and Master degree through a USAID sponsored program in the United States. Most of these scholars are working with public and private universities helping to improve the education sector at large.

Speaking at the event, the USAID/Pakistan Mission Director, [REDACTED] highlighted the importance of higher education and better teachers, said that, “As educators, higher education scholars are in a unique position to change the lives of hundreds, if not thousands of people.”

As part of the event, the Project also developed and distributed a Profile Book for PhD and Masters scholars, which showcased their profile to the attendees, many of which are potential future employers, including the HEC.

The Project ensured wide coverage of the events in the following mainstream print and electronic media. Detailed reports on coverage of these events were already submitted to the Mission.

- The Associated Press of Pakistan
- The Daily Nation
- The Daily National Herald Tribune
- The Daily Nawa-i-Waqt
- The Daily Patriot
- The Express-News
- The Frontier Post
- The News
- The Pakistan Observer
- The Tribal News Network

Problems/Challenges

- The vetting requirements for training providers continue to hinder or impede implementation of a number of training programs. A vetting request for a well-known national American organization (NARUC) was submitted in May 2017 and still remains pending with VSU. This has already created delays in the implementation of two Energy Office trainings. The following vetting applications are pending with the USAID VSU:
 - ENGRO foundation, request submitted April 2017
 - Two IRU training participants, submitted in August 2017
 - PEAD foundation, request submitted in May 2017
 - Shakeel Express, request submitted in June 2017
 - Environmental Engineering Consultants, request submitted in September 2017
- The extensive approval process of the government has caused delay in implementing the planned PREIA trainings, which were related to the newly passed TIR rules and its implementation in Pakistan.
- The fact that every training document under OSG is reviewed by the Financial Management and Stabilization and Governance offices in USAID/Pakistan has also been a continuous challenge for implementing trainings at the required pace, given the ambitious OSG training plan.
- Furthermore, the development of quality training document has been a challenge in case of AGP trainings, as the content and training requests received from AGP did not include substantive technical information required from the Mission. For this purpose, the Project requested AGP

management to nominate mid-level technical experts to liaise with Project staff for the development of focused training requests.

- Some of the follow-on activities which alumni of Wharton trainings were mandated to design and implement are experiencing delays due to non-responsiveness of SECP representatives. EGA PoC has been informed of this challenge.
- The two agriculture trainings which require international consultants to fly in to Pakistan in order to conduct workshops/exposure session are also contingent upon visa issuance for the said consultants, which has been challenging and uncertain recently.
- As per the guidance provided by USAID, the Project submitted sales tax exemption requests to the Mission on a regular basis for onward processing. Due to delays in approval of requests the Project is facing issues with vendors and security cleared hotel chains have refused to allow credit for the project. The following captured the magnitude of the tax exemption issue:
 - No of new Sales tax exception requests submitted to USAID: 32
 - No of Exceptions Certificates received: 10
 - No of cases for which Allowability approvals received from USAID: 28
- With an increasing number of young women graduating from their core PTS coursework, both PEAD and Engro Foundation have ramped up the search for and placements in businesses/organizations for internships.
- Currently, the local microcredit landscape in the country for small startups as such that target PTS participants is not very encouraging. However, World Learning is trying to build linkages with microfinance institutes and exploring viable micro-credit schemes for PTS beneficiaries.
- The PTS partners continue to be challenged during implementation by reporting, branding, documentation and monitoring mechanisms under a USAID sub-contract. Continuous guidance and feedback are required by the implementing partners for smooth implementation to meet the specifications of USAID.
- The development of comprehensive and robust alumni association by-laws and other policy and governance documents and strategies seems to be a challenge for the board to rally around.
- It was recognized by a majority of AA board members that the association should put in place rules and protocols to address issues related to communications and clarity about the roles and responsibilities of all board members. Internal politicking seems to serve only to exacerbate this.
- Though chapters have made efforts to increase the alumni association membership, success has been limited. The lack of capacity on the part of the association and TFP to research USAID participants from previous programs, and a lack of information overall on participants (particularly those from rural areas), has further hindered this issue.

Deliverables

The following project deliverables were met during the reporting period:

- Updates were submitted to the Mission at the end of every week during the quarter
- Training plans and budgets were maintained and update regularly during the quarter
- The April-June Quarterly Report was submitted to the Mission
- Monthly Financial Reports were submitted to the Mission
- Partnership agreements were signed
- Beneficiaries were placed as interns in local businesses and organizations
- PTS employer awareness sessions were conducted.
- Local and national mentorship sessions were conducted
- PTS exposure visits were organized

Upcoming Events/Meetings

Date	Event/Meeting Location	Contact Person
9-Oct-17	Pre-Program Orientation Session with CISA participants in Karachi	██████ (MA), Program Associate (PA)
12-Oct-17	Consultative Meeting on Positive Youth Development and Civic Engagement / Forman Christian College, Lahore	██████ (RBN)
13-Oct-17	Pre-Departure Orientation Session of Procurement Management in the Public Sector	██████ (RZ), Training Manager (TM), MA - PA
14-Oct-17	Debriefing Session with CISA participants in Karachi	MA - PA
17-Oct-17	Meeting with Health Services Academy and John Snow Inc. for planning to debrief session with MSPH batch two students	RZ- TM
25-Oct. 17	PTWG-KHI 5th Bi-annual meeting	RZ -TM, Imran Zafar (IZ) - Program Officer (PO)
Oct. 2017	Debriefing Session of Master of Public Health Program	RZ -TM, IZ - PO
Oct. 2017	Debriefing Session of Diploma in Financial Crime Management	RZ -TM, ██████ (IAK) - Program Associate (PA)
Oct. 2017	Debriefing Session of GAO Fellowship Program	RZ -TM, ██████ (IAK) - Program Associate (PA)
Oct. 2017	Debriefing Session of Results-Based Monitoring and Evaluation	RZ -TM, MA - PA
Oct. 2017	Quarterly Review Meeting with Engro Foundation, Karachi	██████ (AZ) - Senior Program Officer (SPO), Freeha ██████ (FI) - Program Officer (PO)
Oct. 2017	Quarterly Review Meeting with PEAD Foundation, Islamabad	AZ - SPO, FI - PO
Oct. 2017	Debriefing session of Early Childhood Education training course, Ghotki	AZ - SPO, FI - PO
Oct. 2017	Debriefing session of Indus Bit Web Design training course, Ghotki	AZ - SPO, FI - PO
Oct. 2017	Debriefing session of Beauty Aesthetician training course, Ghotki	AZ - SPO, FI - PO
Oct. 2017	Debriefing session of Microsoft Office and Administration training course, Ghotki	AZ - SPO, FI - PO
Oct. 2017	Debriefing session of Artisan training course, Ghotki	AZ - SPO, FI - PO
Oct. 2017	PPO of Entrepreneurship training course Batch 2, Ghotki	AZ - SPO, FI - PO
Oct. 2017	TOCOR visit to training institute, Karachi	AZ - SPO, FI - PO
Oct. 2017	TOCOR meeting with Engro Foundation, Karachi	AZ - SPO, FI - PO
Oct. 2017	3rd Advisory Board Meeting, Karachi	AZ - SPO, FI - PO
Oct. 2017	Training Workshop on WLTP-Analyzing Trade Policy Through Gender Lens	██████ (AM) - Assistant Training Manager (ATM), ██████ (Program Officer)
Oct. 2017	Hands-On Training For Pakistan Customs, PNC-ICC and Transport Operators with Simulation of TIR Procedures	AM- ATM, MA - PO

6-Nov. 2017	Pre-program Orientation Session of Private Equity In-country Follow-on Training	RZ - TM, ██████ (AK) - Program Officer (PO)
8-Nov. 2017	Debriefing Session of Private Equity In-country Follow-on Training	RZ - TM, AK - PO
Nov. 2017	PDO and Debriefing Session of National Single Window Study Tour	AM - ATM, MA - PO
Nov. 2017	Debriefing session of Stitching and Dress Making training course, KPK	AZ - SPO, FI - PO
Nov. 2017	Debriefing session of Beautician training course, KPK	AZ - SPO, FI - PO
Nov. 2017	Debriefing session of Photography training course, KPK	AZ - SPO, FI - PO
Nov. 2017	PPO of Entrepreneurship training course Batch 2, KPK	AZ - SPO, FI - PO
Nov. 2017	Pre-Program Orientation of Best Practice Financial Management and Reporting on IPSAS	RZ - ATM, IZ - PO
Nov. 2017	Pre-Program Orientation Meat Processing - Karachi	RZ - TM, ██████ (SS) - Program Associate (PA)
Nov. 2017	Debrief Session Meat Processing - Karachi	RZ - TM, SS - PA
Nov. 2017	Pre-program orientation Meat Processing - Lahore	RZ - TM, SS - PA
Nov. 2017	Debrief Session Meat Processing - Lahore	RZ - TM, SS - PA
Nov. 2017	Field Trip, Ghotki	AZ - SPO, FI - PO
Nov. 2017	Debriefing Session of Best Practice Financial Management and Reporting on IPSAS	RZ - ATM, IZ - PO

Coordination Meetings and Outcomes

Date	Organization	Officials Name and Designation	Department	Agenda
6-Jul-17	USAID	From Project: ██████ (KC) - Chief of Party (COP), ██████ (AZ) - Senior Program Officer (SPO), ██████ (FI) - Program Officer (PO) From Mission: TOCOR	Program Team	Monthly Progress Review Meeting
10-Jul-17	Engro	From Project: AZ - SPO, FI - PO, ██████ (FH) - Field Coordinator (FC) From Engro: ██████ (SR), ██████ (RK)	Program Team	Quarterly Progress Review Meeting
11-Jul-17	Engro	From Project: AZ- SPO, FI - PO, FH - FC From Engro: SR, RK, Advisory board of PTS Sindh	Program Team	1st Advisory Board meeting, Sindh
19-Jul-17	PEAD	From Project: AZ- SPO, FI - PO From PEAD: Program Team in Peshawar	Program Team	Debrief for participants of graphic design and web design, KPK

Date	Organization	Officials Name and Designation	Department	Agenda
20-Jul-17	PREIA, TFP Project, Center for International Private Enterprise (CIPE)	From PREIA: ██████ (FB) Public-Private Collaboration Advisor (PPC), ██████ (TB) Human and Institutional Capacity Development Advisor (HICD), From Project: ██████ (AM), Assistant Training Manager (ATM), ██████ (MA), Program Officer (PO) From CIPE: ██████ (CEO)	Program Team	Planning Meeting of Women Leadership in Trade Policy (WLTP) Policy Advocacy and Proposal Development Training
23-Jul-17	TFP Project	From Project: ██████ (RBN) – Alumni Association Coordinator (AAC) Three Board Members from Lahore Chapter Guest speakers: ██████ (GA), Pakistan Vocational and Technical Council (PVTCT), ██████ (AT), Director, Akhuwat Foundation, 25 Alumni Members	Communications	A one-day alumni association seminar on Poverty Alleviation through skill development and financial assistance organized by the Lahore Chapter.
28-Jul-17	TFP, AGP, USAID	From Project: ██████ (RZ) - Training Manager (TM), ██████ (IAK)- Program Associate (PA) From USAID: ██████ (MA) - Financial Analyst (FA), ██████ (S) - Financial Analyst (FA) From AGP: ██████ (AR) - Director General (DG - HRM), ██████ (MI) -Director (D - HRM), ██████ (KK) - Audit Officer (AO)	Program Team	AGP Training Plan review meeting
31-Jul-17	ENGRO Office Karachi	From Project: AZ - SPO, FI - PO, FH - FC, ██████ (FB) - Director Finance and Operations (DFO), ██████ (WK) - Finance Associate (FA) From Engro: Engro and its partners	Program Team	Financial Mechanism and financial review
4-Aug-17	PREIA, TFP Project, Ministry of Commerce	From PREIA: FB - PPC, TB - HICD, ██████ (Trade Policy Assistant) From Project: RZ - TM, AM - ATM, MA - PO From Ministry of Commerce: ██████ (Advisor)	Program Team	Meeting for planning third country trainings for the Ministry of Commerce
4-Aug-17	Privatisation Commission, Support for Privatization and TFP Project	From Privatization Commission: ██████ (SR) Senior Consultant/ Advisor, ██████ (RW) Chief of Party Support for Privatization (SFP), ██████ (JH) SFP, ██████ (AB) SFP, From Project: RZ- TM	Program Team	Meeting for finalizing logistics for the Mergers and Acquisition Follow-on In-country training
4-Aug-17	AGP, TFP	From AGP: Results-Based Monitoring and Evaluation training participants	Program Team	Pre-Departure Orientation Session with

Date	Organization	Officials Name and Designation	Department	Agenda
		From Project: RZ - TM, ██████████ (MA) - Program Associate (PA)		Results-Based Monitoring and Evaluation training participants
7-Aug-17	USAID	From Project: KC - COP, AZ -SPO, FI -PO, ██████████ (ZT) - Communications Specialist (CS), ██████████ (SS) - Social Media and Communications Officer (SMCO) From Mission: TOCOR, Adil (A)	Program Team	Arrangements and media plan for panel discussion scheduled on August 10
5-Aug-17	TFP Project	From Project: RBN – AAC Three Board Members from Lahore Chapter Guest speakers: ██████████ (AAQ)– Senior Environmental Engineer, National Engineering Services Pakistan Pvt Limited (NESPAK); ██████████ (IM)- Senior Environmentalist, National Engineering Services Pakistan Pvt Limited (NESPAK); ██████████ Ali(RYA)- Progressive Farmer and ██████████ - Climate Change Activist, Journalist 25 Alumni Members	Communications	A Panel Discussion on Climate Change and Food Security: Challenges and Opportunities organized by the Lahore alumni association Chapter.
7-Aug-17	USAID	From Project: KC - COP, AZ -SPO, FI - PO From Mission: TOCOR	Program Team	Monthly Progress Review Meeting
11-Aug-17	TFP, Mentoring coordinator	From Project: KC - COP, AZ -SPO, FI - PO Other: Mentoring Coordinator	Program Team	Workplan, Budget and Skype sessions
19-Aug-17	TFP Project	From Project: RBN – AAC Three Board Members from Islamabad Chapter Guest speakers: Dr. ██████████ - Dean - Arid Agriculture University Rawalpindi, ██████████ - Veterinary Specialist 25 Alumni Members	Communications	Environment and agriculture seminar organized by the Islamabad AA Chapter.
21-Aug-17	PEAD Office Islamabad	From Project: AZ- SPO, ██████████ (AK) - Field Coordinator (FC), FI -PO, FB - DFO, WK -FA, From PEAD: Executive Director, Program Staff, and Finance staff	Program Team	Financial Review Meeting
21-Aug-17	PTWG, TFP Project	From TFP: RZ - TM, ██████████ (IZ) - Program Officer (PO)	Program Team	PTWG 12th Quarterly meeting
21-Aug-17	CISA AGP Participants, Riphah International University TFP	From AGP: Certified Information Systems Auditor (CISA) training participants From TFP: MA - PA From Riphah International University: ██████████ (MH), Research Associate (RA)	Program Team	Pre-Program Orientation with CISA training participants at Pakistan Audit and Accounts

Date	Organization	Officials Name and Designation	Department	Agenda
				Academy, Lahore
24-Aug-17	TFP Project	From Project: ██████████ (IK) - TOCOR; ██████████ (KC) - Chief of Party; ██████████ (RBN) – AAC Three Board Members from Islamabad Chapter Guest speakers: ██████████ - Resident Coordinator, UNDP; ██████████ - Program Officer, United Nations Volunteers (UNV) Program; ██████████ and ██████████ 40 Alumni Members; 15 Officials from UNDP and USAID and other NGOs; 60 students from Preston University	Communications	Seminar on The Role of Youth Volunteerism held by the Islamabad AA chapter.
24-Aug-17	ACCA, TFP Project	From TFP: RZ - TM, IZ - PO From ACCA: ██████████ (FA) - Head of Education North (HEN)	Program Team	Meeting to discuss the Best Practice Financial Management and Reporting on IPSAS training
26-Aug-17	TFP Project	From Project: RBN – AAC Three Board Members from Karachi Chapter Guest speakers: ██████████ - Chartered Accountant, World Bank and Government of Pakistan, ██████████ ██████████ International Development Professional, SMEDA, ██████████ - Defense and Strategic Analyst, 55 Alumni Members	Communications	Panel discussion on CPEC Opportunities organized by the Karachi AA chapter.
26-Aug-17	CISA AGP Participants, Riphah International University TFP	From AGP: Certified Information Systems Auditor (CISA) training participants From TFP: MA - PA From RIU: MH - RA	Program Team	Debriefing Session with CISA training participants at Pakistan Audit and Accounts Academy, Lahore
9-Sep-17	TFP Project	From Project: ██████████ (RBN) – AAC Three Board Members from Lahore Chapter Guest speakers: ██████████ (KS)- CEO- PEEF ██████████ ██████████ AN) - Director -	Communications	Panel discussion on Key Issues and Challenges in Education Sector held by the Lahore AA chapter.

Date	Organization	Officials Name and Designation	Department	Agenda
		PEF 100 Alumni Members		
11-Sep-17	PREIA, TFP Project	From PREIA: FB - PPC, TB - HICD From Project: KC - COP, AM - ATM, MA - PO	Program Team	Meeting on trainings' timelines status
11-Sep-17	CISA AGP Participants, Riphah International University TFP	From AGP: Certified Information Systems Auditor (CISA) training participants From TFP: MA - PA From RIU: [REDACTED] TA) - Research Assistant (RA)	Program Team	Pre-Program Orientation with CISA training participants at Riphah Institute of Systems Engineering, Islamabad
11-Sep-17	LMS consultant	From Project: KC - COP, AZ - SPO, FI - PO, Other: LMS consultant	Program Team	Microfinance linkages
16-Sep-17	CISA AGP Participants, Riphah International University TFP	From AGP: Certified Information Systems Auditor (CISA) training participants From TFP: MA - PA From RIU: TA - RA	Program Team	Debriefing Session with CISA training participants at Riphah Institute of Systems Engineering, Islamabad
18-Sep-17	TFP Project	From Project: RBN - AAC Three Board Members from Islamabad Chapter	Communications	The regional meeting of the Islamabad Chapter held to review the progress made by the chapter and discuss future activities.
19-Sep-17	PEAD	From Project: AK - FC From PEAD: Advisory Board and Program Team of PEAD foundation	Program Team	3rd Advisory Board meeting, KPK

Date	Organization	Officials Name and Designation	Department	Agenda
19-Sep-17	Higher Education Commission	From Project: KC - COP, TFP Team From USAID: ██████ (JB) - USAID Mission Director USAID MD), ██████ (IK) - TOCOR TFP, Chris Steel (CS) - Director Education Office (DEO), ██████ (JMO), Education Office at Office of Education (EO), and ██████ (UQ) - PMA, ██████ (UB) - Gender Specialist, Program Office (GS - PO), ██████ (AS) - Development Outreach and Communications Specialist (DO&CS) - DOCs Office From HEC: ██████ (MA) - Chairman HEC (C-HEC), Director Human Resource (GD HR), From Teacher Education Master's Scholarship Program: Scholars	Program Team	Scholars Recognition Event - Teacher Education Master's Scholarship Program
19-Sep-17	Higher Education Commission	From Project: KC - COP, TFP Team From USAID: JB - USAID MD, IK - TOCOR TFP, CS - DEO, JMO - EO, UQ - PMA, UB - GS -PO, From HEC: MA - C - HEC, DG HR From PhD Scholarship Program: Scholars	Program Team	Scholars Recognition Even - PhD Scholarship Program
21-Sep-17	TFP, USAID, AGP	From Project: KC - COP, RZ - TM, IAK - PA, MA - PA, ██████ (ZS) - Program Associate (PA) From USAID: ██████ (KPM) - Deputy Director (DD - OSG), IK - TOCOR, ██████ (MA) - Financial Analyst (FA), Sheraz (S) - Financial Analyst (FA) From AGP: ██████ Additional AGP-I, ██████ (MI) - Director (D-HRM), ██████ (KK) - Audit Officer (AO)	Program Team	AGP Training Plan review meeting
20-Sep-17	ACCA, TFP Project	From TFP: RZ - TM, IZ - PO From ACCA: FA - HEN From AGP Office: KK - AO	Program Team	Meeting to discuss the Best Practice Financial Management and Reporting on IPSAS training procurement and logistics
23-Sep-17	TFP Project	From USAID: KPM- DD - OSG, Alternate COR; IK - TOCOR From Project: KC- COP, RBN – AAC Nine Board Members from Lahore, Karachi and Islamabad Chapter	Communications	Full AA board meeting.

Date	Organization	Officials Name and Designation	Department	Agenda
25-Sep-17	USAID	From Project: KC - COP, AZ - SPO, FI - PO, From Mission: IK - TOCOR	Program Team	Monthly Progress Review Meeting
26-Sep-17	Engro	From Project: FH - FC From Engro: Advisory board of PTS Sindh and Program team of Engro Foundation	Program Team	2nd Advisory Board meeting, Sindh

Annexes

Annex I: Mission-wide TraiNet Report

Attached as a separate file.

Annex II: TFP TraiNet Report

Attached as a separate file.

Annex III: Examples of Impact of TFP Trainings July - September 2017

Development Office Program	Program Name	Participant Name	Activities Implemented and Impact
Economic Growth and Agriculture			
Halal Meat Production	International Training and Exposure Visit to Feedlot Fattening Operations - Australia	██████████ ██████	Constructed an animal shed for 500 animals as per acquired knowledge from the training.
On-farm Water Management	Drip Irrigation Equipment Production Industry, Turkey	██████████	Conducted informal training sessions for 150 farmers on drip irrigation. Also started the installation of drip irrigation in the south and north Waziristan in Federally Administered Tribal Areas (FATA).
	On-Farm Water Management - Turkey	██████████	Conducted training of around 300 farmers. Also conducted consultative meetings with the farmers on the importance of land leveling for water use efficiency and increased productivity in all districts of Gilgit Baltistan.

Development Office Program	Program Name	Participant Name	Activities Implemented and Impact
Capacity Building of Government Organizations	Private Equity: Investment and Creating Value	██████████	Conducted training of 20 investors on the importance of private equity market in Pakistan.
Capacity Building of Government Organizations	Mergers and Acquisition Follow-on In country Training, Bhurban	██████████	Conducted training of 22 participants that included Privatization Commission (PC) senior management, senior consultants / transaction managers and technical assistants. The training aimed to develop competence of PC's staff relating to different negotiation, strategic & economical, managerial and financial decisions impacting mergers and acquisitions process related to privatization in Pakistan as well as the training capacity of ██████████
Women Leadership in Trade Policy	Policy Advocacy and Proposal Development	██████████	The Vice President of the Federation of Pakistan Chambers of Commerce and Industry, ██████████ is leading an initiative on a National Women Business Agenda to identify major policy barriers faced by Pakistani businesswomen, also formulating recommendations for trade policy to ensure a gender equitable business and trade environment.
Energy Office			
Environment Protection	Environmental and Social Impact Assessment (ESIA)	██████████	Conducted a training session for about 20 participants including WAPDA staff, consultants and the contractors, at the WAPDA Engineering Academy, Faisalabad. Started implementing the Environment and Social Action Plan (ESAP) in close coordination with relevant social and environmental experts and consultants.
		██████████	Shared the training material with 30 colleagues. Delivered one-day detailed presentation on ESIA to 18 participants at All Pakistan Women Engineers Forum (APWEF).
Education Office			
Master's Program	Teacher Education Master Scholarship Program	24 Masters Scholars	By the end of September 2017, 24 Masters' scholars have returned to Pakistan, of which 18 are associated with multiple public and private sector education institutes. Three scholars are serving as Assistant Professors, four Lecturers, six Trainers or Teachers, three Subject Specialists, and two are

Development Office Program	Program Name	Participant Name	Activities Implemented and Impact
			heading the school.
PhD Program	PhD Scholars	31 PhD Scholars	By the end of September 2017, 31 PhD scholars returned to Pakistan, of which 29 are working in a number of public and private academic institutions. Four scholars are contributing as the Assistant Professor, two Subject Specialist, two Chairman of the Department, 17 Lecturers, and four are serving as the Teachers, Teaching Assistants or Trainers.

Annex IV: Training Activity per USAID DO September 30, 2017

Trainings and Participants Summary as of September 30, 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

Development Objective	Training Location	Training Status	Training Code	Trainings Name	Male	Female	Total	Start Date	End Date
		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
		Sub-total (19 In-Country Trainings)			1366	387	1753		
	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

Development Objective	Training Location	Training Status	Training Code	Trainings Name	Male	Female	Total	Start Date	End Date
		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

Development Objective	Training Location	Training Status	Training Code	Trainings Name	Male	Female	Total	Start Date	End Date
		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: 49 Trainings)			1512	433	1945		
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	698	698	1-Dec-16	28-Feb-18
	Sub-total (2 In Country Training)				80	698	778		
	U.S	Completed	Various	PhD Scholars	17	18	35		

Development Objective	Training Location	Training Status	Training Code	Trainings Name	Male	Female	Total	Start Date	End Date
		Ongoing	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	727	840		
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	Completed	ENG-446	Advancing the Use of Wind and Solar Forecasting to Facilitate the Integration of Variable Renewable Energy to the Grid	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
		Ongoing	HLT-222	USAID Master of Science in Public Health (MSPH) / Sindh - Batch-I	15	9	24	1-Oct-14	5-Sep-16

Development Objective	Training Location	Training Status	Training Code	Trainings Name	Male	Female	Total	Start Date	End Date
		Ongoing	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
	Sub-total (6 In-Country Training)				104	38	142		
	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
	Sub-total (6 Third-Country Trainings)				36	16	52		
	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

Development Objective	Training Location	Training Status	Training Code	Trainings Name	Male	Female	Total	Start Date	End Date
		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
		Ongoing	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
	Sub-total (7 U.S Training)				26	7	33		
	Sub-total (Stabilization and Governance: 19 Trainings)				166	61	227		
Summary	Training Location	No. of Trainings							
	In-Country	35			1775	1371	3146		
	Third-Country	24			138	41	179		
	U.S	26			129	61	190		
	Total	85			2042	1473	3515		

Annex V: Training Activities per DO Disaggregate by Gender

S. No	Development Objective	Training Status	Trainings 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 ^v
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	Economic Growth and Agriculture	Completed	Diary Value Chains	9	17	26
34		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 ^{vi}
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 ^{vii}
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	Education	Completed	FATA Scholarship Program	80	0	80 ^{viii}
51		Ongoing	PhD Scholars	17	18	35 ^{ix}
52		Ongoing	USAID Teacher's Education Masters Scholarship Program (TEMSP)	16	11	27 ^x
53		Ongoing	Pathways to Success (KP and Sindh)	0	698	698 ^{xi}
54	Energy	Completed	Energy Sector Internship Program	107	49	156 ^{xii}
55		Completed	Project Management Training	10	0	10
56		Completed	Communication and Leadership Skills	20	0	20

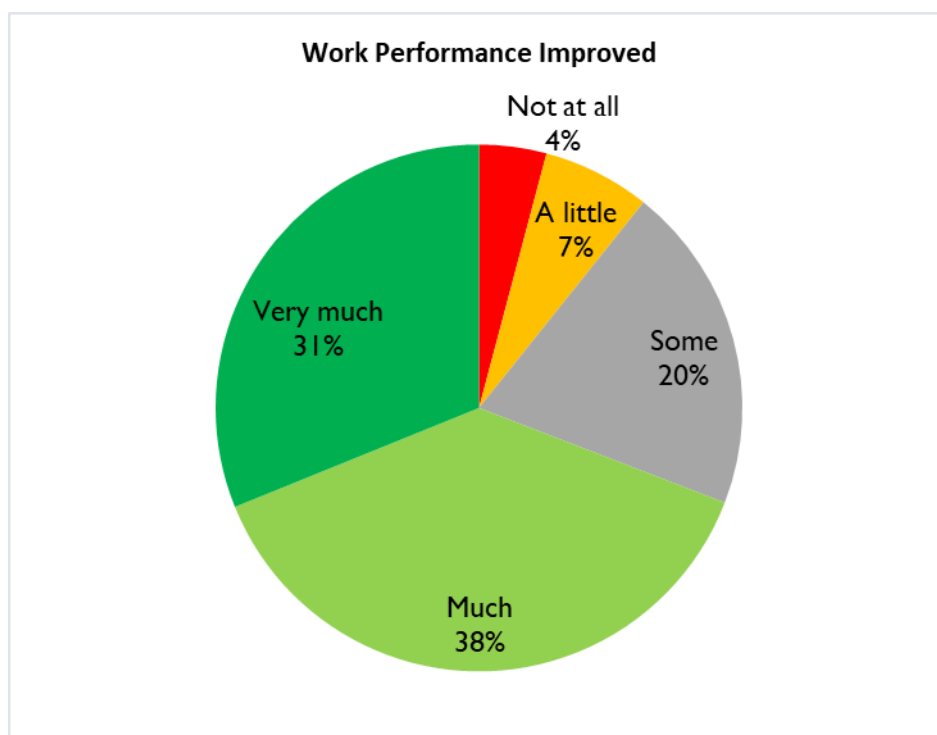
57		Completed	Advancing the Use of Wind and Solar Forecasting to Facilitate the Integration of Variable Renewable Energy to the Grid	2	0	2
58		Completed	Renewable Energy Regulation – Budapest, Hungary	3	1	4
59		Completed	Utilities Management Training	48	3	51 ^{xiii}
60		Completed	Legal Aspects of Project Finance Documenting, Drafting and Negotiation Techniques	3	1	4
61		Completed	Environment and Social Impact Assessment (ESIA)	8	2	10
62		Completed	Supervisory Control and Data Acquisition (SCADA) -Australia	10	0	10
63		Completed	Community Midwifery Program	0	185	185
64	Health	Completed	Masters of Public Health Program	11	0	11 ^{xiv}
65		Completed	USAID Master of Science in Public Health (MSPH) / Sindh - Batch-I	15	9	24
66		Ongoing	USAID Master of Science in Public Health (MSPH) / Sindh - Batch-II	14	2	16
67		Completed	Strengthening the Rights and Justice Framework and Agenda - December, 2015	28	18	46 ^{xv}
68	Stabilization and Governance	Completed	Gender Diversity Training, Istanbul Turkey	9	1	10
69		Completed	Insight into Regional Development, Almaty International Conference	6	6	12
70		Completed	Strengthening the Rights and Justice Framework and Agenda - Indonesia	12	3	15
71		Completed	Urban Futures Workshop and Meetings	1	2	3
72		Completed	International Auditors Fellowship Program – U.S Government Accountability Office (US - GAO)	2	0	2
73		Completed	Supreme Audit Institution Tour, USA	2	0	2
74		Completed	Strategic Tours to Supreme Audit Institutions - United Kingdom	2	0	2
75		Completed	Public Financial Management in a Changing World (USA)	9	1	10
76		Completed	Training of Trainers (USA)	7	3	10

77		Completed	Driving Government Performance: Strategies that produce results	3	1	4
78		Completed	GAO Fellowship Program - 2017	1	1	2
79		Completed	Results Based Monitoring and Evaluation Session	2	1	3
80		Completed	Certified Information System Auditor (CISA) - ISB	17	1	18
81		Completed	Certified Information System Auditor (CISA) - LHR	21	1	22
82		Completed	Certified Information Security Management (CISM) - LHR	16	6	22
83		Completed	Certified Information Security Management (CISM)- KHI	7	4	11
84		Completed	Certified Information Security Management (CISM)- ISB	15	8	23
85		Completed	Diploma in Financial Crime Management	6	4	10
Total				2042	1473	3515

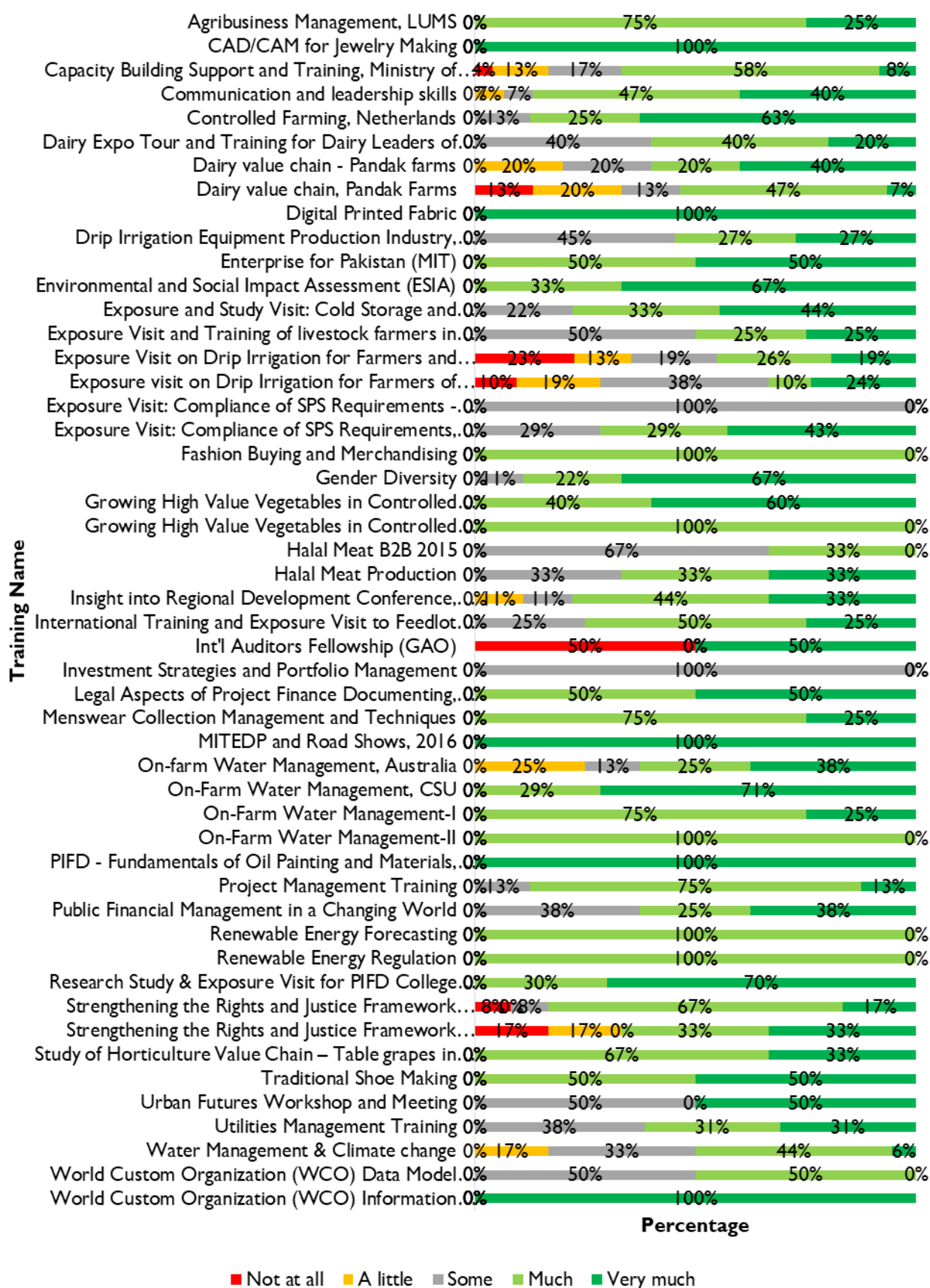
Annex VI: Monitoring and Evaluation Detailed Results

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. Sixty-nine 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;” 38% reported “much” improvement in their performance; 20% reported “some” improvement and 7% 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.

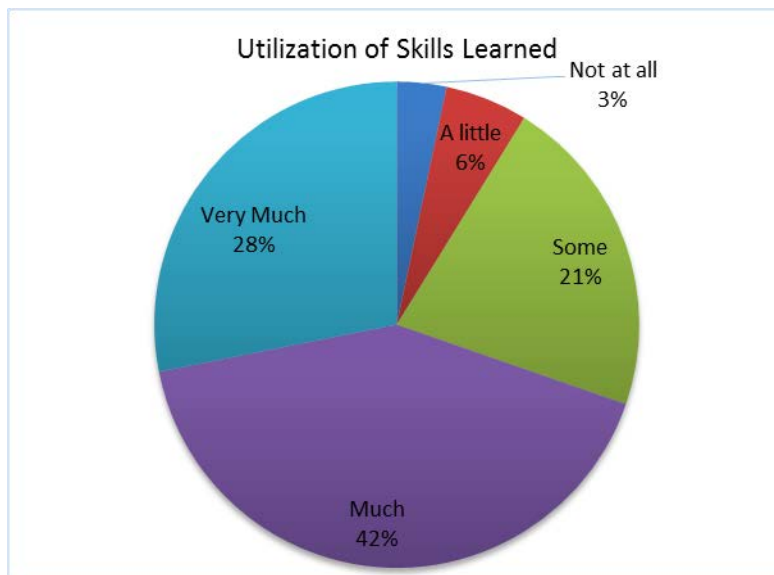


Improvement in Work Performance (Training Disaggregated)



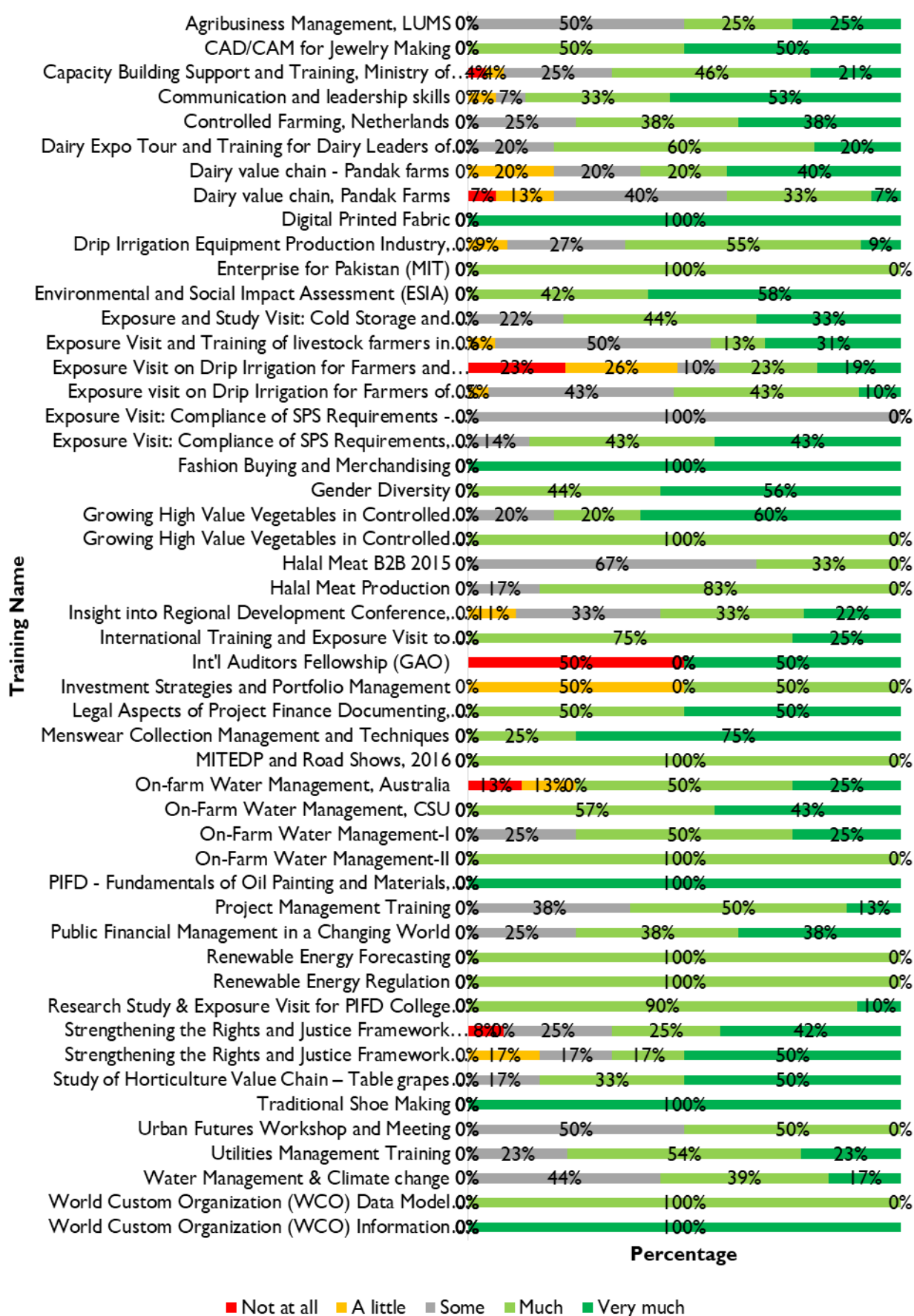
Utilization of Newly Acquired Knowledge, Skills, and Methods (KSMs)

Twenty-eight percent of post-training survey respondents reported using new KSMs “very much” and 42% reported using them “much” following their training. Twenty-one percent of respondents reported using new KSMs “some,” while only 6% and 3% reported using them “a little” and “not at all,” respectively.



The data on the respondents' utilization of new KSMs, separated by the 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 3,515^{xvi} participants (2042 males and 1473 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 2: 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	1366	387	1753	59	22	81	87	24	111	1512	433	1945
Education	80	698 ^{xvii}	778	33	29	62	0	0	0	113	727	840
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	104	38	142	26	7	33	36	16	52	166	61	227
Total	1775	1371	3146	129	61	190	138	41	179	2042	1473	3515

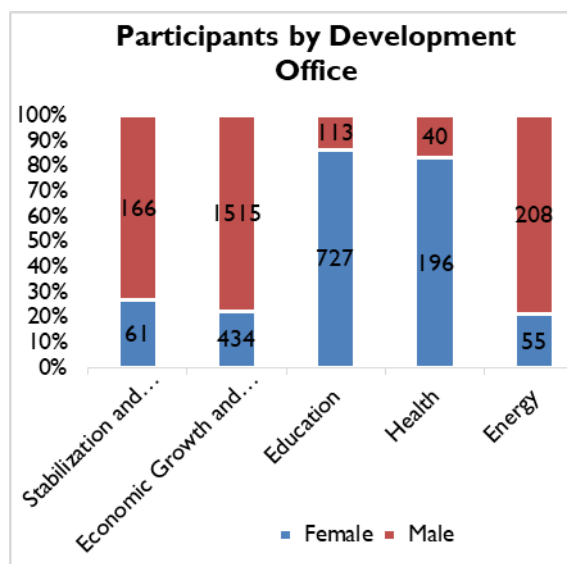
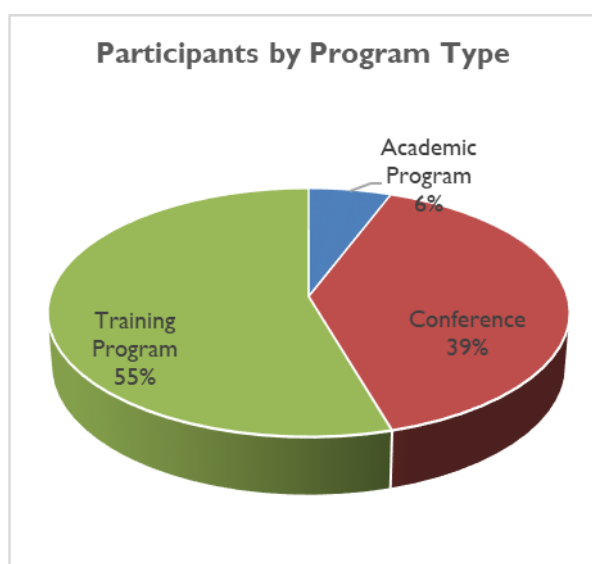
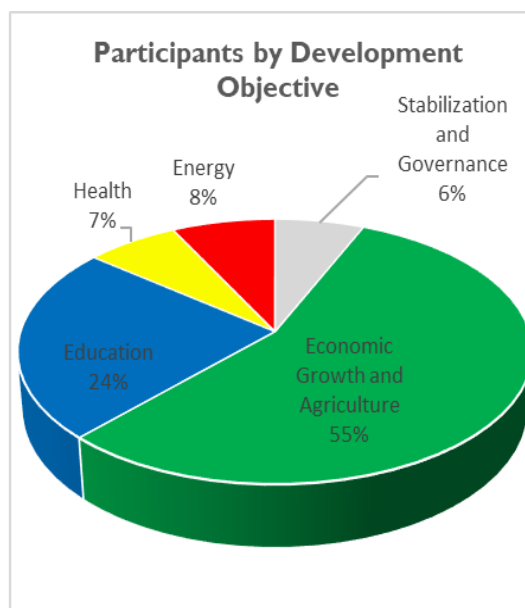
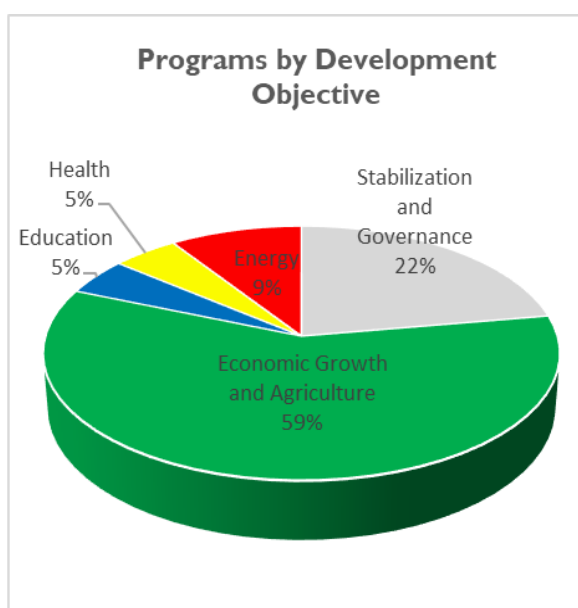
Table 3: Summary of participants disaggregated by training type and year (as per Task Order format)

Type of Training Programs	Number Participants ^{xviii}					
	Year 1	Year 2	Year 3	Year 4	Year 5	Cumulative ²
U.S Short-term program	4	23	45	53	3	128
U.S Long-term Academic	35	27	0	0	0	62
3 rd Country short-term program	26	48	30	65	10	179
3 rd Country long-term academic programs	0	0	0	0	0	0
In-country training	90	282	427	809 ^{xix}	158	1766
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	1078	166	3515

The total number of participants who began or completed training by September 30, 2017 was 3,515. Of those 3,006 participants completed their programs, while 509 participants were in ongoing programs.

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

² As of September 30, 2017



Gender Targets

One thousand and four sixty-eight female participants have either begun or completed TFP training programs, representing 42% 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

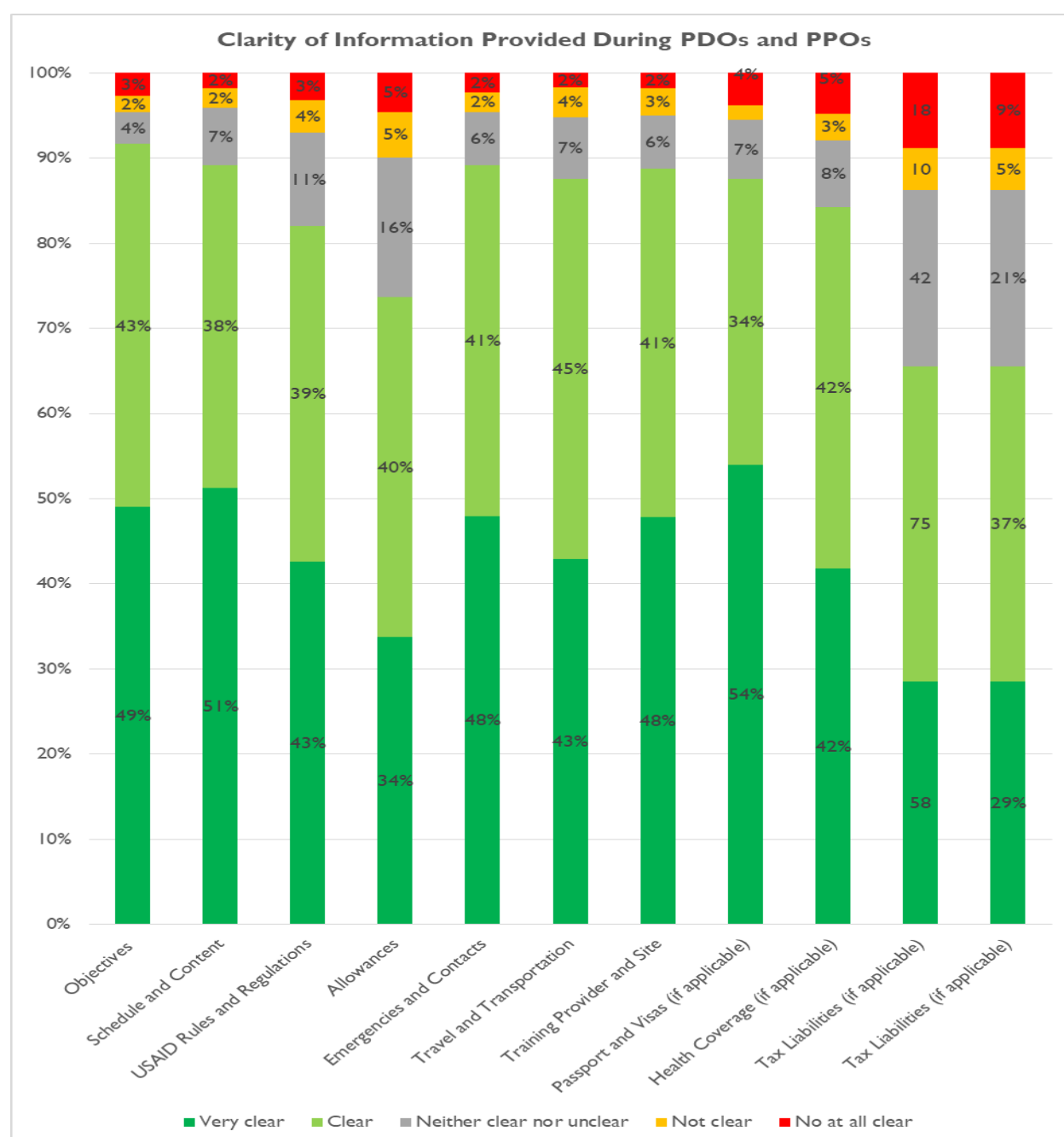
Prior to the start of training programs, the Project administers a pre-training survey to participants to collect baseline information on participants' personal learning objectives and initial ideas for the action plans they will create. The pre-training survey also records participant feedback on the 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 67% and 71% respectively, providing an opportunity for cross-comparison^{xx}. Response rates for both of these surveys have improved over time.

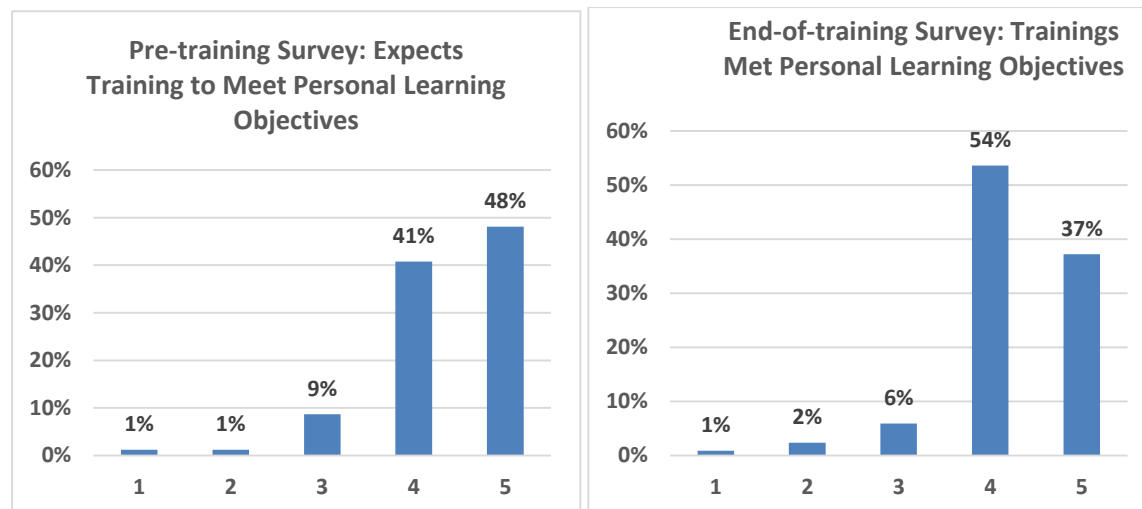
Clarity of Information Provided on Pre-Training Essentials

On average, around 84% 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 66% of respondents reported that the information they received was clear; 21% of respondents felt the information was “neither clear nor unclear,” and 14% said that it was “not clear” or “not at all clear.” It should be noted that the overall score for pre-training essentials has improved over the years.



Meeting and Managing Participants' Personal Learning Objectives

Following PDOs and PPOs, 89% of respondents to date have reported that they expected that their training would meet their personal learning objectives. Following training, 91% 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, 91% 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

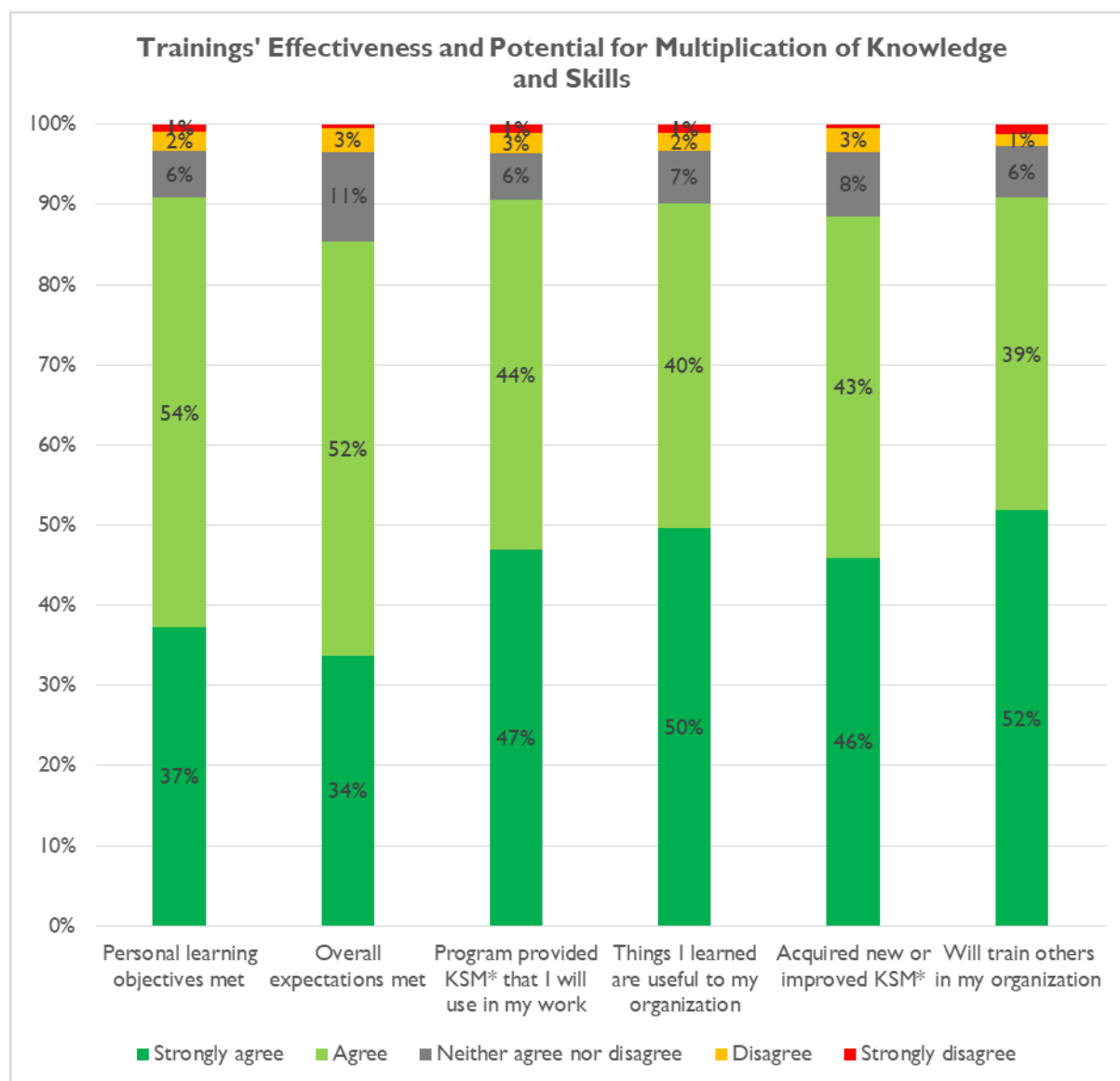
Eighty-nine percent of respondents reported being either “very satisfied” or “satisfied” with the overall quality of their training program. The lowest scoring category, “Length of the Training,” received a satisfaction rate of 73%. Qualitative data suggested that respondents who were “neither satisfied 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)

Ninety-one 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. Ninety-one percent of respondents reported that training met their overall expectations.

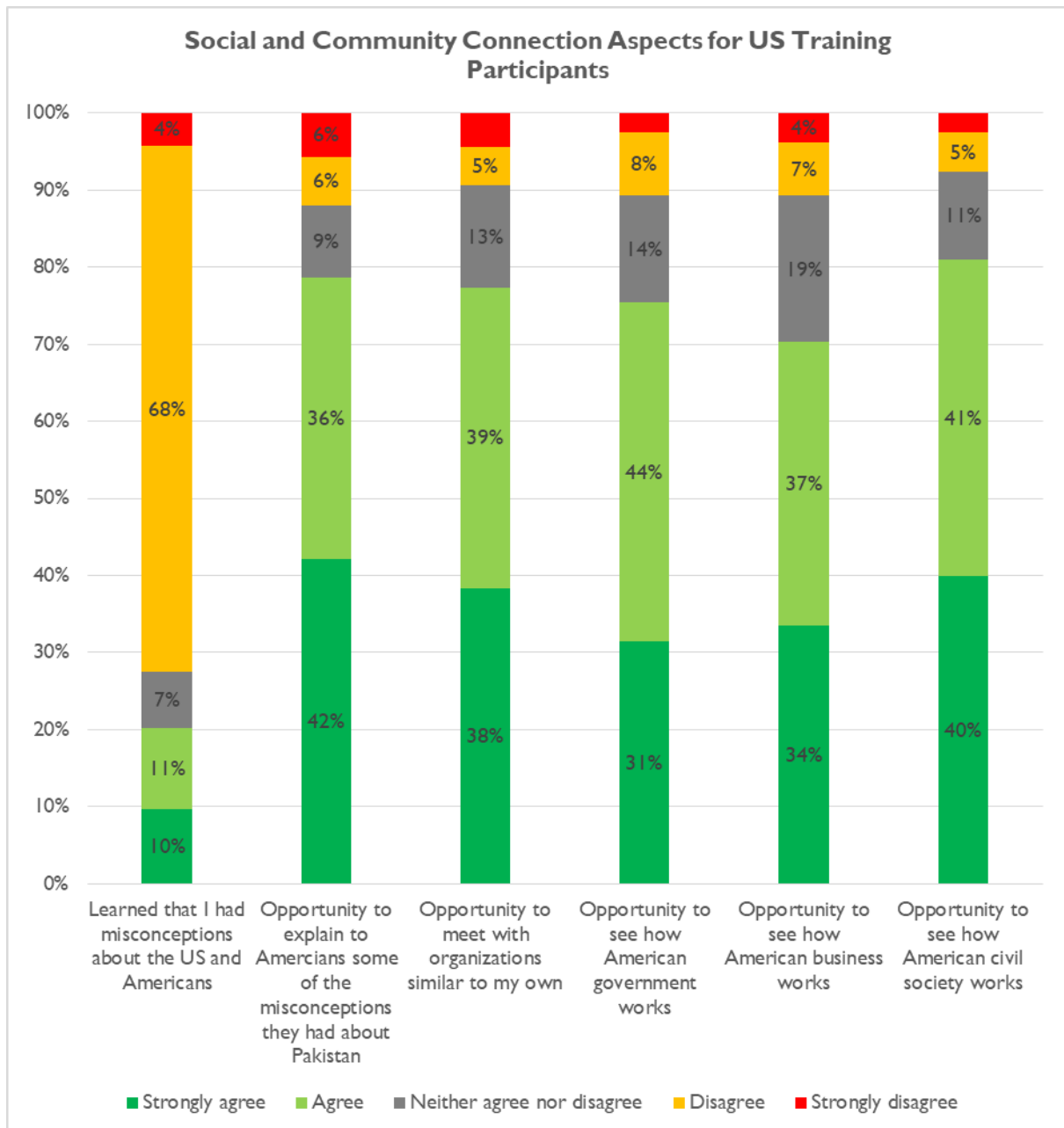
The slightly lower average score for this category resulted primarily from responses of participants of the Capacity Building Support and Training for the Government of Pakistan Ministry of Commerce program, the Strengthening Rights and Justice Framework and Agenda Training, and the Insight into Regional 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

Eighty-one 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; 75% reported they had opportunities to observe how American government works, and 71% said they had opportunities to observe how American business works. Seventy-seven percent of respondents reported having the opportunity to meet with organizations similar to their own. Seventy-eight percent of respondents said they had the opportunity to discuss misconceptions Americans have about Pakistan with Americans, while 21% 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^{xxi}, 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 38%, whereas response rates for the six and nine-month surveys were 21% and 20% respectively. Many of those who did not respond to the three or six-month survey was 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 is

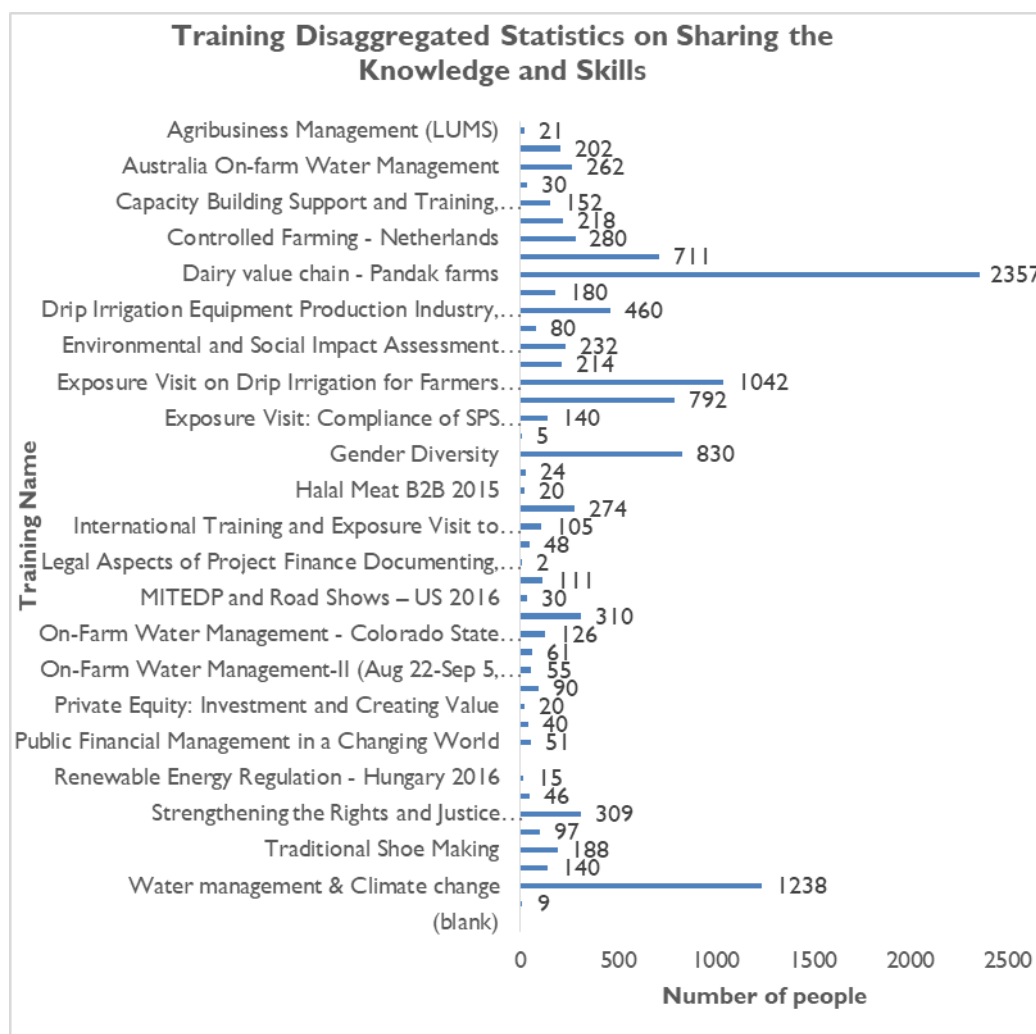
49%. During this quarter, the response rates have dropped, as many of the participants we trained in the previous quarters are government employees, who are generally not responsive to such surveys as noted previously.

The Project continued to make efforts to improve the response rate of post-training surveys during the reporting period. This includes streamlining and improving the action planning process, issuing the training completion certificates to participants only after all surveys have been completed (usually nine months after each training concludes) and making phone calls to participants who do not respond to email invitations to collect information on post-training impact. As a result of these efforts, response rates for both the six and nine-month surveys were improved, except for those that are government employees.

Transfer of Knowledge, Skills, and Methods

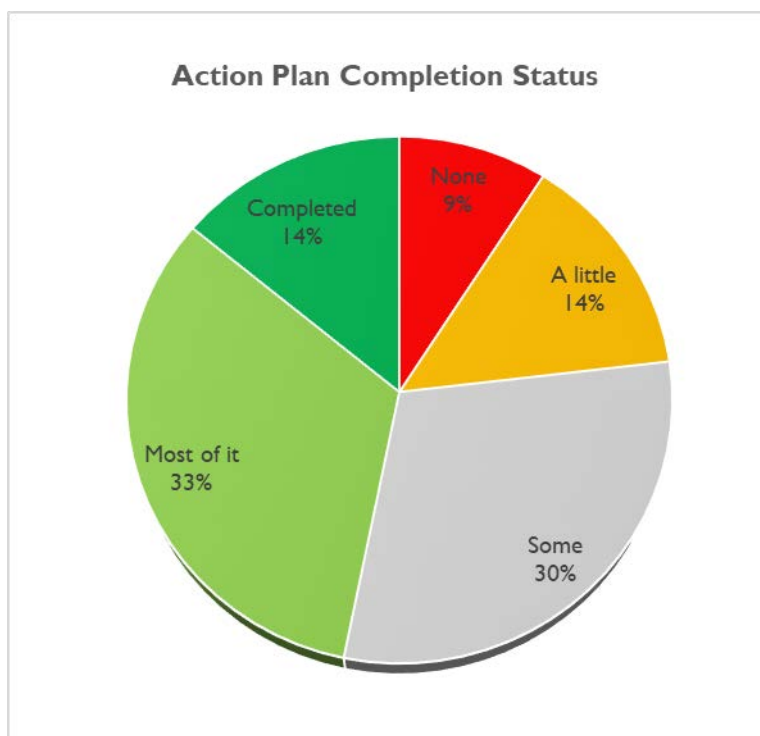
To date, participants who responded to the survey reported sharing new experience, knowledge, and skills with a total of 11,617^{xxii} people, or 45 people per participant on average. Out of 363 respondents, 259 reported skills multiplications, which equates to 92% of all respondents.

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.



Progress on Implementation of Action Plans

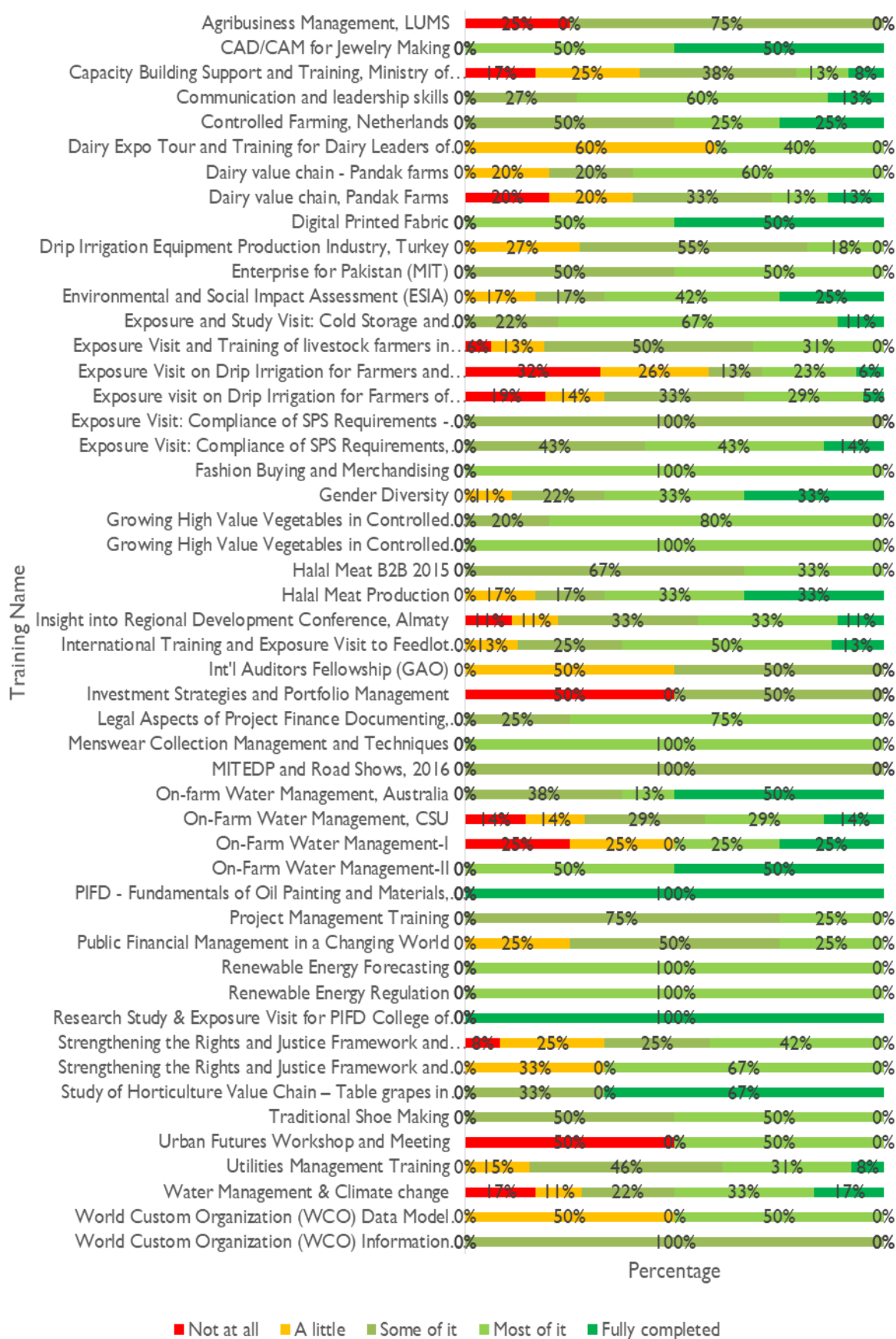
Only 9% percent of respondents reported that they did not make any progress on their action plans, while 14% percent reported making “little progress.” Thirty percent reported making “some progress” on action plans, 33% reported completing “most of it,” and 14% reported to have “fully completed” their plans. In total, 47% 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.

Indicator Number	Indicator Name	Target	Progress		On-Track Signal ^{xxiii}	Remarks
			Quarterly (Jul-Sep)	Cumulative		
MSF 2.1.2b	Number of persons receiving training on skill development	NA	56	714		On-Track
MSF 2.1.2c	Number of person-days of training on skill development	NA	168	16,303		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	A number of students receiving U.S. funded scholarships to attend U.S. institutions of higher education	NA	-	62		On-Track; 35 Ph.D., 27 Masters.
MSFF 4.1.c	Number of individuals who completed workforce development or tertiary education programs	NA	01	79		This quarter one more PhD scholar has returned. Cumulatively, 79 (45 male, 34 female) scholars completed their programs.
MSF LGL 3a	Number of adolescent girls receiving skill development training	NA	191	279 ^{xxiv}		Currently, 693 girls are attending their training programs, of which 279 girls from have completed their training program.
MSF 4b	Percentage of graduates from USG-supported workforce development or tertiary education programs reporting themselves as employed	NA	-	89%		Of 31 Ph.D. scholars, 29 are employed. Of 24 TEMSP scholars that returned to Pakistan 20 are employed.

MSF. 1.2.1b	Number of people trained in technical energy fields supported by USG assistance (EG7.3-2)	NA	-	26		On-Track
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Indicator Number	Indicator Name	Target	Cumulative Progress	On-Track Signal ^{xxv}	Remarks
I-a	Percentage of participants who reported utilization of new knowledge, skills, and methods acquired as result of participant training	70%	70%		On-Track
I-b	Percentage of participants who reported improvement in their work performance as result of participant training	60%	69%		On-Track
I-c	Percentage of participants who reported to have trained others (skills multiplication) on what they learned or experienced during the training	70%	92%		On-Track
I-d	Number of people who benefited from skills multiplication activities carried out by TFP participants	N/A	11,617		On average, 45 people per participant.
I-e	Percentage of small grants projects successfully completed	100%	53%		Eight small grant projects successfully completed.
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	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%	86%		Slightly lower than the target, WL will use the findings to improve related information in the PDOs.

Sub-Objective - 1d	Percentage of participants who rate the quality of the overall training program as at least a 4 on a 5-point Likert scale	75%	89%		On-Track
Sub-Objective - 1e	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%	91%		On-Track
Sub-Objective - 1f	Percentage of participants who developed action plans for utilization of knowledge and skills after the training	90%	91%		On-Track
Sub-Objective - 1g	Percentage of U.S long-term training participants who reported to have the opportunity to see how American society works	90%	93%		On-Track
Sub-Objective - 2a	Percentage of participants who reported to have acquired new or improved knowledge/skills/methods from participant training program	75%	89%		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%	77%		On-Track
Sub-Objective - 2c	Number of person/days of training on skills development for adolescent girls ^{xxvi}	N/A	16465		Person-days of training for PTS KP is 3,922 and for PTS Sindh it is 12,543.
Sub-Objective - 2d	Number of capacity assessments, training needs assessments, organizational assessments (standalone or linked to HICD) carried out	6 ^{xxvii}	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 visitors programs (C.4.1.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	1631		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
1- Indicator 1.1	Annual Participant Training Plan completed	4	4		On-Track
1- Indicator 1.2	Number of PDO/PTOs organized	N/A	107 ^{xxviii}		On-Track
1- Indicator 1.3	Number of debrief sessions organized	N/A	65		On-Track
1- Indicator 1.4	Training Providers' database developed and updated	1	1		On-Track
1- Indicator 1.5	Number of training and academic	N/A	85		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	3,515		This includes participants of academic programs. This figure should reach its target once the PTS trainings and other trainings in the pipeline are completed.
2- Indicator 2.2	Number of participants completed academic programs [Target = U.S.: 75, IC: 40]	115	156		On-Track. In total 188 participants are expected to complete their academic programs under TFP programs; 156 have completed their 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 ^{xxix}	13		See comment for the indicator i.e. above; Number of small grants completed.
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	3		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 PTWG held	12	16		On-Track. Twelve meetings were held in Islamabad, and 4 meetings were held in
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: 110 Media events: 10		On-Track

Annex VII: TFP Training Activity Tracker

Attached as a separate file.

Annex VIII: TEMSP Scholar Completion Status

Attached as a separate file.

Annex IX: PhD Scholar Completion Status

Attached as a separate file.

Annex X: Pathway to Success Training Status to Date

KPK

Component I – Vocational Training

Training	Start Date	End Date	Target Pax	Actual Pax	Institution	Status	Notes
Beautician	April, 2017	Oct, 2017	60	65	TEVTA, Gulbahar	On-going	
Stitching and Dressmaking	April 2017	Oct 2017	100	94	TEVTA, Gulbahar & ALUMNO training institute	On-going	Three beneficiaries placed for internships parallel to the training.
Photography	July 2017	Oct 2017	25	30	College of Home Economics, Peshawar	On-going	
Cooking & Baking	July 2017	Jan 2017	50	52	College of Home Economics, Peshawar	On-going	
Web Design	April 2017	July 2017	20	25	National Institute of Design and Analysis (NIDA)	Completed	Five beneficiaries placed for internships. Six beneficiaries selected for entrepreneurship training.
Graphic Design	April 2017	July 2017	20	22	NIDA	Completed	Five beneficiaries placed for internships. Nine beneficiaries selected for entrepreneurship training.
Fabric Printing	June, 2017	Sept, 2017	25	30	TEVTA, Gulbahar	Completed	

Component II – Entrepreneurship Training

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

Component III – Life Skills Training

Training	Start Date	No. of Hours	Target Pax	Actual Pax	Institution	Status	Notes
Life Skills	October 2017			88	Elizabeth Girls High School	Scheduled	
Life Skills	October 2017			128	Edwards Public School Wing I	Scheduled	

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	On-going	
Early Childhood Education	May 2017	Sept. 2017	70	71	Technical Training Center (TTC)	Completed	
Indus Bits-Web design	May, 2017	Sept. 2017	35	36	TTC	Completed	
Microsoft Office & Office Administration	June, 2017	Sept. 2017	35	37	TTC	Completed	

Beauty Aestheticism	June 2017	Sept. 2017	35	36	Indus Resource Training Centre, Mirpur Mathelo	Completed	
Karachi							
Graphic Design	July, 2017	Nov. 2017	60	60	Memon Industrial & Technical Institute (MITI),	On-going	
Certificate in Information Technology (CIT)	July 2017	Nov. 2017	60	60	MITI	On-going	

Component II – Entrepreneurship Training

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

Component III – Life Skills Training

Training Name	Start Date	No. of Hours	Target Participants	Actual Participants	Institution	Status	Highlights/Notes
Karachi							
Life Skill Training	October 2017				Government Girls Secondary School (GGSS), Bihar colony	Scheduled	
Life Skill Training	October 2017				Government Girls Secondary School (GGSS), Gharibabad	Scheduled	

Annex XI: 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, Roleplay, and participative discussion
Sep 12	██████████	Women rights	30	Ghotki, Skype session	Women rights were discussed in light of Bano Qudsia literature.
<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	Roleplay, Chinese whisper activity
Sep 13	██████████	Motivational Talk	40	Karachi	
<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.

Annex XII: TFP Training Plan

Attached as a separate file.

Endnotes

- ⁱ Of these, 3,006 participants completed their programs, while 498 participants were in ongoing programs as of September, 2017.
- ⁱⁱ This includes 693 ongoing or completed participants and five dropouts, of the Pathways to Success (PTS) program in Sindh and KP.
- ⁱⁱⁱ Participants are disaggregated as per the Task Order year i.e. May to May. TFP completed its fifth year.
- ^{iv} The PTS program started in year four, and these are cumulative participants to date. These include 161 participants that started their program in year five. But since the program was started in year four.
- ^v There are six participants in this training that have previously attended a TFP funded third-country training program.
- ^{vi} One participant was designated as “terminated” due to his self-delayed return from the U.S.
- ^{vii} Overall 49 participants including 42 males and seven females attended the training, out of which 48 participants attended day one (41 males, seven females), 43 participants attended day two (37 males, six female), 37 participants attended two days (32 males, five female), 38 participants were present on day four (33 males, five females)
- ^{viii} TFP inherited 80 scholars, 76 of them successfully completed their academic program, whereas 4 scholars were terminated.
- ^{ix} One scholar is in-training; 30 scholars have completed; three scholars were terminated without graduation, one scholar has been terminated after graduation in 2017.
- ^x Twenty-four scholars have completed, one is ongoing program, two were terminated.
- ^{xi} This includes 361 participants from Sindh (166 of them have completed their program) and 322 participants from Khyber Pakhtunkhwa (47 of them have completed their program).
- ^{xii} One hundred and thirty-five interns successfully completed the internship program.
- ^{xiii} This includes one participant, that didn’t attend the full program.
- ^{xiv} TFP inherited 11 scholars, two of them have completed their program, three of them were terminated, whereas six scholars are working on their theses.
- ^{xv} There are two participants in this training that have previously attended a TFP funded third-country training program.
- ^{xvi} Of these, 3,006 participants completed their programs, while 498 participants were in ongoing programs as of September, 2017.
- ^{xvii} This includes 693 ongoing or completed participants and five dropouts, of the Pathways to Success (PTS) program in Sindh and KP.
- ^{xviii} Participants are disaggregated as per the Task Order year i.e. May to May. TFP completed its fifth year.
- ^{xix} The PTS program started in year four, and these are cumulative participants to date. These include 161 participants that started their program in year five. But since the program was started in year four.
- ^{xx} 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.
- ^{xxi} 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.
- ^{xxii} There were obvious outliers in the post-training survey data especially for Dairy Value Chain and Water Management and Climate Change trainings, which the Project had verified through follow-up phone calls during this quarter.
- ^{xxiii} Green represents ‘On track’, orange represents ‘Slight under achievement or slow progress’.
- ^{xxiv} This number was erroneously reported as 399 participants in the Annual Report submitted during June 2017 and was corrected in the quarterly report for April – June 2017.
- ^{xxv} Green represents ‘On track’, orange represents ‘Slight under achievement or slow progress’.
- ^{xxvi} The indicator is a new custom indicator added by TFP as per the guidance received from USAID PMU.
- ^{xxvii} This was only an indicative target and activities such as these are conducted only as and when USAID requests.
- ^{xxviii} This includes PPOs for PTS in Sindh and KP.
- ^{xxix} The indicative target is 15 as per the last contract modification.