

FINAL PROJECT **REPORT**

Skills Training **Initiative** **For** **Lower FATA Youth**

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Acronyms and Abbreviations

ASK	ASK Development (Pvt) Ltd.
HRD	Human Resource Development
FATA	Federally Administered Tribal Area
FDP-LD	FATA Development Program-Livelihood Development
FDA	Fata Development Authority
SDC	Skill Development Cell
M&E	Monitoring & Evaluation

Executive Summary

This project “Skills Training Initiative for Lower FATA Youth” is one of initiatives of The FATA Development Program – Livelihood Development (FDP-LD) for less educated youth i.e. under matriculation or just having completed their primary level education with an age not more than 30 and not less than 18 years. The program aimed at raising the quality of life for young people in the Federally Administered Tribal Areas (FATA) through developing skills, and creating jobs.

Under this program FDP-LD and ASK Development entered into agreement for project implementation with the First party as Donor and second as Implementing partner with the project duration spanning over Sep 1 To December 31st, 2010. ASK launched “Skills Training Initiative” for Southern areas of FATA, which includes five Frontier Regions and four tribal agencies namely Kohat, Bannu, Lakki, Tank and Dera Ismail Khan Frontier Regions with Orakzai, Kurram, North Waziristan and South Waziristan Agencies.

The project objectives;

- On job training and placement of 160 less educated youth through their placement with shops of relevant technical skills.

The constructive approach and the greater part of learning about this project was that ASK placed youth directly at work with practical and hands on knowledge from the day 1. However, for better attitude and self-development there were life skills training after every 15 days. These life skills trainings and the innovative approach of ASK to place youth directly in the fields yielded greater results and the youth has equipped now with technical skills related to their trades in which they were placed.

The assignment was tough and difficult due to background of FATA youth, prevailing recessions in the job market and high rate of unemployment in the country. Broadly speaking many challenges/constraints were faced during the implementation of the project. Some of the challenges were internal and some were external such as Law and Order Situation in Khyber Pakhtunkhwa, Despite of all these challenges, Program has successfully managed and placed the 132 youths from Southern FATA with various shops and workshops of Mobile Repairing, Domestic Wiring, Plumbing & Pipe Fitting, Professional Tailoring & Auto Electrician trades. The average attendance rate remained more than 90% of the trainees.

It is an immense pleasure to share that many of the youth were offered Jobs by their employers/Ustaads due to their performance, dedication and commitment during the course of training.

ASK extends the gratitude to FDP-LD , FATA Secretariat, Chamber of Commerce, and all other host organizations for their Contribution in project Implementation facilitating ASK to achieve another milestone.

1. INTRODUCTION

ASK Development is one of Pakistan's leading HRD networks of highly trained, committed and experience management professionals & trainers, enriched with a blend of national and international exposure in corporate, development/NGOs and public sector. It is a capacity building, organization with special emphasis on **Youth Development & Job Placement** having offices in Islamabad, Lahore, Karachi and Peshawar.

The FATA Secretariat and FATA Development Authority are raising the quality of life for young people in the Federally Administrated Tribal Areas (FATA) and the Frontier Regions through the FATA Development Program – Livelihood Development (FDP-LD). The program focuses on southern areas of FATA, namely **Kurram, Orakzai, and North and South Waziristan Agencies, and the Frontier Regions of Kohat, Bannu, Lakki, Tank and Dera Ismail Khan.**

One of the key components of the livelihood development initiative is to create jobs, increasing incomes, and teaching employable skills with a focus on youth. The program intends to achieve the aforementioned objectives by providing technical and vocational training and trainees/shagirds opportunities to FATA youth from above mentioned areas.

Project Goal:

Reducing Unemployment in Youth through Innovative Approach of Skills Development in technical trades aiming at reducing poverty in Southern FATA & FR regions

Project Objectives:

- On job training and Replacement of 160 less educated youth through their placement with shops of relevant technical skills for a period of 2.5 to 3 months.

2. Project implementation

Following were the key steps of the implementation strategy:

2.1 **Identification & Selection of the Youth**

- In Preceding Session May 15 to Aug 31, 2010 ASK Development finalized the selection criteria with the consultation & support of FDP-LD. The said document is attached as an



annexure “A”.

- Primary pass or under- matriculation unemployed youth
- Age-18-30 years
- Belongs/residing in FATA (identified regions)
- Willing to work hard with discipline
- Having a aptitude to learn the relevant skills of the given/specified trade
- Belongs to low income family group

On 31st August 2010, the project has completed successfully certificate distributed ceremony for the trainees and the trainers on their compatible performance.

In extended Project Sep 1st to Dec 31st 2010, following actions performed for the Re-Placement of the trainees to enhance their working capability and covered the loopholes which make trainees perfect to earn and make them self sufficient.



- ASK Development announced on radio to inform register Trainees about the Skills Training Initiative extended project and their re-placement.
- Telephonic calls were made to the trainees registered numbers for rejoining on their relevant trade shops.
- After the announcement and constantly calls to the registered shagirds /trainees for their re-placement. Out of 132 last 3.5 months project placement only 107 trainees contacted to the ASK and the final list of 107 trainees was shared with the FDP-LD. The reasons were not being contacted and unavailability of rejoining the program of the remaining 25 trainees is as below:
 - Due to the military operations in Lower FATA, blocked mobile networks and flood in the FR areas, ASK was unable to contact them on the mobile & alternate land line numbers mentioned in the baseline forms.
 - Few trainees joined the further courses offered by the other stake holders.



Table 2.1- Number of Trainees/Shagirds as per the Project Document

Region	Mobile Repairing	Professional Tailoring	Plumbing & Pipe Fitting	Auto Electrician	Domestic Wiring	Total
Peshawar	35	25	40	25	35	160

Table 2.2- Number of Trainees/Shagirds Placed in Initial Project

Region	Mobile Repairing	Professional Tailoring	Plumbing & Pipe Fitting	Auto Electrician	Domestic Wiring	Total
Peshawar	31	24	33	18	30	136

Table 2.3- Number of Trainees/Shagirds Placed in Extended Project

Region	Mobile Repairing	Professional Tailoring	Plumbing & Pipe Fitting	Auto Electrician	Domestic Wiring	Total
Peshawar	24	17	27	12	27	107

2.2 Selection of Ustaads / Trainers

ASK simultaneously selecting the youth was also selecting the Ustaads through the concerned program officers and shops as per the criteria mentioned in the project proposal and selected Ustaads keeping in view the following selection criteria.

- Primary or under-matriculation
- Having at least 3 years experience in the same trade
- Willing to teach with clear learning outcomes
- Having age of 25 - 40 years

Ustaads took the responsibility for the trainee's learning by concerned program officers social & Professional contacts and the Orientation Sessions with the trainers to brief them about the extended project.

2.3 Listing / Mapping Organization

The selection criteria of shops were also developed with the mutual consent of FDP-LD & the shops were selected as per the below mentioned criteria.

- Located in safe and reputed areas
- Have at least 1-2 Ustaads in workshop on prescribed criteria
- Should be trade specific shop with necessary tools & equipment
- Willing to place two less educated youth as on job trainee
- Willing (preferably) to continue service of trainee after project period as employee
- Willing to follow syllabus, monitoring and reporting requirements

The Senior Program Officer ensured its implementation through visiting the shops, meeting with the owner or Ustaads, social contacts and market unions to make sure the proper selection of shops and Ustaads which ultimately led to the pace learning of the youth.

For the period of May 15 to Aug 31st, 2010 total number of shops visited were 104 and out of these 80 shops were selected by ASK and signed the MOU's. In extended Project (Sep 1 to Dec 31st, 2010) from these 80 selected shops only 60 MOU's signed from the Ustaads for 107 trainees. The breakup of those 60 shops is given trade wise as an **annexure A**.

The whole project process remained a learning exercise including meetings with the shop owners & Ustaads. At the initial step, the owners expressed unwillingness when they heard that Youth belongs to FATA regions especially North and South Waziristan. Further, employers were not ready to take risk of damaging of their tools and felt insecurity of their tools and material. ASK team convinced & motivated them to place these youths on the shops by utilizing program officer's professional relation in the market, market unions and proper orientation to the Ustaads and owners. Code of conduct (attached as **Annexure-B**) for trainees/Shagirds was also developed to address the security concerns of the shops.

2.4 Coordination between Youth & the Shops:

ASK built a bridge & liaison between the selected youth & the shops owners & Ustaads. The Senior Program Officer ensured its implementation through visiting the shops, meeting with the owner or Ustaads, social contacts and market unions to make sure the proper selection of shops and Ustaads which ultimately led to the pace learning of the youth.



2.5 Life Skills Training (Intermediate Learning) for Youth:

Due to weak education systems, most of our educated youth lacks confidence and communication skills, for bridging this gap, ASK conducted the Basic Life skills learning classes once a week for building communication skills, emotional intelligence, positive thinking, entrepreneurship and confidence building covering the following topics. In this extended project ASK arranged the Intermediate learning sessions for the trainees which covered the Communication Skills, Team Building, Stress Courses & Remedial Measures, and Career Counseling complete training programs with introduction, learning objectives against their achievements are mentioned in training reports attached as an **annexure-D**.

The orientation session was conducted by Senior Program officer and ASK trainer on the first day of each training session. After the orientation session, trainees/shagirds became fully aware about the extended project, their stipend imbursement which was conditional to their 90% attendance and code of conduct, honoraria to the Ustaads, rules & regulations of the shops and their limitations.



They all were much motivated after the Intermediate Learning Session. Feedback forms, their response to M&E Officers proves their satisfaction of these trainings and ready to step in their practical life.

Daily attendance, Mid Term Assessment were conducted by the ASK for the proper evident documentation to evaluate the changes and improvement from the training contents.

2.5.1 Interactive Approach Adapted in the Training:

During the trainings interactive learning approach has been adapted by the trainers so to extract the trainees' ideas and have their involvement at their best. Group activities, role plays and quiz activity were the additional approaches adapted by the trainers in their topics. All the approaches adapted were very effective as ASK observed the changes both in physical and mental aptitude showed through their feed backs and presentation in the trainings. Trainees were more into learning communication skills, positive thinking etc, furthermore were more eager to learn and practically use the skills learnt from the training.



2.5.2 Trainees Weakness & their Solutions:

In Intermediate Training Sessions found the weakness in trainee's learning through Assessment test and Practical questions to sort out these constraints arranged the special classes by relevant Program Officer and to brief them about their study plan and to increase their learning level arranging Practical work by the Program Officers. Remedies and improvement after their counseling attached as an annexure D.



2.6 **Orientation Session to the Ustaads:**

Orientation sessions conducted for the trainers / Ustaad to brief them about the extended project and after every fifteen days sessions described the trainee's performance and learning interest evaluated by their Ustaads through practical work.

The Mid Term Assessment tests unambiguously indicate the status of the trainees that were properly targeted by trainers hence a visible result and improvement is seen through these test and practical work. 100% attendance, Pleasant effect on the communication Skills and performance of the trainees by thoroughly visits of the Program Officers.



2.7 **Stipend & Honoraria Management**

As per the project document, the ASK was responsible for the Stipend & Honoraria management which included the stipend payment to trainees/shagirds and the honoraria payment to the Ustaads. The ATC clearance was mandatory for all the trainees/shagirds as well as for the Ustaads. ASK developed a comprehensive database including all the required information for ATC with the utmost support by the FDP-LD team. Apart from this database, ASK team also developed software in which all the basic and required information of trainees/shagirds and the Ustaads personal & their shops data are compiled. This software would be helpful for all the stake holders and the donor for future projects as well.

2.7.1 **Stipend Management**

During the technical training on the shops, youth were provided monthly stipend package consisting of expenses of stay, food, inter and intra-city travel and incidental expenses. ASK paid them monthly stipend for covering their accommodation and travel through cheques on monthly basis following their ATC confirmation by the donor as per the following break-up.

The Payment of stipend

The payment of monthly stipend to the trainees/Shagirds was conditional and those terms and conditions were shared with them in the orientation session by the senior program officer.

Some of these conditions are as follows;

- 90 % of attendance
- Good conduct (report by Ustaads)
- Interest in learning & performance



Breakup of the stipend package offered to the trainees/shagirds is as under;

Description	Amount
Clothing & Medical	Rs. 1500/-
Boarding & lodging	Rs. 5000/-
Daily travel for workplace	Rs. 1000/-
TOTAL PER MONTH	Rs. 7,500

2.7.2 The Payment of Honorarium to Ustaads

The payment of monthly honorarium to the Ustaads of trainees/shagirds was an incentive to motivate them and to assure respect for their contribution in learning of trainees/shagirds. ASK shared required service and supervisory role with Ustaads.

The project paid an honorarium Rs. 1750/- per trainee to Ustaad in each month and the coaching role as follows:

- Marking attendance
- Watching trainees' conduct at workshop

- Coaching and technical training
- Technical guidance & on-job training
- Reporting & liaison with ASK on prescribed forms

The ASK team members of the project had a continuous liaison with trainers/Ustaad to motivate them and to ensure their timely performance regarding technical training.

2.8 Monitoring & Evaluation of the Project

Trainee's Monitoring & Evaluation categorized in three different ways:

- Monitoring by Program Officers
- Senior Program Officer and Project Coordinator
- National Advisor and CEO

Monitoring & Evaluation by Program Officers:

Monitoring & Evaluation was the integral component of the project. Program officers of the concerned trades were appointed. Each Program officer was responsible for managing his respective trainees/shagirds. The role of the program officers was not only just to do his job but also trouble shooting between the Ustaads and the trainees/shagirds.



The Key job of the Program Officers was to check learning of the trainees/shagirds, attendance, advice to Ustaads for addition or deletion of contents of the learning, mentor trainees to follow code of conduct for behaving well in the shops. They made it possible through field visits to the host organizations and online monitoring support through cell phone. Each trainee/shagirds was visited twice in a week in accordance with the schedule.



SPO & Regional Manager

Senior Program Officers visited the shops and asked from trainers about the trainee's learning skills, their level of interest and same from the trainees about the trainer's way of learning, sort out their constraints at the spot. The Regional Manager evaluates the trainees learning and performance in trainer's orientation sessions and the trainee's intermediate training sessions.

CEO & National Advisor

After every 15 days Project Progress Review Presentations with SPO & PO's to the ASK CEO and National Advisor in which briefly described the trainees performance and the constraints which the team and trainers are facing during learning.



Stages of Monitoring Cycle	Indicators	Tools
Process Level	Regular Attendance	Attendance Sheet, Monitoring Tracking sheets based on syllabus
Output Level	Targets verses achievements (Fact sheet)	Data Analysis / Desk Review
Validation	Retention of youth with pace of learning	Physical Visits

With existing fresh monitoring tools, General Monitoring Assessment & Learning Tools were developed to evaluate and examine the trainees learning and performance on time. Workbooks (**Design Syllabus**) distributed to the trainees for their convince filled up on weekly basis.

For **process level monitoring**, check lists and guidelines for organization selection for placement, check list for selection of trainees/shagirds, code of conduct for managing positive behavior of trainees at shops.

For **output level**, Monitoring tool for program officers, Record of practical (syllabus provided as an annexure) for Ustaads, training evaluation forms were developed and administered while for **outcome level** leverage of the project, satisfaction of trainees because of mentoring and facilitation, offer of jobs by the some of the shops because of changes in skill set and attitude were recorded.

For **validation level**, Learning tracking sheet was also developed. The basic aim of these tools was to track progress of learning contents and other variables such as attendance, implementation of any follow up by trainees/shagirds or Ustaads etc. Over all learning sheet portray learning graph of each trainee/shagird based on the feedback of M&E tool and this was also validated by the senior program officer on random basis through visits to the shops and the distance calls.

One general suggestion from employers and trainees/shagirds was that trainees/shagirds duration spanning on two months is short and should be six months or one year for gaining hands on experience. Monitoring schedule was developed and each Program officer was assigned to monitor learning of the trainee/shagird as well as to facilitate their respective trades.

3. Project Targets and Achievement

The Project targeted enhancement of employability skills for 107 youth from Southern FATA was achieved through the support and cooperation of respective shops of the area. ASK through deployment of an experienced Project team dedicated and committed towards the project goal & objectives accomplishment has resulted in successful and timely achievement of 100% target in quality and **93%** in quantity from the preceding project duration. Following was the target of the trainees/Shagirds as table 3.1-A, table 3.2-B shows the previous project placement and the 3.3-C shows the extended project actual number of trainees/shagirds with their respective trades. Table 3.3-D shows the trade wise placement and the number of drop outs.

Table 3.1 A-Number of trainees as per project document

Region	Mobile Phone Repair	Professional Tailoring	Plumbing & Pipe Fitting	Auto Electrician	Domestic Wiring	Total
Peshawar	35	25	40	25	35	160

Table 3.2-B Number of trainee/shagird last placements

Region	Mobile Phone Repair	Professional Tailoring	Plumbing & Pipe Fitting	Auto Electrician	Domestic Wiring	Total
Peshawar	31	24	33	18	30	136

Table 3.3C- Number of Trainees/Shagirds Placed in Extended Project

Region	Mobile Repairing	Professional Tailoring	Plumbing & Pipe Fitting	Auto Electrician	Domestic Wiring	Total
Peshawar	24	17	27	12	27	107

Table 3.3-D Trade Wise Number of trainees/shagird with drop outs

Trades	Placed	Drop Outs	Completed professional Trainings
Mobile Phone Repairing	31	7	24
Professional Tailoring	24	7	17
Plumbing and Pipe fitting	33	6	27
Auto Electrician	18	6	12
Domestic Wiring	30	3	27
Grand Total	136	29	107

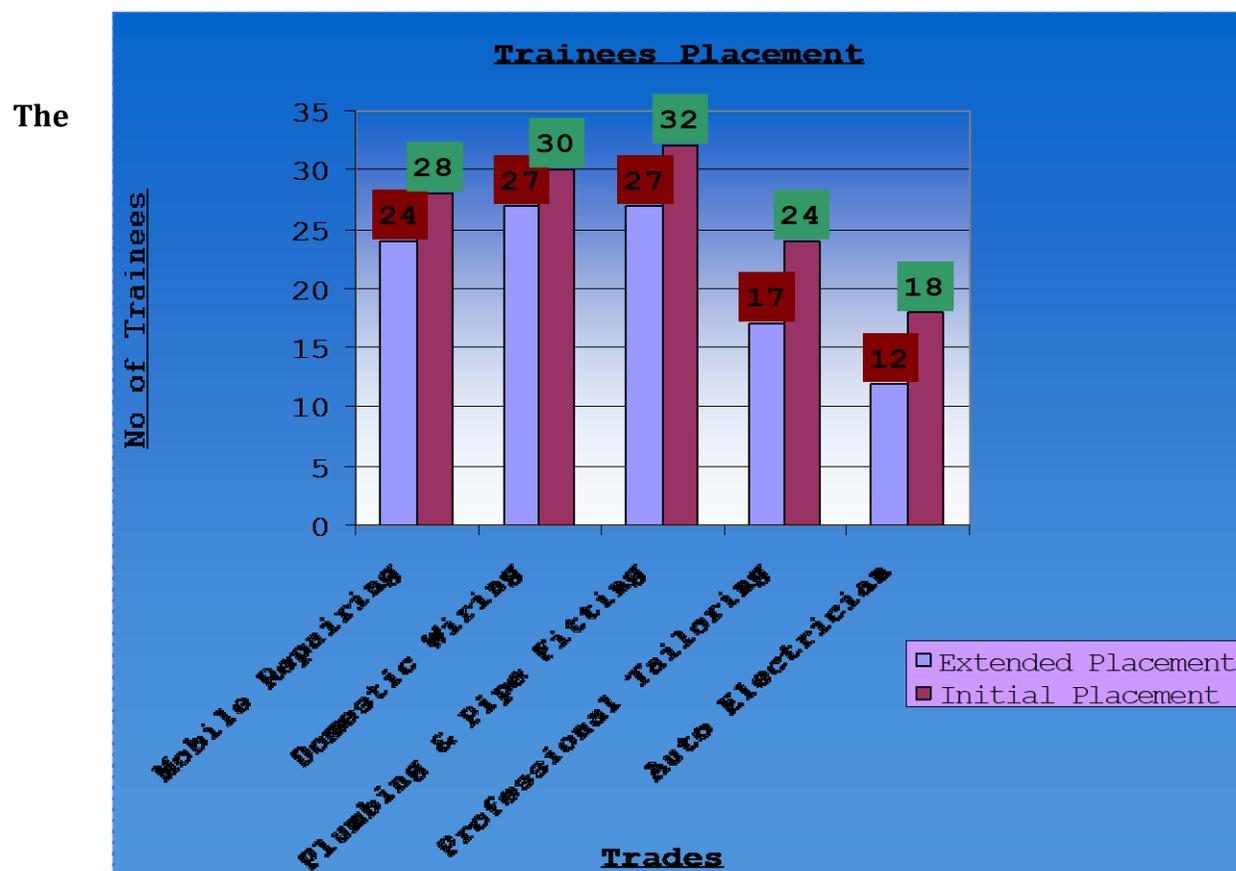
3.1 Following are the major reasons of the drop-out

Drop outs were observed in the first month of Trainees/Shagirds and reported by M & E officers of ASK during their weekly visits to monitor the learning process and progress of trainees/Shagirds as well. ASK come to conclusion that mainly family issues forced the trainees/Shagirds to move back to their respective home towns. Secondly, few trainees/Shagirds were even involved in different programs, or were engaged in their jobs making them not eligible for the scheme.

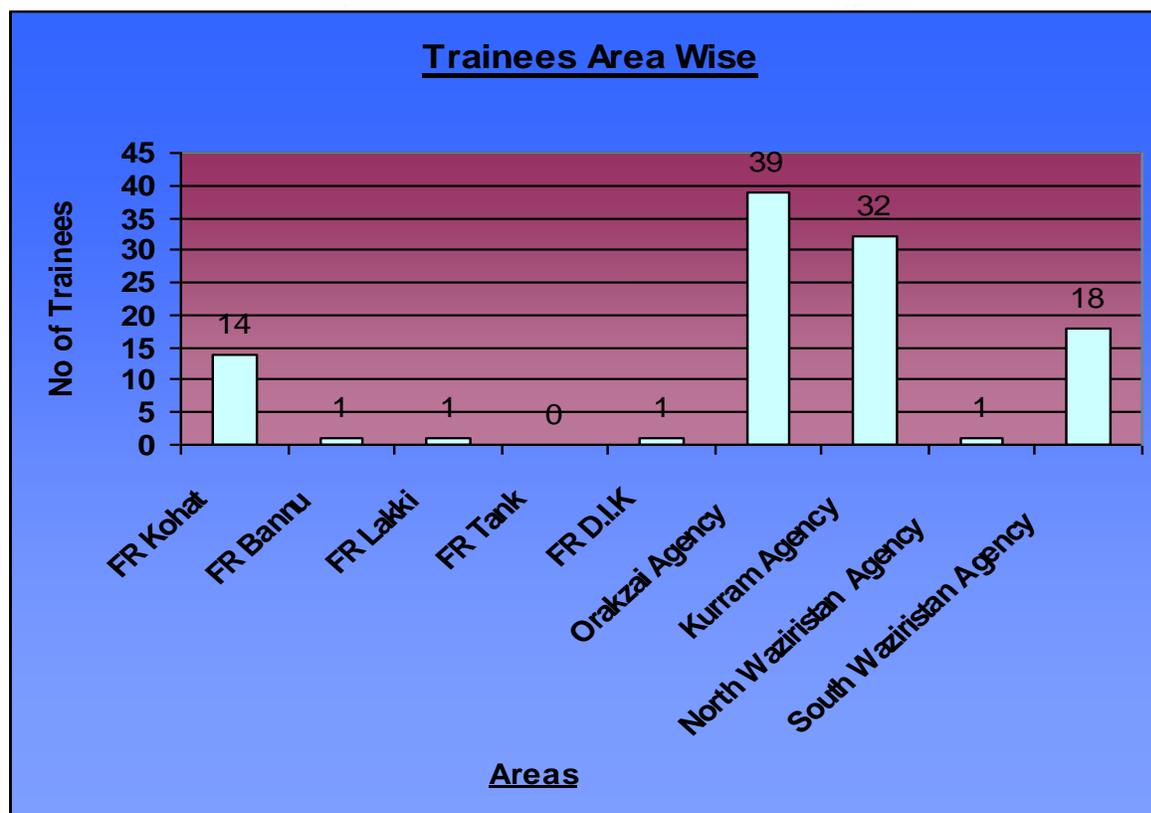
Table 3.2 Showing Area and Trade Wise Summary of Training

Sr. No.	Trade	FR Kohat	FR Bannu	FR Lakk i	FR Tank	FR D.I.K .	Orakzai Agency	Kurra m Agency	North Waziristan Agency	South Waziristan Agency	Total
1	Mobile Repairing	5	0	1	0	0	8	6	0	4	24
2	Domestic Wiring	4	0	0	0	1	11	6	0	5	27
3	Plumbing & Pipe Fitting	1	1	0	0	0	8	15	0	2	27
4	Professional Tailoring	2	0	0	0	0	5	3	1	6	17
5	Auto Electrician	2	0	0	0	0	7	2	0	1	12
TOTAL		14	1	1	0	1	39	32	1	18	107

No of Extended Project Trainees Placement with Initial Placement Trade Wise Graph



Graph Chart is Showing the number of Trainees / Shagirds Area Wise



4. Constraints/Problems Faced During Implementation

Broadly speaking some challenges/constraints were faced during the implementation of the project. Some of the challenges were internal and some were external. Following are some examples

6.1 Law and Order Situation in Khyber Pakhtunkhwa

- Most of employers shown reluctance in having youth engaged in their business due to prevailing insurgency in FATA, especially North and South Waziristan Agencies but after explanation and motivation of ASK team they agreed for the trainees/shagirds program.
- On the due date of the placement, some of the trainees/shagirds were absent. They were unable to return from their agencies because of bad law and order situation & military operations in certain areas.

6.2 Fear of Security of assets

- In most of the shops expensive tools & inventory were the core cause for the fear from the shop owners. They were reluctant to place trainees/shagirds in their shops as fearing of damaging tools or inventory.

7. Effectiveness/Impact of the Project

The Project being unique and difficult in implementation but was positively effective and exerted positive impact on business community as well as FATA youth. Few trainees became self sufficient and offered jobs from the reputable areas.

7.1 Program Impact on Trainees/shagirds' improved skills for employment opportunities.

7.1 Program Impact on trainees

The trainees/shagird improved their level of confidence that can be seen in their daily communication. It was also observed during the certificate distribution ceremony when some of them delivered speeches.

There is another sign of improvement observed when Trainers showed thrust in trainees through assigning them training assignments and giving them their personal tools. Trainers trust was because of trainee's improvement in skills and responsible behavior. It is also observed that trainers start paying token amount as wages to the trainees as they started accomplished their work of repairing, sewing and assisting in different tasks. This increased self esteem and confidence in trainees and working relations with their trainers and work place.

Most of the trainees have also improved their personalities & style due to the training program which reflected in dress selection and conversation as compared to prior to attending the training program.

7.2 Impact on shops/workshops

After the initial period of training, the trainees became a help to the trainers and supported them as additional technical human resource. That somewhat filled the gap of shortage of skilled labor.

The project team trained the trainers on how to teach youth under their control and being responsible as respectable trainers/Ustaads. This motivated them and enabled the working environment at workshops that was healthy and rewarding for customers as well.

Success Story

Name: Masood Khan S/O Momin Khan
Trade: Mobile Repairing
Placement: Applico Mobile

Resident: FR Lakki

Masood Khan S/O Momin Khan, resident of Lakki Marwat Mohalla Garabin is the only hope of his six sisters and ailing parents. His father is a retired 4th grade officer from Public Health Department. Due to unfortunate financial conditions, he was unable to continue his education after middle. He had a strong determination to pull out his family from all the atrocities of life.



He was hopeless, as there was no bright path in front of him. One day he saw advertisement of ASK Development regarding Skills Training Initiative Program for Lower FATA Youth with the collaboration of FDP-LD. It seemed like a shining star to him in the darkness of world and he applied in Mobile Repairing course. After registration he started to work at Applico Mobile his placement shop and improved his skills on daily basis. He was quiet happy with this learning and the monthly stipend through he was able to support his family. The project successfully completed on August 31, 2010 and the trainee back to his hometown to support his family through utilizing of this learning.

After few days he received a call from the ASK Development for the extended project and his replacement. He was satisfied that now he will cover the loopholes and will be more professional in mobile repairing. In extended project he placed again in the Applico Mobile Shop under the supervision of Mr.



Muhammad Nadeem trainer. His trainer was also happy with trainee Masood Khan Performance and his dedication towards work. The trainer of Applico Mobile Mr. Muhammad Nadeem offered him permanent job in his shop on daily wages. He got sufficient experience regarding his field and monthly stipend supported him and his family to satisfy his basic needs.

He is very much thankful to ASK Development for providing such an excellent opportunity due to which he is now self sufficient to make his living better.

Success Story

Name: Ikram Ullah S/O Ghulam Server
Trade: Mobile Repairing
Placement: Marhaba Mobile

Resident: Pakai, Post Office Tiyarzah, Tehsil Tiyarzah, District South Waziristan Agency

Mr. Ikram Ullah resident of South Waziristan Agency and currently living in Azam Colony, university road District Dera Ismail Khan.

Military Operation in Waziristan Agency was the caused to lose all his family possessions. His family was disturbed and financially influences a lot. His family migrated to Dera Ismail Khan, there some one told him about some courses for FATA people initiated by ASK Development. Soon he submitted an application for the trade of mobile repairing. He selected and placed Marhaba Mobile Palace in Sadder Bilour Plaza. In the training he used to get the stipend as well, because of that he was able to fulfill his personal needs and family requirement to some extent.

In the Preliminary phase of Skills Training Initiative Project which was from May 15 to August 31, 2010 he learnt a lot about the Mobile Repairing. The training was very fruitful for him. After the completion of 2.5 months training he went back to his hometown and utilized these skills. After few days he got message from the ASK Development about the Project extension. Also inform about to cover the ambiguity of



mobile repairing course.

He rejoined the course and worked hard to achieve his aims. ASK placed him under the skilled and expert trainer/Ustaad to improve the trainee skills and make Ikram Ullah perfect and self sufficient for his future. The trainer Mr. Muhammad Sabir is very satisfied with the interest level and working capability of the trainee and hired him for his own shop Marhaba Mobile on monthly salary as per the market requirement.

He thanked the ASK Development for giving him such an opportunity to learn and enhance his learning capability under the supervision of such a talented trainer and responsible program officer.

According to Ikram Ullah he is now good enough to support his family and also run is own mobile repairing shop due to the efforts of ASK and his entire team.

Success Story

Name: Waheed Gul Afridi S/O Ghuncha Gul

Trade: Mobile Repairing

Placement: Punjab Mobile

Resident: Quom Akhor Wal Dara Adam Khel, Tehsil & District FR Kohat

Mr. Waheed Gul Afridi son of Ghuncha Gul is a resident of Dara Adam Khail District from Kohat Agency. He is currently living in Hayatabad Phase 6. He is inhabitant of backward village where the opportunity for earning the livelihood is almost unattainable.

One day his friend told him that ASK Development offering some technical courses for the Lower FATA & FR youth. At the very next moment he contacted to the ASK officer and registered his self for Mobile Repairing trade. Quickly he became member of that training through he can fulfill his personal needs. Before applying in the project he did not know any thing about Mobile repairing. But this training makes him able to afford his family needs to some extend.



After the completion of initial phase of the Skills Training Initiative project he started to do some work from his own end but after few days he came to know that the Project got extension. He realized that he should be availed this chance. He was very happy and

registered his self in ASK Development for the replacement at Punjab Mobile with the Mr. Muhammad Haroon trainer. His Program Officer was Mr. Muhammad Shahzad Khan, who also used to monitor him.

He went to shop regularly and works hard to achieved his objective, his trainer Mr. Muhammad Haroon was quiet happy with Waheed Gul Afridi performance and working attitude. His program officer was also confident about his future. As the trainee is capable so the trainer Mr. Muhammad Haroon decided and confirmed the trainee Mr. Waheed Gul Afridi permanent placement is his own shop Punjab Mobile on daily wages. This is good enough for the trainee to fulfill his basic needs.



Waheed Gul Afridi is satisfied and happy to be part of ASK Development and thanked full on behalf of FATA youth to arranged such an opportunity in his life to make them capable.

Success Story

Name: Khalid Usman S/O Rahim Gul

Trade: Domestic Wiring

Placement: Latif Electric Store

Resident: Quom Akhel, Tappa Shumali Nawasi, Tehsil Ismail Zai, Orakzai Agency

Mr. Khalid Usman S/O Rahim Gul is a resident of Orakzai Agency. He has three brothers and two sisters belong to poor family.

His father is basically a farmer, and he used to earn Rs. 3000/- per month. In this amount it was very difficult for his family to carry out the expenditures. So Khalid Usman started working in his village as to get some livelihood for his family. What ever chance he got there for his livelihood he availed it, but the wages he was getting were too less to afford the expenditures of his family.



Because of the Army Operations in Lower FATA area, he and his father lost their work which caused them to face more hard time. Because of Military Operation all of his family migrated towards Kohat. One day he heard that the ASK Development offering some technical trainings for the Lower FATA & FR youth through radio advertisement. He contacted the ASK Development team and registered his self in the Domestic Wiring Trade. Soon he realized that this training can be too beneficial for him.

The trade Program Officer helped him on each and every step of learning, and was always behaved like a father. In the Preliminary face of project which was from May 15 to August 31, 2010 he learnt a lot about Domestic Wiring, he also said that the time limit was too less for the training. When the initial training ended he went back to his respective living place and there he was getting work according to his trade, but because at that time his skills were not really well polished so he was having hard time to utilized that skills well.



With in few days he got a call from the ASK Development team to re-join the project as the project was extended. He was too happy that he will overcome the loopholes in his learning. He placed at Latif Electric Store with his Ustaad/trainer Mr. Basheer Khan and he also treated him nicely. This time he also worked so hard and trainer Mr. Basheer Khan gave him the responsibility to teach some other shagirds and as well as to handle the charge of the shop.

Now he is capable enough to open his own shop. Now he can handle the entire situation easily without having any difficulty. He mentioned that now he is able to lead his family and able to support them financially. He gave all this credit to the ASK Development because of them it was possible for him to learn the skills and stand on his own feet. He especially thanked ASK Development team for providing such a golden opportunity to Lower FATA & FR youth where there future can prosper.



Success Story

Name: Farooq Khan S/O Hakeem Khan

Trade: Domestic Wiring
Placement: Latif Electric Store

Resident: Quom Ali Khel, Tappa Jasrat Khel, Bari Khel, Post Office Ghaljo, Tehsil Upper District Orakzai Agency

Mr. Farooq Khan s/o of Mr. Hakeem Khan is a citizen of Orakzai Agency. The profession of his father was farming and from cultivation they used to get a little amount, it was very difficult for his family to carry out their expenditures in that little amount. Because of less education and no skills in his hand the trainee Farooq Khan was unable to earn some thing for his family and to be a helping hand for his family.



The extremist were striking every place in his village and were collapsing their belongings. The only hope of the income for his family is trainee Farooq khan. Their land was the only one source of income which was captured by the extremist. The Army decided for a military operation in his area at that moment they had no other option other then to move from there village and to find a safe place to live. When his all family was shifted he came to know about the ASK Development Skills Training Initiative program for Lower FATA & FR Youth. That was a ray of hope for him. He applied and registered for the trade of Domestic Wiring and was placed at Latif Electric Store with the trainer Mr. Basheer khan, he was happy to learn such a skills and monthly stipend through he can managed his basic needs. After the preliminary project duration of three months which is very short time to make expert him in this field. But after the completion of the project he went back to his home town. There was no source of income and was very disappointed. Soon the trainee received called by the ASK Development for the extended project and his replacement.



In extended project He was placed again at Latif Electric Store with Mr. Bashir Khan Trainer and this time he showed more interest, regularity and a passion for the work. His learning level was enhanced. The things which were left in the Pre phase of the training he learned them in the extended project. He took all the things as a challenge and was dedicated towards learning and wants to be a helping hand for his family. His trainer Mr. Basheer Khan is quiet happy with his performance and hard work and offered him permanent job in the same shop Latif Electric Store on daily wages.

He specially thanked the ASK Development for providing such a golden opportunity for his future and he can be able to support his family. He said that if such types of programs are continued for the unemployed youth.

Success Story

Name: Faisal Ahmed S/O Noor Muhammad Shah

Trade: Domestic Wiring

Placement: Ali Electrical Store & Board Maker

Resident: Quom Bezwat, Tapa Mir Khel, Karghan, Post Office Feroz Khel, Tehsil Lower District Orakzai Agency

Mr. Faisal Ahmed S/O Noor Muhammad Khan placed at Ali Electric Store & Board Maker Shop in Domestic Wiring trade. His Ustaad is Mr. Ghulam Ali.

His combine family consists of 30 members. His father is farmer he has 2 brothers & 3 sisters. Because of limited resources he has to leave his studies and started to work with his father.

The level of terrorism increased in his living area. So the Army started a Military Operation over there. Trainee Faisal Ahmed's whole family migrated. They were on hand to mouth.

Soon he came to know about the training offered by ASK Development for the people of lower FATA to reduce the unemployment. He filled an application for the trade of Domestic Wiring. He got call from ASK Development about joining for the training and he was placed at Ali Electric Store & Board Maker. His trainer was Mr. Ghulam Ali he helped him through each thick and thin. At this stage every step of learning was new for him so he took time to learn the things. The course time was too short and the trade had too much diversity, so 40% course was left. After the completion of the initial phase of the project he went back to his house where he was getting work according to his trade, but despite of the opportunity he was lacking some thing. Soon he realized that few important things are left in his practice.

Soon he got a call from ASK Development team for rejoining the project and placed again at the same shop Ali Electric Store & Board Maker.



This time he worked hardly with full passion and determination and figured it out the issues which were coming at the time when he was in the village. He learned and covered all the study plan good practice of all the things.

Now because of his responsibility and hard work his trainer gives him extra responsibility to take care of the shop and permanently placed him at the same shop Ali Electric Store & Board Maker on daily wages.

He thanked to the ASK Development for providing him such a opportunity where he can make his future more bright. At this stage he thinks that he is really capable of taking out his family from the entire financial crisis.

He specially mentioned that this sort of the program must continue for the people of FATA so that they can develop more and more.



Success Story

Name: Abdul Hameed S/O Abdul Qadoos
Trade: Plumbing & Pipe Fitting
Placement: Shabir Ahmed Sanitary Pipe Fitters

Resident: Quom Bangash, Maro Khel, Post office Ali Zai, Tehsil Lower Kurram, District Kurram Agency

Abdul Hameed is a resident of Kurram agency. There are total 10 family members and he is eldest among their brothers and sisters. As soon he finished his studies, he was very much worried about his future because the situation was getting worse in his village due to strong hold of Taliban. His father's was a farmer, but because of insurgencies in his area, they lost there all his possessions. Due to insurgencies at wide range his house and property was demolished. They were in very critical situation. They have never imagined of this life. One of his cousins was shot dead by the Taliban's. He was jobless and was concerned about his family because they had no resources left other than his father's income which were also not enough to meet his family needs. Because of it, they were shifted to "TAL".



He was very disappointed then his family member told him about the ASK Development advertisement of Skills Training Initiative Program which were starting for Lower FATA Youth & FR youth. That was a ray of hope for him, he applied for the trade of plumbing and Pipe Fitting and was selected and placed in the Miran Shah shop. In Miran Shah under the supervision of trainer Mr. Zain Ullah Khan, he was taking interest in his work and improved on daily basis but the project duration was three month which was very short time to expert in such a field. At the end of the project he went back to his home town. But soon after the extension, he was called again by ASK for rejoining.



He was very happy after the replacement news and placed at Shabir Ahmed Sanitary; show more interest, regular and passionately work and his learning level was enhanced and now he has grip all the things related to Plumbing & Pipe Fitting.

He is very grateful to ASK for providing the skills learning through the unemployment reduced to some extent.

Success Story

Name: Abdul Shakoor Khan S/O Haji Abdul Ghafar khan

Trade: Plumbing & Pipe Fitting

Placement: Shabir Ahmed Sanitary Pipe Fitters

Resident: Maro Khel, Post Office Alirai, Tehsil Lower Kurram, District Orakzai Agency.

Abdul Shakoor is a resident of Kurram agency and belongs to a poor family of 10 members. His father's profession is farming and from that, it was all most impossible to run the expenses of his family. Trainee Abdul Shakoor wanted to be a helping hand of his father so he started working in his area with some small work. Through he could earn some money. He got some opportunities but the wages were too low. The amount was insufficient for him and for his family to carry out their expenditures.



On the other hand insurgencies were on extreme and most of his property was damaged or was occupied by the insurgents, which was the only source of income for their family. His family had no option other than to leave their hometown, so they shifted to a new place, where they were living hand to mouth, there was no source of income and the family was having a very hard time. Trainee Abdul Shakoor main concern was about his family expenditures because they had no other resources left.

He came to know about ASK Skills Training Initiative program for Lower FATA Youth through the newspaper. He applied for the trade of Plumbing & Pipe fitting and was placed in Shabir Ahmed Sanitary Store. In this time span, he faced a lot of difficulties because all the things were new for him, but the trainer Mr. Shabir helped him through ever thick and thin. Soon he started taking interest in his work. Duration of the program was just three months which was very short time to become an expert in such field. At the end of the project he went back to his home town where he got no chance. But soon after the extension, he was called again by ASK Development for rejoining.

He was placed at the same shop Shabir Ahmed Sanitary in extended project session. This time he showed more interest, regularity and passion for the work because he knew that his future depends on these trainings. His learning level was enhanced and now he could fix all things. The trainee is so much dedicated and has learnt a lot and now his trainer Mr. Shabir is ready to give him full responsibility to look after the shop. He gave all this credit to the team of the ASK Development that now he can earn some livelihood for his family.



He specially thanked ASK Development for giving him such a beneficial chance in which he can lead his family financially. He also said that these programs must continue for the people of FATA so, that other people of FATA can take a maximum benefit from it.

Success Story

Name: Abdul Samad S/O Abdul Ghafar Khan

Trade: Plumbing & Pipe Fitting

Placement: Meran Shah Pipe Sanitary Store

Resident: Maro khel, Post Office Ali Zai, Tehsil Lower Kurram, District Kurram Agency

Abdul Samad s/o Abdul Ghafar khan is a resident of Kurram Agency from Parachinar. The family consisted of fifteen (15) members. He has seven (7) sisters and four (4) brothers. The time he finished his education he searched for work. But the job he got was on the brick shop. His father is also not a good earner.

At certain time the level of the insurgency increased in his area and soon it was difficult to survive at that place, all of the property and land was captured by the insurgent which was the only hope of the income of the family. They had no other option other then to leave Parachinar, All the family shifted to "TAL", at this stage his family was financial very feeble.



He was very disappointed from this situation then his friend told him about advertisement of ASK Development Skills Training Initiative program for Lower FATA Youth. At Pre stage of project he was placed at Plumbing & Pipe Fitting trade. That was a ray of hope for him, and was placed in Shabir Ahmed Sanitary Pipe Fitters under the supervision of Trainer Mr. Shabir Ahmed he was taking more interest in his work but the project duration was three month which was very short time to expert in such a field. At the end of the project he went back to his home town. There he got few chances to avail his skill which he learned but he was having few problems as he was not having full command on the skills. After the extension Project the ASK Development team contacted him again and mentioning about the extension, he was asked for rejoining the office.



He was happily placed again at Meran Shah with Zain Ullah Khan. To learn the skills which were left was his first priority. In the extension of the Project he showed more interest, regularity and passion for the work. His learning level was enhanced and now he can fix all things easily related with the trade.

He is very grateful to ASK Development for make them self sufficient. Now he can easily lead his family. He also said that this sort of the program must continue for the people of the FATA.

Success Story

Name: Rehmat Ullah S/O Abdul Ghani
Trade: Auto Electrician
Placement: Akbar & Asgher Electrician Works

Resident: Section Mamozai, Sub section Mir Kalam Khel Shaol, Tehsil Upper, District Orakzai Agency

Mr. Rehmat Ullah s/o Abdul Ghani Trainee placed at Asgher & Akbar Electrician Works with the Mr. Asgher Khan trainer in Plumbing & Pipe Fitting Trade.



Rehmat Ullah s/o Abdul Ghani is a citizen of Orakzai Agency and has total 15 family members including 3 brothers and 3 sisters. His fathers earned on daily wages and no other source of income. Because of limited earning and sources he was unable to carry his studies. Because of military operations his family has to move towards some safe side and find shelter somewhere else. After the shifting towards safe side he was unable to survive and also not able to continue his studies. His family condition was too bad in this situation he read in the newspaper that ASK Development has arranged the Skills Training Initiative trainings for the FATA & FR under matric youth to reduce the unemployment.

He came to ASK office for the registration and got the placement in the Auto Electrician trade on his own interest. His placement was at Akbar & Asgher Electrician Shop under the supervision of Mr. Asgher Khan Trainer. He learnt with dedication and showed interest and improved his skills for his better future. The project has successfully completed on August 31st, 2010 with the distribution of the certificate ceremony for the trainees for their compatible performance.

After the completion of the project the trainee started to find a job somewhere to meet his expenses he got job on daily wages which was not good enough as per his personal needs. The ASK called the trainee Rehmat Ullah for his re-placement he was happy after this message and without wasting time he registered his self again in extended project and placed at the Akbar & Asgher Shop with the same Ustaad Mr. Asgher Khan and enhanced his working capability for his better future.



He was very happy to learn with his great Ustaad and with the support of his program officer Mr. Shahid. They both helped him a lot to increased his working capability and make him perfect for his future. The trainer Mr. Asgher Khan permanent placed him at his own shop because of his dedication towards work and responsibility.

The trainee Rehmat Ullah was very comfortable to be trained by ASK Development with the nice and helpful trainer and Program Officer.

Success Story

Name: Abdul Nasir S/O Abdul Wahid
Trade: Auto Electrician
Placement: Top Geer Auto Mobile & Services Station

Resident: Village Munda, Ali Zai, Tehsil Lower Kurram, District Kurram Agency

Abdul Nasir s/o Abdul Wahid is a resident of village Ali Zai, Kurram Agency. He was living in a joint family of 28 members, which includes families of his 2 uncles as well. His father is an aged man who cannot earn on his own, so his family was totally dependant on earning of his uncle.



There was a layer of extremism in FATA region and because of security reasons, his family moved to the safer place. Now all the responsibilities of his family fall upon Abdul Nasir. It was very crucial time for him as he had no work experience and on the other hand no job opportunity in front of him according to his low education.

One day he saw an advertisement in newspaper related to Skills Training Initiative Program for Lower FATA Youth. He submitted his documents at ASK Development Peshawar, under Auto Electrician trade. Few days later, he got a call from ASK that he is selected for the program and so he was placed at New Ittehad Auto Workshop.

He started working hard as he has to earn to fulfill the basic needs of his family. He learnt many things in initial stage of the project. But 3 month duration was very short to become an expert in his field. Project came to an end and he was hopeless about his future. After few days, he received a call from ASK Development for rejoining as the project was extended.



He was very happy and immediately joined the program. This time he was placed with Top Gear as a trainee. He started working with more enthusiasm and left no stone unturned to excess as much of experience as he can. In the extended phase, his learning was more enhanced and up to the mark and now he can perform on his own or start his own business. But the trainer Mr. Tariq Khan offered him permanent job on his own shop for his better future and also keeping his hard work in mind.

Trainee Abdul Nasir is really thankful to his trade officer Shahid Gulzar, ASK Development and his trainer Mr. Tariq for providing such a beneficial opportunity, which will be helpful for him in short as well as long run.

Success Story

Name: Muhammad Ayaz S/O Habib Khan
Trade: Auto Electrician
Placement: Akbar & Asgher Electrician Works

Resident: Quom Mamo Zai, Tapa Mir Kalam Khel Shower, Shaprai, Post Office Ghaljo, Tehsil Upper, District Orakzai Agency

Muhammad Ayaz is the son of Habib Khan. His family consists of 12 members, 5 sisters and 5 brothers. His father was working Seekh Kabab shop. He used to help his father at his shop. His father monthly earning was Rs. 4000/-. Due to insurgencies at his area his complete house was burnt. That made his life miserable; He could not bear the loss of his home and financial crises. He was helpless then he took loan from his friend. But still he was worried for his future.



Then one day he found the way he saw advertisement of Ask scholarship program in newspaper. He submitted his documents at ASK office. And finally he was selected for Auto Electrician trade. He was placed at Akbar & Asgher electrician works shop. He has learnt a lot during his 1st phase of training. But After extension of project his learning skills were more enhanced. His trainer was pleased with his performance and learning.

He requested to further extend this program for his natives, according to him FATA youth is in need of such program as majority are jobless so extension can help to eliminate terrorism and unemployment. He is thankful to Ask for providing such an opportunity and

he thinks that he is now capable of opening his own shop but as per his working capability and good performance the trainer Mr. Asgher offered him permanent job at his own shop.



Success Story

Name: Muhammad Ahmed Khan S/O Qeemat Khan

Trade: Professional Tailoring

Placement: Sarhad Tailor for Gents

Resident: Jasret Khel Orakzai Agency

Muhammad Ahmed Khan son of Qeemat khan is a citizen of Orakzai Agency. His family consists on 13 members.

The total earning of the family in the house is not sufficient enough for their survival. His father is working on land as farmer & impossible to manage the whole month with in limited earning. The trainer started to work with his father to support his family as well.



In the year 2009 the level of the terrorism increased, so their family decided to migrate towards safe side. When he shifted to a new place there he came to know about the ASK Development offering some skills trainings for the youth of FATA, he came to and registered his self in the trade of Professional Tailoring. In the first phase of the project he was placed at Sarhad Tailor for Gents under the supervision of Mr. Shehzad karim Trainer.

When the first session completed he got some positive response according to his trade and started to do some work for the survival. But still he was finding some problems. Soon he got another call from ASK Development mentioning that the project is extended and he should rejoin the project as soon as possible.

The trainee Mohammad Ahmed Khan placed again at Sarhad Tailor for Gents shop and filled the loopholes in the extended project. Because of his hard work and learning capability he earned from the stitching on daily basis which was additional income to fulfill his family needs.

Now he is capable enough to lead his family and take out them from the entire financial crisis. The trainer Mr. Shehzad Karim is very happy with the trainee performance that he offered his job after the completion of the project. The trainee Mohammad Ahmed Khan specially thanked to ASK Development who arranged the Skills Training Initiative Project with the collaboration of FDP-LD for the Lower FATA & FR Youth.

Success Story

Name: Safdar Ali S/O Shad Ali
Trade: Professional Tailoring
Placement: Siddiq Tailor
Resident: FR Kohat

Trainee Safdar Ali is the son of Mr. Shad Ali. He belongs to a poor family from Dara Adam Khel, F.R Kohat. His father was tractor driver and was earning 500 to 600 as a daily wages. That was not sufficient to support his family. Later his father joined a private company. But still they were facing financial crises. His uncle used to support them financially. Safdar Ali family consists of two brothers and two sisters. His village was affected from terrorism and there was no such opportunity of employment. There was military operation in his area as well. He was very frustrated from these circumstances.



One day his friend told him about advertisement of Ask Development offering some courses for the youth of FATA. Then he gathered all the information and submitted his documents. He was selected for the trade of Professional Tailoring. After filling the forms he was placed at M.A Tailors Ladies & Gents where his trainer was Mr. Mohammad Aslam who helped him through each thick and thin. He took full advantage of this opportunity. And he learnt stitching trouser and shirt.

After completing his 1st phase of training he went to sherkra village where he started working at near shop and was earning 200rs per day but still he felt that his skills need some improvement.

Soon he got another call from the team of the ASK Development to rejoin the project. Thus he got another chance to improve his skills. He rejoined this program and polished his skills. He was placed at Sadiq Tailors where his trainer was Mr. Sadiq. Now he is helping hand of his family and he believes that his skills will lead him toward bright future.



He is very grateful to ASK Development team especially thankful to the Program Officer for his support. And the trainer Mr. Siddiq offered him opportunity to permanent work on the same shop after the placement and was very happy that now he can support his family easily. He was also thankful to the ASK Development for such program and he is hopeful that Ask Development will keep working for the development of the FATA youth.

Success Story

Name: Zaheen Alam S/O Shah Alam

Trade: Professional Tailoring

Placement: Gul's Boutique

Residency: Dara Adam Khel FR Kohat

Mr. Zaheen Alam S/O Shah Alam is resident of Dara Adam Khel FR Kohat. He has 6 brothers. His father is a labor who earns through daily wages. They were living hand to mouth. The trainee Zaheen Alam was the eldest of all brothers and so was the only helping hand to support his family in good and bad times.

When the Military Operation started in their area, all of the family was shifted to Peshawar. In Dara Adam Khail all of the property was demolished and was



captured by the terrorist. After some time, he came to know that ASK Development is offering some courses for the FATA people. In this training, he submitted his documents for the training of Professional Tailoring. He got a call from ASK Development about joining for

the training and so after the training he was placed at Gul's Boutique. His trainer was Saleem William who helped him through every thick and thin. At this stage every thing was new for him so he took time to learn the things. The course time was too short and the trade had too much diversity, so there left many things which were pending.



After finishing the first stage of the training he went back to his house where he was getting work according to his profession, but despite of the opportunity he was lacking some thing. Soon he realized that few important things are left in his practice. After few days, he got a call from ASK Development team for rejoining the project and the shop where he was placed before.

This time he worked hardly with full passion and determination and figured out the issues which were coming at the time when he was in the village. He learned them all and had a good practice of all the things. His trainer is quiet happy with the performance and responsibility that he hired him permanent on his shop.

Now because of his responsibility and hard work, his trainer gave him extra responsibility to take care of the shop. He is especially thankful to the ASK Development for providing him such a golden opportunity where he can make his future more bright. At this stage he thinks that he is really capable of taking out his family from the entire financial crisis.

He specially mentioned that this sort of the program must be continued for the people of FATA so that they can develop more and more.