



PRIF Community of Practice Webinar

Build4Skills: How to Integrate Traineeships into Pacific Infrastructure Projects

GUEST SPEAKERS



Amelie Daas
Advisor for Global Project
Education
GIZ



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Project Director, Improving
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PRIF Coordination Office



Build4Skills: How to Integrate Traineeships into Pacific Infrastructure Projects

The Pacific Region Infrastructure Facility



About PRIF



Pacific Region Infrastructure Facility

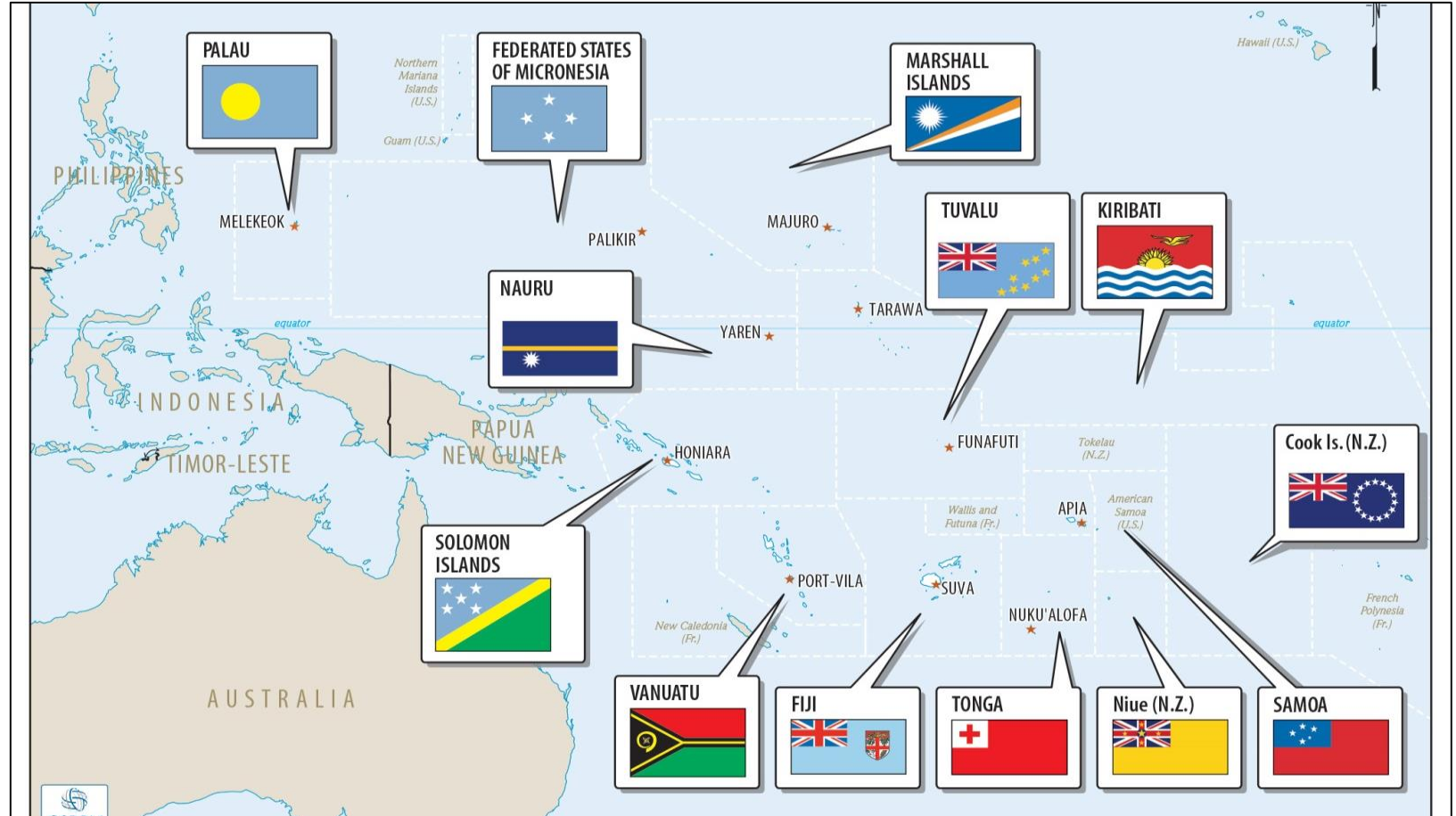


Pacific Region Infrastructure Facility

PRIF is a coordination and technical assistance facility that aims to improve the delivery of quality and climate-resilient infrastructure and services to support socio-economic development in the Pacific.

PRIF works in 14 Pacific island member countries.

PRIF is supported by the eight development partners below.



PRIF Engagement and Resources

Working Groups



Transport Sector Working Group

Transport



Energy Sector Working Group

Energy



Water and Sanitation Sector Working Group

Urban & Water



Information and Communications Technology Sector Working Group

ICT



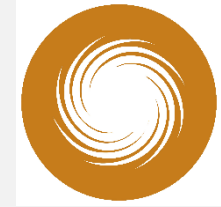
Environmental and Social Working Group

Env & Soc +
GEDSI



Sustainable Infrastructure Management Working Group

Quality



Climate Change and Disaster Resilience Working Group

CC & DRM



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Community of Practice



Online Library



PRIF Week 14-17 Oct 2025

Background and principles on the Build4Skills initiative

Amelie Daas

Advisor for Global Project Education
Deutsche Gesellschaft für Internationale
Zusammenarbeit (GIZ)



Pacific Region Infrastructure Facility

Experience from Pakistan

Zohaib Mushtaq

Project Director, Improving Workforce Readiness
in Punjab Project



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- 1 PROJECT BRIEF
- 2 B4S- OBJECTIVES
- 3 B4S- IMPLEMENTATION STEPS
- 4 RECOMMENDATIONS



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PROJECT BRIEF

Amount: USD 110 Million

Impact: Increased access to quality employment for workers in Punjab

Outcome: Market relevance and inclusiveness of skills development system improved

Output1: Quality and relevance of TVET improved

Output 2: Equitable access to TVET increased

Output 3: TVET sector institutional framework strengthened

Implementation Period: 6 Years (Dec 2022 – Feb 2029)

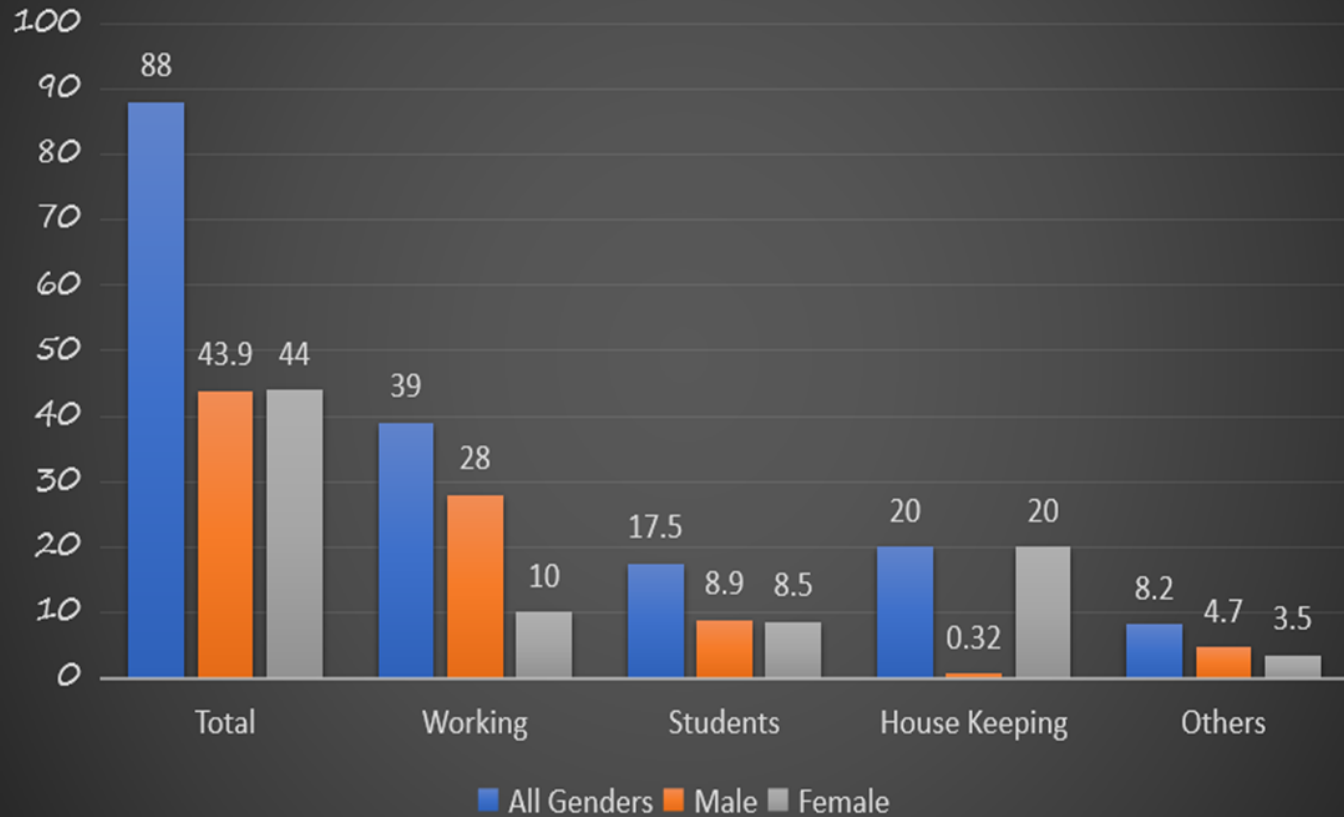
Executing Agency:

- Industry Commerce & Investment Department, GoPb

Implementing Partners

- Technical Education and Vocational Training Authority (TEVTA)
- Punjab Vocational Training Council (PVTC)
- Punjab Skills Development Authority (PSDA)
- Communication and Works Department

Workforce Availability Distribution



39 Million = Total Labour Force

26.8 Million = Population working in rural areas

24.7 % = Percentage of Male Labour Force

7.6 % = Percentage of Female Labour Force

6.4 Million = Population in unskilled occupations

PROJECT INTERVENTIONS

- Establishment of 17 COEs across Punjab
- 8 Priority economic areas
- Self Sustaining Governance Model for Public TVET
- Private Sector Participation
- Increasing Female Skilled Workforce in TVET by 30 %
- Increased awareness and Branding “TVET”
- Establishment of Single Database

Priority Sectors: 6 Vertical, 2 Cross Cutting

- Tourism and Hospitality
- Automobile and Motorbike
- Construction
- Textile and Garments
- Food Processing
- Light Engineering
- ICT
- Health (Bio Medical)



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KEY FEATURES AND INNOVATIVE APPROACHES

Inter-sectoral approach

- 8 Priority Economic Sectors
- 19 Centre of Excellences

Build For Skills

- Placement of Trainees with Construction Firm constructing COEs
- Implementing Partners: ADB, PIU and GIZ
- Work based training
- Training cost build in construction contracts

Training with use of High Technology – 2 sectors

- 2 COEs focusing on AI cloud computing ML
- 2 COEs in Textile High Tech Machinery, IOT, 3D printing, AR
- More interest shown by female population



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BUILD4SKILLS - OBJECTIVE

- To Train TVET Students on Construction Sites
- Construction Sites become Learning Sites
- Employment Opportunities in TVET Sector



IMPLEMENTATION STEPS

01

Planning Stage

- 0.5 % amount of contract award of civil work is embedded in IWRPP project for B4s Component

02

Identification/Selection of TVET Students

- Selection of TVET students under B4S
 - Phase I (78 male and 09 Females)
 - Phase II (99 male and 16 Females)
- TVET students from DAE Civil, Architecture selected in 1st Phase
- Students of other trades will be trained in Phase II

03

Monitoring

- Daily attendance mechanism
- Field Visit Monitoring by PIU Officers
- Progress Review Meetings with trainers
- Evaluation of Trainees

04

Certificate Distribution

- Recognition Certificate
- Shield to High Performers
- Stipend to all Trainees
- 09 Trainees were hired by contractors



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READINESS IN PUNJAB
PROJECT





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RECOMMENDATIONS

- B4S should be introduced in all major development projects
- Grant of Incentives to the Contractors and Trainers like preference in work awards
- Encouraging Private Sector to Participate in B4S programs

Practice guidelines and procurement considerations

Jenny Chu
Procurement Specialist, Asian Development Bank



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Q & A



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