

## ➡ Apprenticeship/Internship Scheme for Fata Youth

ASK Development is one of Pakistan's leading HRD networks of highly trained, committed and experienced management professionals & trainers, enriched with a blend of national and international exposure in corporate, development/NGOs and public sectors. 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 programme intends to achieve of the aforementioned objectives by providing technical and vocational training and apprenticeship opportunities to FATA youth from above mentioned areas.

## ➡ Project Goal

The goal is to improve livelihoods in Lower FATA through creating internship and apprenticeship opportunities for educated youth, with a focus on enhancing their employability skills.

## ➡ Project Objective

The overall objective of this project is to improve employment for youth including male and female both, increase their incomes and contribute to increased productivity.

- **Developing compatible skills of 250 educated youth from Southern FATA within 06 months through 05 days of make-up trainings in Communication Skills, Positive Thinking, Corporate Ethics & Hygiene and Interviewing Skills & Resume Writing.**
- **Enhance employability skills of 250 educated youth from Southern FATA within 06 months through 03-04 months apprenticeship/internship with reputable industries/organizations in Pakistan**

The project includes networking and developing linkages with employers, associations, chambers and media for communication aiming at creating Apprenticeship/Internship opportunities.

Through this project ASK aims to sensitize the industry about issues relating to FATA youth hands on knowledge, experience and bringing them into the main stream business

## ➡ How can you contribute?

- Employer:** Provide Apprenticeship/Internships  
**Professionals:** Share your experiences as Guest speaker  
**Social workers:** Help us find the right candidate/youth

## ➡ “Apprenticeship/Internship Scheme”

Due to weak education systems, most of our educated youth lacks confidence and communication skills, for bridging this gap, ASK has proposed a 05 days make-up training program covering contents of Communication Skills, Personal Effectiveness, Power of Positive Thinking, Corporate Grooming & Etiquettes, Interviewing Skills & resume Writing etc.

Education, experience, career growth and other requirements of the Organizations/ institutions are the key factors which will help in identification of youth. For ensuring 100% completion rate of the program, it will be obligatory for youth to sign an affidavit outlining their commitment to the apprenticeship scheme. The emphasis would also be on their code of conduct while doing the apprenticeship.

During the apprenticeship/ internship period, which would be 03 – 04 months, youth will be provided monthly stipend package consisting of expenses of stay, food, inter and intra-city travel and incidental expenses. ASK will pay them monthly stipend for covering above expenses and youth will manage at their own

## ➡ Role of Candidates/Youth

The payment of monthly stipend to the apprentices will be conditional and those terms and conditions will be shared with them in the beginning. Some of these conditions are as follows;

- **85 % of attendance**
- **Good conduct (report by supervisor)**
- **Interest in learning & performance**

## ➡ Role of Employers

The payment of monthly honorarium to the supervisors of apprentices will be an incentive to motivate them and to assure respect for their contribution in learning of apprentices. ASK will share required service and supervisory role with supervisors. Some of the proposed supervisory role is as follows:

- **Marking attendance**
- **Watching apprentices' conduct at work place**
- **Coaching on job for performance improvement**
- **Technical guidance & on-job training**
- **Reporting & liaison with ASK on prescribed forms**

The relevant team members of the project will have a continuous liaison with supervisors to motivate them and to ensure their timely performance regarding supervision of the apprentices.

*Please join hands with us for mitigating the effects of un-employment and convert youth in economic dividend.*

**For more information, please contact**

**Mr. Cecil Obaid**  
Project Coordinator  
[project@askdevelopment.org](mailto:project@askdevelopment.org)

**Ms. Mariyah Rehman**  
Program officer  
[pof@askdevelopment.org](mailto:pof@askdevelopment.org)