



GOVERNMENT OF PAKISTAN

PAKISTAN NATIONAL OCCUPATION SKILL STANDARD (NOSS)



NATIONAL TRAINING BOARD

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OVERVIEW:

The National Training Board was created under terms of the National Training Ordinance of 1980 with an authority to regulate and promote vocational training in Pakistan. It is charged with the responsibility to:—

- (i) collaborate with the sources of labour market information as determined from a survey of establishments with a view to assessing on a continuing basis existing and future training needs, both local and foreign;
- (ii) systematically study existing training programmes with respect to their relevance, duration and size and recommend such measures to be taken as seen desirable in the light of this study;
- (iii) establish criteria for evaluating and determining training programmes and facilities;
- (iv) develop training syllabi and establish and specify national training standards and trade tests without prejudice to any existing programme being implemented by Provincial Government under an agreement with a foreign Government;
- (v) Supervise such training programmes as are funded from the Federal budget;
- (vi) Prepare national training plans, programmes and projects in view of local as well as foreign manpower requirements and submit them for the approval by the Federal Government;
- (vii) Recommend to the Federal Government means for financing training programmes;
- (viii) Promote and finance training of establishment-based or institution-based training officials and instructors;
- (ix) Organize and conduct seminars and workshops for various types of personnel associated with training activities;
- (x) Collect and compile statistics related to training;
- (xi) Co-ordinate the working of Provincial Boards;
- (xii) Review existing and proposed legislation on vocational training and recommend necessary legislative provisions with the concurrence of the provincial Boards;
- (xiii) Issue to establishments or institutions for compliance directives within the framework of the approved plans and projects; and
- (xiv) Do all other acts necessary for carrying out the purposes of this Ordinance.

An occupational skill standard is defined as a written specification setting out the requirements of knowledge and skills with respect to a particular occupation, i.e. welder, automotive mechanic, etc. These standards will be used as basis in the development of training programmes and in the implementation of occupational skill testing and certification. These standards in brief will ensure that the trainee has acquired the minimum level of skill to perform satisfactorily in a specific occupation.

The objectives of the occupational skill standards, testing and certification programme are:—

- (a) To improve the level of skill of workers in industry and increase the economic potential of the country;
- (b) To improve industrial relations and provide industry with workers whose scope and level of job knowledge and skills are identified?
- (c) To assist in human resources development by providing a precise means of assessing the country's skilled manpower both quantitatively and qualitatively;
- (d) To create an incentive and desire for workers to attain a high level of knowledge and skills competency in their respective trade or occupation and award them a skill certificate which is nationally acceptable;
- (e) To establish a common basis for coordination and cooperation among employers, workers and government relating to human resources development programmes;
- (f) To provide technical and vocational training institutions basis for developing curricula that will reflect the requirements of industry;
- (g) To establish a basis for conducting occupational skill testing and certification;
- (h) to facilitate the mobility of skilled workers.

On attaining the above objectives, the following benefits could be derived:—

For the workers . . . clearer idea as to the degree of competence to strive for; skills certificates issued can be used as passport to appropriate jobs.

For Industries . . . reduced recruitment cost; improve job-skills matching; fair compensation scheme.

For Educational and Training Institutions . . . more relevant training programme; better quality graduates.

For the Government . . . rational income/wage policies; relevant manpower training programmes consistent manpower information; more realistic national manpower plan.

In order to give detailed consideration to the development of national occupational skill standards, the National Training Board appointed Technical Committees composed of trade experts to advise on the contents of the skill standards and the appropriate skill tests.

The members of the Technical Committee for Civil/Construction Trades and the Secretariate who prepared this National Occupational Skill Standard are as follows:

1. **Mr. Rashid Khan**, Executive Engineer,
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The National Training Board wishes to express its sincere appreciation and thanks to the Chairman and members of the Technical Committee who so generously contributed their valuable time, expert advice and co-operation in developing said National Occupational Skill Standard.