

# Taaleem Foundation



**2018**

**ANNUAL REPORT**

## Notion

This is the Seventh Annual Progress Report on the implementation of the four-year strategic plan (2016-2019). The annual report is meant to communicate, in a transparent and accountable manner, the impact of Taaleem Network and its partners work as well as the use of resources by the Taaleem Foundation.

**Taaleem Foundation** is a non-profit and non-governmental community support organization, registered in Balochistan (Pakistan) since 1993. During the years, Taaleem Foundation has established eight (8) schools in tribal and remotest areas of Balochistan which includes: Kohlu, Loralai, Killa Saifullah, Muslim Bagh, Zhob, Pishin, Mastung and Sui (Dera Bugti). Taaleem Foundation has also established a training center to cater vocational training and higher education in Sui to promote economic empowerment among females.

Quality schooling, modern curriculum, co-education and all-female faculty are few of the success factors of this schooling system.

Taaleem Foundation strives to educate a social change through quality education in the under privileged areas of Pakistan, especially Balochistan. It promotes educational and research activities by establishing high quality schools and learning centers; and encouraging female participation in mainstream education in the tribal areas. Gender awareness, participatory & consultative culture, public-private partnership and self-sustenance are the hallmarks of this organization.

Taaleem Foundation's Grammar School System, an initiative in mainstream education, has stirred the tribal society as an activist institutional local change agent for engineering social change, creatively. It has mobilized the concerned communities for collective thinking, with a view to achieve a self-supportive, self-contained and self-reliant growth model for integrated community development. The model has stood the test of time in the communities served by the Taaleem Foundation.

The school management bodies - called 'School Syndicate', independently manage the school affairs, in accordance with the policy guidelines provided by Taaleem Foundation's Board of Directors. The schools are mainly financed through tuition payments, charitable contributions and endowment revenue; and receive little, if any, government funding.

The passion and the positive energy flow from all tiers of management, has helped the active role players to push the people towards a sustainable lifestyle. Over a thousand students of our school system are pursuing higher studies in the fields of business management, arts, medical sciences, engineering, agriculture and teaching, through TF's Sponsorship Program and on self-finance basis. TF has successfully sowed the seeds in order to grow a futuristic vision, which has instilled values such as tolerance, patience and most importantly

made the society open to social change.

In all these efforts, the core feature, which has helped in achieving the above-mentioned goals, has been community participation. TF is a unique model of an ideal private-public partnership. The presence of TF has helped in fostering better relationships between the community and the incumbent local administration.

Today TF observes an increase of self-reliance awareness in the community, which has created qualities of initiating a good cause and driving it to success later on. Taaleem Foundation in collaboration with the community and the government has been able to achieve marvelous results. The organization is generating its own revenues and successfully pays for its operational costs.

## Message from the Chairman



"Taaleem Foundation was founded to educate the underprivileged and include them in the ownership of the process of educational reform."

This year we have worked hard to streamline consolidate our e-solution package of support as part of our vision for a realistic future for our children. We want to see the poor and marginalized being taught technologically so that they do not become obsolete, we are intent on equipping our future generations with the skills and confidence to meet the challenges of the modern world because we have a global outlook for our children. Our schools in Balochistan are flourishing and we are planning our roll out nationally to achieve this vision and goal. I am proud of the dedicated staff who continually look for ways to move us forward and achieve our aims. With the cooperation of our kind supporters, stakeholders, and communities, we will continue to provide the best services skills and development impetus to the children we educate. We must also focus on going girls into schools as recent data indicates only 24% are literate, this must be addressed as when you educate women you are educating the entire family, and probably entire generation.

A handwritten signature in blue ink, which appears to read "Zafar Iqbal Qadir".

Dr. Zafar Iqbal Qadir

## **Where we started: Balochistan**

TF is presently active in the largest of Pakistan's four provinces, Balochistan, which covers 43% of Pakistan's total land mass, but houses only 5% of its total population of 182 million. A small population spread over a large land area means vast distances between habitations, transport connectivity and accessibility issues, security concerns given the Afghanistan border, very little infrastructure built by central government, and little political in/oversight. This has resulted in the region being neglected pretty much by everyone, except us here at TF. We have worked long and hard to meet these challenges head on over decades and have succeeded where no one else has with our eight schools and two Vocational Training Institutes. In Balochistan today, TF is seen as a respected and embedded part of the region and community.

# About Us

We're a non-profit non-government Education & Community Support Organization founded in 1989 registered in Balochistan since 1993, we strive for change through **quality** education for the underprivileged. Our innovative and forward-thinking education system has positively impacted communities in Balochistan, encouraging social change collective thinking and a desire for self-sustainability.

## Location

We have 8 schools in remote Balochistan: Kohlu, Loralai, Killa Saifullah, Muslim Bagh, Zhob, Pishin, Mastung and Sui {Dera Bugi}. We are in the initial stages of rolling out our successful e-solution in Pakistan, focusing on neglected children in remote locations.

## The Girl Child

Our schools are English medium and co-educational with an emphasis on promoting education for girls, who pay even less than the minimal fees we charge. We do our outreach for this, and also operate a Vocational Training Institute in Sui to empower women, and are in the process of adding another in Loralai.

## School Management

The school management body is called a School Syndicate; local Deputy Commissioner, female Department of Education Officer, lady Medical Officer, Principal & Vice Principle of the school, representative from the schools Parents Committee. Each school is managed in accordance with policy raised by TF's Board of Directors. A minimal tuition fee covers all staff salaries and TF works hard to generate revenue.

## Alumni

Over one thousand TF alumni have gone on to pursue higher studies in the fields of business management, arts, medical sciences, engineering, agriculture and teaching, through our Sponsorship Programs and self-financing.

# Vision Mission and Values

## Vision

Encouraging social change by supporting communities to transform into socially responsive, intellectually and practically talented and economically empowered assets of the state. 'Reaching children who are most neglected and marginalized by severe.'

## Mission

To expand Taaleem Foundations ability to work in underprivileged communities to provide opportunities and education for all thus alleviating socio-economic deprivation. We want to show them they can be ardent agents of social change, and provide realistic sustainable community development projects.

## Values

Education is essential for any form of aspiration but now it has to be technology based to give disadvantaged children any real chance of achieving or having any future. We must priorities Women and Girls struggling for equality in a patriarchal society. Those in remote areas have a right to quality education.

*We attribute our success to good outreach work, community participation, our innovative, good private-public partnerships, and a hard-working staff and management team. Our inter-agency and inclusive working model has improved the relationship between communities and their administrative authority.*



# How we work

## Donors

TF's current donors include: Provincial Government, Members of Parliament, PPL for Sui School and National Bank of Pakistan for schools at Kila Saifullah and Muslim Bagh, and individual Private Donors. We are most grateful to all of them for their unwavering support and belief in Pakistan's children.

## Features of Taaleem Foundation

- Secondary schooling - Nursery to grade 10
- Co-education: TF schools presently have 33% female students
- Women led institutions in the field, both on operational and managerial roles
- High-quality English medium schooling
- The Holy Quran taught by qualified {non-cleric} teachers as part of school curriculum
- An independent TF Board of Examination that conducts annual exams for students enrolled in grades V to VIII
- Scholarships and rewards for the gifted and talented
- Self-sustaining, proactive capacity-building and income generating model by which schools fund themselves
- E-learning program that links the students with open-source global knowledge through professional academics, technicians, and teachers at the central studios



# Our Futuristic Approach

TF understands the increasing importance of Information and Communication Technology in the working world today, and in keeping with its innovative philosophy, and keeping up-to-date with educational advancements we introduced a new e-learning model of education. In August 2014 TF began a pilot project in its Sui school with a digital interactive white board in the classrooms and an online curriculum developed with TEC the international Education Consultants based in Singapore. It was so successful we began a roll out to all our schools, and by the end of March 2015 all our schools were now digital. This model allows students in TF schools in remote and rural areas to receive a better quality education from highly qualified teachers based in urban centers of Pakistan, something the recruitment and retention of teachers in these areas struggled with. Subsequently, TF began using the technology platform for e-Schooling, e-Assessments and e-Skills, all of which are now fully active in all TF Grammar Schools in Balochistan. It was a paradigm shift that was essential if we truly wanted to equip our children for the future, if they are not computer literate then they will not be able to compete with the other 60% of middle class children who are. They will not be employable and we will have failed



TF Approach



Participatory and inclusive effort for sustainability

We attribute our success to nationwide community participation, governance initiatives, farfetched outreach to the security concern areas of Baluchistan, sustainable public private partnership, management team. In the recent year our inter agency and inclusive working model has resulted in multi-dimensional groundworks like:

1. Schools in Baluchistan
2. Vocational Training Institutes
3. Virtual University
4. TFHI and e-health solutions
5. Consortiums
6. Digital and Technological solutions with e- learning platform
7. ICT4E
8. Interactive learning hubs in Islamabad

TF is in process of introducing a school of languages in Islamabad. First batch will be enrolled in January 2019.

After year 2016, TF has established a clearer results framework for staff, with a view to increasing flexibility in the use of staffing resources in support of the strategic plan. TF experts made efforts and defined a new procurement structure to address the needs of donors. TF has also established the 'new operating framework' as a basis of TF's engagement with government departments and its partner organizations and institutions. Latest Strategic plan is also in process and will be finalized after TF Annual plan meeting.

**TF is in process of designing the "Regional Digital Network" and for this purpose the advisors are designing a** network tool kit with the aim to establish minimum information about the digital network organization, including registration and governance details. The purpose is to up build their organizational systems, policies and procedures, comply with minimum standards of donor/funded organizations.

In year 2018, TF has redesigned and update its Governance structure, Financial Controls,

Human Resource Management, Office administration: Inventory control and record keeping system and Program Planning and Management. It will improve the direction, approach,

research capabilities, communication systems and diversified financial resources of the organization by 2019.

In the reporting months, Taaleem Foundation worked hard to meet the challenges and blow as a legendary organization. The thematic focus of organization has also increased and contributed in areas like

- Child labour
- Community Development
- Girl Child and Education (Early childhood, Adult Education, Primary Education, Post-primary education)
- Poverty Alleviation
- Rural development
- Information and communication technology
- Sustainable Development
- Health and its digital solutions for remote areas(TFHI) (Primary health care, MNCH)
- Women's Issues/ Economic Empowerment
- Social entrepreneurship
- Livelihood covering Vocational training
- Good Governance - Human Rights.
- Alternate Energy solutions

### **TF has an articulated mission and vision statement**



## **Composition of the Organization**

### **Ms. Arfa Siddique-Director Women Empowerment**

Ms. Arfa Siddique is a Member of Balochistan Provincial Assembly, who is among alumnus of TF Grammar School, Muslim Bagh. She is the first student of TF Grammar School System who has made it to the parliament. She has done BS in IT and Masters in Political Science. In Balochistan parliament, she is member of the Standing Committee on Industries, Mining, Mineral Development, Labour and Manpower; Social Welfare, Women Development, Zakat usher, Haj Auqaf, Minority Youth Affair; and Information, Sports, Culture, Archeology, Museum and Libraries. She joined the Board of Directors of Taaleem Foundation in January 2015.

### **Syed Abu Ahmad Akif-Director Climate Change**

Syed Abu Ahmad Akif is a Founding Director at Taaleem Foundation. Syed Akif has spent the first 23 years of his life at the campuses of the University of Karachi, Columbia University – USA and the Osaka University of Foreign Studies – Japan. He secured first position in the competitive examination of career civil service in Pakistan. He served in Balochistan for a number of years in district administration and helped Taaleem Foundation expand geographically to Kila Saifullah and Muslim Bagh where he worked as the head of district government. As a Founding Director, the deliverables he provided to Taaleem Foundation helped it achieve a sound reputation in terms of a quality education provider. He currently works as Director General (Hajj) at the Consulate General of Pakistan in Jeddah – KSA.

### **Ahmed Bakhsh Lehri- Director Social Development**

Mir Ahmad Bakhsh Lehri is a Founding Director at Taaleem Foundation. He holds the qualifications of M.A. (English) and L.L.B. He belongs to Lehri (Baloch) tribe of Balochistan. The representation of this son of the soil in the Board infuses the sagacity, which is required to bring quality education in Balochistan and to promote the core values and culture of the province effectively. He has served as the Chief Secretary of Balochistan and a Federal Secretary in the national capital. He is currently working as a Member of the 'Federal Public Service Commission' at Islamabad.

**Dr. Mian Amer Masud- Director Academics**

Dr. Mian Amer Masud joined the Board of Directors in January 2014. He has a wide experience in Medical Education, Healthcare Management, E-Learning, Education informatics, Program Development and Project Planning. He believes in providing standardized education through highly qualified faculty for students of undeserved areas specially females who are not able to travel to big cities due to social or economic reasons. He currently serves as a chairman of National Institute of Medical and Social Sciences (NIMSS) at Islamabad in Collaboration with Partners Harvard Medical International, Boston USA.

#### **Dr. Daud Qazi-Director Operations / Healthcare**

Dr. Daud Qazi is a Director at Taaleem Foundation. Born and brought up in Zhob – Balochistan, he is a cosmetic surgeon by profession and is based in Manchester, United Kingdom, with an outlet at Lahore, Pakistan. He is one of the most preferred doctors in the UK in non-surgical cosmetic solutions. He also works as ‘Police Surgeon’ for Greater Manchester Police. He is a symbol of pride for all Pakistan for his achievements in medical sciences.

#### **Ms. Farzana Shahid- Director Quality Assurance**

Mrs. Farzana Shahid joined the TF Board of Directors and Academic Council in January 2015. Having obtained postgraduate degrees in Advanced Professional Studies from the University of Strathclyde – Glasgow, Postgraduate Diplomas from the University of Bradford, and a Master’s degree in Anthropology from the Quaid-e-Azam University Islamabad, she has had a distinguished academic record with concurrent academic and co-curricular achievements. These include various gold medals and top position in all her undertakings from matriculation to the Masters levels. She is an accomplished and experienced educationist, with her professional experience spanning over two decades at various public and private sector institutions including TF Grammar School Zhob, Army Public School, Beaconhouse School System and the City School Network, before assuming her current position as the Director Academics of Information Technology University of the Punjab, Lahore.

#### **Farhan-ul-Haq Faisal Hashmi-Director Compliance**

Mr. Farhan-ul-Haq Faisal Hashmi (Member cum Secretary) is a Certified Financial Consultant with wide experience of managing funds and accounts of various projects. He worked as Manager (Finance & Accounts) in Capital Development Authority, Islamabad where he acted as an Expert (Financial Analyst) to advise Finance Wing of Capital Development Authority on various investing, procurement and fund management issues. He is good at financial



management and development sector application of financial controls. Has a good sense of development administration and works as an advisor in voluntary capacity with a number of

non-governmental organizations. He has been associated with Taaleem Foundation as Advisor on compliance cum Secretary to the Board since 2012. He joined the Board of Directors and Finance Council in January 2015 and continues to work as Secretary to the Board in voluntary capacity.

#### **Hassan Raza- Director Resource Mobilization**

Mr Hassan Raza is a businessman. He is associated with Chemical Industry in Pakistan and overseas as one of the sponsors. He has held Advisory Positions with various MNCs including Mitsui Europe and Ravago. Previously, he was based for a number of years in Silicon Valley U.S.A working for Fairchild and Intel Corporation in various technical and management positions. He is a member of Harvard Business School Club of Pakistan, Vice President Schools of Harvard Club of Pakistan and a member of Sir Syed Memorial Society, Islamabad.

#### **Kamal Hassan Siddiqui-Director Finance**

Mr. Kamal Hassan Siddiqui is the Finance Director at Taaleem Foundation. He has played a vital role over the years in transforming this organization towards self-sustainability and has ensured the implementation of best practices in operations. He leads an audit firm / tax consultants in Quetta which is functional since 1946 and is the first firm to rise in the city – Hassan & Company. In the field of financial and legal matters, his acumen is considered to be one of the best resources available to firms in Pakistan. His major clients are from the following sectors: corporate, governmental and non-profit organizations. He is also the Vice President of Pakistan Tax Bar Association.

#### **Dr. Ruqia Saeed Hashmi-Director Public Private Partnership**

Dr. Ruqia Saeed Ahmed Hashmi W/O Saeed Ahmed Hashmi was born at district Quetta. She has completed Graduation from DAW Medical College in 1976. She got selected on women reserved seat for MPA from W-53 in 2002. She is affiliated with PML (Q). She delivered her services as Chairperson for Standing Committee on Education, Health, and other department. She has been on the Board of Directors of Lady Dufferin Hospital Quetta, SCSPEB, Pakistan Medical Association, Taraquee, CHQ, NATPOW and TVO.

#### **Ms. Sobia Asad- Director Youth Engagement**

Ms. Sobia Asad, an Accredited Change Manager (ACM) from the Change Management Institute, Sydney – Australia is on TF Board since 2009. She has a business management degree

from a joint program of University of Lausanne and University of Zurich in Switzerland. She remained actively involved in designing and managing change related projects for the United

Nations and streamlining communication channels to serve an international network of clients. Having worked as consultant with UMT Consulting International Islamabad, ILO Office Geneva and ITC (International Trade Centre) Geneva, Switzerland, she has a special flavor for developing strategic global partnership.

### **Muhammad Saleem Ahmad Ranjha- Director Innovation & Technology**

Mr. Muhammad Saleem Ahmad Ranjha is a Director at Taaleem Foundation. In a short span of time, he has facilitated the organization in its mission to engineer a social change through diversified initiatives. He has introduced the concepts of vocational training, e-learning and e-health for school health services. This has enabled the organization to tread on a path of making new discoveries in terms of using educational technologies. He is passionate about low cost technology solutions to engineer social change. He works for the government of Pakistan and has the experience of working in Customs, Commerce, Export Promotion and PM Secretariat for more than 25 years. He is also the Founding Director of 'Akhuwat', which is now the Pakistan's Largest Interest Free Micro Finance Network.

### **Dr. Tariq Habib Cheema-Director Global Outreach**

Tariq H. Cheema is the founder of the World Congress of Muslim Philanthropists, an organization dedicated to bringing together donors for the exchange of ideas and proven practices, and to institute an environment of enduring engagement. Dr. Cheema received his MD from University of Istanbul in 1992 and did an advanced study in Philanthropy at Loyola University Chicago. In 2002, he was selected for the prestigious Rockefeller Foundation's Next Generation Leadership Fellowship. He co-founded Doctors Worldwide (DWW), an international medical relief organization, and Diversity Forum, a project funded by Rockefeller Foundation to encourage dialogue and understanding about critical social divides. In addition, Dr. Cheema played a pivotal role in Indo-Pak Peace Network, a Diaspora movement that promotes goodwill among two rival nuclear nations.

Being a successful entrepreneur, he was invited to mentor MBA students at Northwestern University's Kellogg School of Management. Dr. Cheema is the recipient of Entrepreneurship Recognition Award from the Kellogg School of Management and the 2004 Community Service Award from Asian American Coalition of Chicago. In 2004, He joined the Chicago-based Nonprofit Empowerment Group as consultant where he assisted organizations in the fields of governance, program development, strategic planning and global advocacy.

Dr. Cheema is currently serving as the executive director of the Association of Physicians of Pakistani-descent of North America (APPNA)—one of the largest ethnic medical societies in

the United States involved in research, education, community health and disaster relief. In addition, he serves on the boards of Chicago Global Donors Network and HEED Foundation, Pakistan.

### **Ms. Zobaida Jalal- Director Education Reforms**

Zubaida Jalal Khan, is a Pakistani teacher, libertarian, social activist, and politician. After successfully contesting in general elections held in 2002 on a PML(Q) platform, she came in national prominence and public fame as a leading woman minister in the cabinet of Prime Minister Shaukat Aziz. From 2002–07, she was the minister of Minister of Education (MoEd) and unsuccessfully contested for general elections held in 2008 on a PML(Q) platform. Mrs. Zubaida Jalal has helped established a school for girls in her , while teaching at school, she also taught English literature at the Balochistan University. In 1993, her services were recognized by the Government of Pakistan and honored her with Pride of Performance Award for Education by the President of Pakistan. She has authored many publications include Papers on Baloch Embroidery and Poverty alleviation.

## e-Learning and e-Schooling

TF's e-learning model allows the transmission of live and pre-recorded classes or lessons from a studio, in our case Karachi, where the teachers sit, and is streamed live to all eight TF schools in Balochistan simultaneously. Skilled teachers are thoroughly vetted and hired to deliver lessons in a virtual classroom environment. It's virtual teaching at its cutting edge best, the teacher can see the all eight classrooms on his computer screen, and the students can see them, they can raise their hands and ask questions and see and speak to each other - a truly interactive experience. An adult Moderator sits in the classroom to manage the children and help them with anything they need. The TF e- solution package provides all the hardware and software required for a complete e- Learning process, including computers, interactive white boards, multimedia projectors, power supply, and internet connectivity.

Teachers can also improve their own skills and access training and a world of knowledge is at their inherits through the internet—the possibilities are endless for creative and engaging classes that the children can even enjoy. E-Learning does not limit the number of students, allows content to be paused, repeated, and skipped to match the requirements of the student in the class, or indeed individual students who will have their own login and page. E-Learning can simultaneously train all teachers in the field at their respective schools which is also cost sufficient. Similarly for the end of year examinations which are conducted via a 'Computer Based Testing System' {CBTS}.



## Logistics of e-learning

Given our e-solution depends on electricity, to counteract the daily power shortages in Pakistan and more acutely so in the remote areas where e-solution is serving our communities, TF has again responded innovatively and ethically by researching and investing in a state-of-the-art solar power generation and storage solution - a renewable energy option. So along with uninterrupted lesson times we help to protect the environment and act as an example to our children and communities of respecting and conserving the resources of the planet – something that is crucial to their futures.

The e-solution has strong research and development practices to maintain high standards of education delivery, and is always upgrading its curriculum in accordance with the natural evolutionary improvements in a fast changing technological world. In this vein we have Academic Co-Coordinator who sit with the teachers and look at Quality Assurance issues around content, delivery, methodology, and lesson planning.

## Training on e-Learning and teaching skills

All teachers undergo training at the beginning of each session and on an ongoing basis throughout the year. This year all the Principals of TF schools and the organizational support staff from the Head Office Team in Islamabad attended a 10 day training workshop on e-Learning and CBTS - our comprehensive Computer Based Testing System - in collaboration with our partners TeleCast and TEC from 5-15 of February in Karachi. Teachers used the templates produced by TeleCast and undertook training on various multimedia platforms to add to their skills around planning and designing their lessons. Some teachers were also given additional training for their Spoken English by the Zareef Khan Foundation in Islamabad, an institution known for its high standards in English schooling. In addition, a number of Teacher Training Sessions were also held at certain schools during the training days so teachers were trained on the use of e-Learning technologies in-situ at the schools. The main thrust of the training centered around training the teachers to be more confident and creative with the interactive digital boards, become more proactive and develop e-Content. The learning included Power Point presentations and the teachers added to their presentation skills in this way, and discovered even more ways to powerfully educate the children.



# A few Events and Visits

## Provincial Minister's visit to Asad Memorial in Zhob

On 21.5.15 the Provincial Minister Mr. Shiekh Jafar Khan Mandokhail visited our Zhob school for a tour and to see how we have evolved and improved with time. He was impressed by our facilities and even more so by our e-learning model - he watched the children learning interactively and commented on how this was the future. He was also impressed with our solar power solution and understood it was a part of the way forward for our country and communities. Mr. Jafar very generously announced a donation of one million rupees for the school and promised closer cooperation between TF and the Provincial government. The money has since been used to complete some urgently required building and renovation work in and on the school.

## Polio Vaccinations in Zhob, Muslim Bagh & Loralai

On 10.11.15 a Polio team vaccinated 22 students of Nursery and 12 students of Prep at our school in Loralai. On 14.9.15 the same team vaccinated another 70 students of nursery and 75 students of prep at our zhob school, and on 15.9.15 46 students at Muslim Bagh. The schools management teams worked hard to prepare both students and their families for the vaccination process, distributing pertinent information prior to the event to allay parent's quite natural anxieties regarding the vaccines, and clarifying any concerns. Our schools are not just schools that deal with an individual child who attends classes and goes home, but a holistic place for the dissemination of knowledge and information in the social services sphere for entire families and their communities.



# School Trips & Excursions

## Mastung School Trip to Hanna Lak

Taaleem Foundation organizes various excursion and trips for its students and staff members throughout the year. Educational research shows a clear link between motivated students and some practical outdoor excursions which simulate children in the classrooms - especially when like good teachers you and some way of incorporating some learning from their trips. Interacting with teachers outside of the classroom also strengthens student teacher relationships, and generally uplifts everyone. There were many trips out from all our schools like this one and the students and staff enjoyed them all thoroughly.

## Sports Festival TFGS Sui

All our schools have Sports Days and like trips out these are equally important, not just to have some fun but also to promote team work and encourage physical activity—which by the way is the only thing proven to increase intelligence. Sui had four teams: Blue Sharks, Yellow Scorpions, ‘end Crabs and Orange Octopuses, and the champions of the Sports Festival were the Yellow Scorpions while the ‘end Crabs won the Cricket Tournament.



## Recent Projects Implemented by Taaleem Foundation

### UNESCO- GREP

For the research-based intervention of the project, a baseline survey carried out followed by combination of targeted activities that includes social mobilization, door to door visits, engaging communities through 30 fathers and 30 mother's groups, engaging local religious leaders, community elders, influential and local political leadership through 4 community conventions. The effort was further enhanced by need based provision of facilities in all 31 girls' schools that includes furniture to drinking water to the construction of latrines and walls.

Effective media engagement through 11 radio programs, social media campaign and print media coverage also provided extensive support to the project. During the course of the project, 15 capacity building sessions conducted , to enhance the capacity of 314 teachers that includes 216 female teachers were also enhanced on school management, school development



plan making, school security and related issues. Recognizing the good work by TF teams, a 5-member delegation of Korean International Cooperation Agency (KOICA) visited 4 girls' primary schools and showed interest in expansion of GREP to other districts. Famous documentary maker and human rights activist visited TF supported schools and showed interest in making a video documentary on girl child education initiatives by TF. As a TF contribution, school uniforms & school bags were provided to all the newly enrolled students. In addition, multimedia boards were installed at 04 target schools.



The project faced challenges during the course of its life. This includes security concerns at few locations, availability of people for meeting in summer, distant locations and political situation. General elections were another challenge as people were busy in elections related activities. Staff turnover in the project was another area that intervened and dealt timely. Considerate time and effort along with meetings carried out

on re-entry of data in the UNESCO portal due to technical malfunction resulting in data wipeout.

## German Government - NAVTTC

GIZ has been working in Pakistan on behalf of the German Government. NAVTTC introduced the competency-based training and assessment through technical & Vocational Training for imparting training on employable skills in occupational courses. The project will facilitate trainees with these demand-driven skills, in collaboration with the partnering organizations.

Following are the objective of the designed project and financed activities were performed in the reported along with project period according to these objectives:

- I. To introduce competency-based training and assessment, therein the cooperative vocational training approach, in the Baluchistan TVET Sector through implementation of occupational courses for Computer Operator, Computer Graphics-Print, & Dress-making;
- II. To provide 160 trainees with these demand-driven skills, in collaboration with the partnering organizations in the region, explore and facilitate them with the employment (self-employment included) opportunities by the end of December 2018;
- III. To facilitate and improve women participation in economic activities by provision of demand-driven skills to 50 women in Dera Bugti by December 2018;
- IV. To support local economy by building capacities of trainees in establishing micro- enterprises and entrepreneurship (home-based businesses) by December 2018;

### “Vocational Training Institute, Sui”.

Foundation institute served in the reporting month by engaging the local youth and provided skill based training in dress making, hand and machine embroidery, industrial machine operating, and home textiles.

NVQ	training at Enterprises
NVC Level 2 in IT (Computer Operator)	strict Government Office
	C Welfare College & School
	i Model School & College
NVC Level 3 in IT (Computer Graphics-Print)	Sui Model School & Girls College <sup>1</sup>
NVC Level 2 in Textiles (Dress Making)	Women’s Vocational Centre

---

<sup>1</sup> Including exposure to local media houses working and working of government offices

School of Skills (Production Facility)
--

The institute major contribution was to provide the following contribution in the overall project.

- Classrooms,
- e-Learning,
- Computer Labs,
- Stitching And Industrial Apparel Training
- Production Facilities,
- 85kva Sun Tracking Solar System,
- Strong Internet Connections.

Measure	Status/Reasons for deviation
a. Operational Training Plans for training packages developed in the reporting period.	Complete
b. Promotional campaign for Training Program launched at District Level	Complete
c. Trainers oriented on training needs of partnering enterprises	Complete
d. Equipment & Supplies Procured for each trade & course	Complete
e. Registration with Balochistan Trade & Technical Board Renewed	Complete
f. Accreditation with NAVTTC completed	In process, application is submitted
g. Trade wise and batch wise Training Participants Finalised	Complete
h. Competency based trainings imparted for 160 trainees in selected NVQs	Complete

In the initial period of reporting time, Taaleem Foundation's institute team had proactively pursued for assessing basic training demands in District Dera Bugti through active engagement of the partnering enterprises and planned the project in consultation with partnering enterprises at various level of project training program. In order to strengthen employment prospects of the selected project participants and inclusion of poorest of the poor segments, Taaleem Foundation had sought proactive engagement of the partnering enterprises in the identification of participants in the reporting time. Taaleem Foundation needed specific support from partnering enterprises in motivating and encouraging targeted community for female participants, retention in the program and finally employment. The enterprises had also

undertook pre-training counseling of potential trainees as required.

During first month of the reporting time, Taaleem Foundation and the identified partnering enterprises had a series of plenary meetings to discuss and conclude the process of consultative operational planning.

The project work plan was shared with the partnering enterprises for synergy building and proper coordination.

Batch 1 and Target students 60 male .2 modules were designed which cover below mention areas:

#	Trade	Module 1 content	Module 2 content
1	Dress Making	Introduction of dress making and types of fabrics	Pattern cutting theory and practical
2	Computer Operator	MS Word theory and practical	MS Excel theory and practical
3	Graphic Designer	Introduction of Graphic design	Coral draw theory and practical

The joint operational plan documented and a Memorandum of Understanding (MoU) between TF and the partnering enterprises was signed. Taaleem Foundation team also signed, MoUs with Lahore School of Fashion Designing, ICT4e, BIC Quetta, Induction, and NCRD. Senior trainers and experts from these institutes were invited for exchange of ideas on learning and entrepreneurship.

In the reporting period, Taaleem Foundation team identified and nominated trainers who had exposure visits of the partnering enterprises for understanding the workplace-based training environment. The partnering enterprises have identified and nominated field experts for capacity building of trainers. The partnering enterprises had implemented the workplace-based training of the targeted participants as per the designed curricula and the joint operational plan. Taaleem Foundation team had facilitated and created linkages between QABs and the qualified candidates in the partnering enterprises, where these candidates considered joining the pool of certified assessors for the specific skills.

In the reporting time, Taaleem Foundation team had approached the partnering enterprises to seek and identify the skills shortage in local market. As a result of series of consultative meetings Taaleem Foundation (TF team) and partnering enterprises prioritized selected sets of needs, on the basis of which, training program was built, conceptualized, and designed to address the skills shortages in the area. Taaleem Foundation arranged admission and registration procedures in training program and with relevant national databases and systems.

Additionally, Taaleem Foundation liaised with the GIZ/TVET for capacity building of the staff on the



CBT&A content and pedagogical elements of the selected courses. Counseling and career guidance

information was also provided to the general public during admissions drive and in local marketing campaigns which included banners, cable advertisements, flyers, local events, and outreach campaigns. In the reporting month, Taaleem Foundation had collected training material, guidebooks, participants' handbooks, job guides and other relevant material from NAVTTC and other sources. With respect to the computer related qualifications, targeted participants were allocated computer and provided with practical sessions for handling peripheral devices. The participants were also given supplementary training on basic hardware trouble shooting, disk defragmentation and partitioning etc. The progress on institute based training was monitored as per academic/weekly plan/curriculum of each qualification. With respect to the Textile qualification (dress-making), the trainees' practical sessions was initiated with basic stitching machines and then after pre-defined period they moved to the teaching factory which is equipped with industrial equipment. Different level of attachments were made at the teaching factory i.e. drafting and cutting, runner stitching, button hole and button machines, over-locking, quality assurance, pressing and packaging.

### **UNDP SGP project – AJK**

The extension of project period from June to September 2017-2018 remained productive for TF-UNDP-GEF SGP project team as the team conducted multiple activities which includes need assessment of the community, compilation of data related to the animal species of special concern obtained through field visits of M.Phil Scholars from University of AJK. Project deliverables that includes community meetings, awareness & mobilization sessions, stakeholder's coordination/linkages meetings, capacity building sessions, guest exposure visits and monitoring sessions were successfully completed.

During the project period, TF team has managed to launch skill based classes for selected youth of protected area through Technical Education and Vocational Training Authority 'TEVTA' AJK along with appointment of skilled TF - Conservation Staff to provide 'Sewing Skill Training' to women of game reserve at their door steps. These initiatives will hopefully empower the community to ascertain alternative sources of income and curtail their dependency on the natural resources of the game reserve.

In the reported period, TF team organized Biodiversity Conservation Study Camp to provide M.Phil Scholars from selected universities of Pakistan an opportunity to conduct their research in the Qazi Nag Game Reserve area. It was well blended activity with participation from Forest Department Govt. Of AJK, Wildlife & Fisheries Department Govt. of AJK and Community of the Qazi Nag Game Reserve 'Village Khatirnar'. TF - UNDP - GEF SGP team also Incorporated the '**Guest Exposure Activity**' and invited Mr. Ashiq Ahmed Khan (Member Steering Committee UNDP - GEF SGP) and integrated his valuable inputs in following areas:

1. To assess the progress of project and to guide research scholars of UOAJK in their assigned

topics in relation to species of special Concern

2. To visit Qazi Nag game reserve and deliver motivational community session\
3. To incorporate suggestions to find plausible solution for the protection of this rich area in biodiversity

TF team engaged the target communities to bring positive change in terms of Biodiversity Conservation. For this, Orientation & Community Interaction/exposure Visit' was arranged at Ayubia National Park "KPK" involving the community members of the Qazi Nag Game Reserve. The visit was facilitated by Chief Conservator Wildlife Department KPK Mr. Safdar Ali Shah and regional manager WWF Pakistan Mr. Kamran Khan. This visit had provided an opportunity for interaction of both communities besides orientation sessions conducted during this day long activity.

TF UNDP - GEF SGP team has been able to cosponsor the mega event organized by the University of Azad Jammu & Kashmir having Biodiversity & Climate change as main theme of its 02 Days activities. The event was over seemingly participated by international and national scholars including students representing universities of Pakistan and Azad Jammu & Kashmir. The visiting guests from Turkey, Malaysia, China and researchers from different universities of Pakistan delivered valuable presentations highlighting the importance of Biodiversity Conservation and adversities occurring due to climate change. Team TF through this platform highlighted scope, mandate and working of TF UNDP-GEF SGP Project on Biodiversity Conservation. Mr. Ashiq Ahmed Khan was kind enough to represent UNDP-GEF SGP and chaired a session on Biodiversity Conservation.

An overall view of the completed and ongoing projects of TF is

<i>Project</i>	<i>Donor/Funding Source</i>	<i>Project Location (District/Tehsil)</i>	<i>TF Achievements and contribution</i>	<i>Project Duration (From – To)</i>	<i>Total Budget (PKR)</i>
<i>Social Mobilization and Capacity Building of Farmers in Gomal Zam Dam – Command Area Development Project</i>	USAID / Government of Khyber Pakhtunkhwa	Districts of tank and Dera Ismail Khan	-Formation and registration of water user associations -Capacity building of farmers -Enhancement of productivity in agriculture and livestock	Feb 2018 to April 2021	239 Millions
<i>Conservation of Biodiversity in Qazinag Game Reserve</i>	UNEP / UNDP	Hattian Bala, AJK	-Social mobilization of local communities -Awareness raising for conservation -Integrated rural development -Conservation of wildlife, flora and fauna	Nov 2017 to Oct 2018	5.5 Millions

<i>Girls' Right to Education Programme</i>	UNESCO	Nilore & Tarnol, ICT, Federal, Islamabad	-Social awareness campaigns and mobilization of local community -1364 Out Of School Children enrolled in primary schools -Provided school missing facilities to 30 selected schools -Provided Feeder Teachers and trainings and -Engaged local community	July 2017 to Sept 2018	16 Millions
<i>Installation of sun-tracking solar based power plant at TF Educational Complex in Sui, Balochistan</i>	Pakistan Petroleum Limited (PPL)	Sui, District Dera Bugti, Balochistan	85 KVA Power generation and storage for: -TF Grammar School; -TF Vocational Training Institute; and -TF campus of Virtual University, Sui	January-March 2017	7.2 Million
<i>Empowering Women for Sustainable Livelihood</i>	National Vocational and Technical Training Commission (NAVTTTC)	Sui, Balochistan	-Training 150 male and female graduates of the district in livelihood related skills	January – September 2017	7.5 Million
<i>Empowering Women for Sustainable Livelihood</i>	National Vocational and Technical Training Commission (NAVTTTC)	Mastung, Balochistan	-Training 100 female graduates of the district in occupational skills	January – September 2017	05 Million
<i>Empowering Women for Sustainable Livelihood</i>	National Vocational and Technical Training Commission (NAVTTTC)	Loralai, Balochistan	-Training 100 female graduates of the district in computer related skills	April – September 2016	05 Million
<i>Empowering rural women on sustainable livelihood solutions</i>	Pakistan Petroleum Limited (PPL)	Sui, District Dera Bugti, Balochistan.	-Skills development of the rural women -Developing market linkages for products developed by women artisans. -Enhancing disposable income of women to improve living standards	March 2017 onwards	04 Million
<i>Construction of Vocational Training Institute, Sui</i>	Pakistan Petroleum Limited (PPL)	Sui, District Dera Bugti, Balochistan.	Capacity building of rural women on technical / vocational skills.	January 2012 onwards	40 Million
<i>CHBC (Community and Home Based Care Centre), Muzaffarabad, AJK</i>	The Global Fund, Geneva, Switzerland	Muzaffarabad, Azad Jammu & Kashmir	Community outreach, registration, counselling and referral for the treatment of HIV patients and their families	October 2015 to Dec 2017	13 Million
<i>CHBC (Community and Home based Care Centre), Quetta, Balochistan</i>	The Global Fund, Geneva, Switzerland	Quetta, Balochistan.	Community outreach, registration, counselling and referral for the treatment of HIV patients and their families	October 2014 to Dec 2017	19 Million
<i>Construction of Private Virtual Campus of Virtual University, Lahore at Sui, Balochistan</i>	Pakistan Petroleum Limited (PPL)	Sui, District Dera Bugti, Balochistan.	-Construction of private virtual campus of the Virtual University, -Community empowerment through enabling learning environment, -Providing state-of-the-art higher education to the rural youth	July 2014 – Oct 2016	60 Million

## **In the sector of education following projects were completed by Taaleem Foundation**

<i>Project</i>	<i>Donor/Funding Source</i>	<i>Project Location (District/Tehsil)</i>	<i>TF Achievements and Major contribution</i>	<i>Project Duration (From – To)</i>	<i>Total Budget (PKR)</i>
<i>Creating Girls Friendly Spaces at TF Grammar School Zhob, Balochistan</i>	Provincial Minister for Revenue, Government of Balochistan	Zhob, Balochistan	-Constructing washrooms for girls students -Constructing sheds and lawn for girls students -Improving school's physical and learning environment	July 2015 to June 2016	10 Million
<i>Construction of TF Grammar School at Muslim Bagh</i>	Government of Japan - Small Grants	Muslim Bagh, Balochistan	-Quality Schooling, -Promoting female education	2006	8.5 Million
<i>Construction of TF Grammar School at Kila Saifullah</i>	Government of Japan - Small Grants	Kila Saifullah, Balochistan	-Quality Schooling, -Promoting female education	2005	6.5 Million
<i>Construction of new campus for TF Grammar School at Loralai, Balochistan</i>	Chief Minister, Balochistan	Loralai, Balochistan	-Quality schooling, -Promoting female education	2004	60 Million
<i>Promoting Quality Education at Taaleem Foundation Grammar School, Sui (Dera Bugti), Balochistan</i>	Pakistan Petroleum Limited (PPL)	Sui (Dera Bugti) Balochistan	-Construction of purpose-built school and residential infrastructure -Improving quality of education -Promoting gender participation in formal schooling	January 2002 onwards	200 Million
<i>Promoting Quality Schooling in Balochistan</i>	British High Commission, Islamabad	Zhob, Balochistan	Supply of books and furniture for the library of TF Grammar School, Zhob	1992	01 Million
<i>Promoting Quality Schooling in Balochistan</i>	Australian High Commission, Islamabad	Zhob, Balochistan	Supply of audio-visual aids and computers in the Computer Lab of TF Grammar School, Zhob	1992	01 Million
<i>Enhancing Quality of Learning Outcomes in Balochistan</i>	Government of Balochistan	Kohlu and Zhob, Balochistan	Construction of additional classrooms, libraries and computer labs at TF Grammar Schools in Kohlu and Zhob	1991	100 Million

## **Pioneer of Interactive Technological solution and Digital World**

The Interactive Learning Solution offered through e-School services of Taaleem Foundation is a homegrown model of Pakistan, which has passed the proof of concept through continuous pilot testing and fine-tuning in the Baluchistan based TF Grammar School System since 2015 and a number of Islamabad Model Schools operated by the Federal Directorate of Education in Islamabad Capital Territory.

The e-School is a product of Taaleem Foundation developed over few years and deployed in all the schools run by Taaleem Foundation since 2015. While Taaleem Foundation is a mainstream quality education system in Pakistan, TEC is a Singapore based consulting firm, specializing in technology based educational R&D, including curriculum research, teachers training, e-content development, animated educational videos and on-line teaching. The e-Schools an interactive learning solution for the children enrolled in grades I-XII. Further introduction is available at [www.e-school.com.pk](http://www.e-school.com.pk). The e-School product of Taaleem Foundation is owned, licensed and operated by ICT4E – [www.ict4e.com](http://www.ict4e.com).

**With the aim to** provide quality schooling with a view to increase the learning outcomes and retention rate of the students, TF will contribute in the upcoming projects.

### **The objectives of the upcoming digital interventions are**

- I. To upgrade and modernize public / private sector schools for providing high-end quality education to the students of remote communities at an affordable cost
- II. To provide Quality Schooling for improved learning outcomes through use of appropriate Innovative Technologies
- III. To re-brand and reposition the education services in public / private schools while decreasing the operational costs associated with continuous monitoring and evaluation



Today, Taaleem Foundation has attained respectable qualitative benchmarks and is ready to explore and conquer new technologies at service. This all would not have been a reality without the active support of donors, supporters, volunteers and technical partners. The foundation is keen to replicate success in all parts of Pakistan and positively hopes that it will be able to create a progressive change in the deprived communities full of potential to excel.



### **Pakistan Petroleum Limited**

Pakistan Petroleum Limited {PPL} is TF's single largest CSR partner to date. Its PPL Welfare Trust has generously contributed to our school in Sui; the construction of the school building, the teachers' hostel, staff residences and the technical and Vocational Training Institute also at Sui. And many urgently needed repairs have also taken place in addition to all this thanks to their support. PPL is presently fully supporting us in our aim of opening a Virtual University in Sui, and we are working hard to make this a reality.

### **National Bank of Pakistan**

The National Bank of Pakistan has transformed itself from a public sector organization into one of the largest commercial banks in Pakistan. It is a major player and showing growing interest in developing Pakistan's small enterprises and fulfilling its social responsibilities as a corporate citizen. NBP's generous donations have helped two of our schools - Kila Saifulla and Muslim Bagh to complete the following work; heighten a boundary wall, IT labs with all required equipment provided, sewage and sanitation reconstruction, windows rods repaired and replaced, curtains purchased, an E-Learning and Computer Lab, outer and inner walls re-painted, and all wall cracks re-plastered and repaired.

### **Hassan & Company**

Hassan & Company are a tax-consulting firm in Balochistan who have been providing financial management, accounting, and auditing services for free to TF for over the past two decades. The company has also at times provided policy support as well as operational assistance to TF. Hassan & Co have to be commended for such long standing unwavering support to TF and its children, they truly have some share in the work we do and the successful children we create.

### **SBZ Associates**

SBZ Associates offers marketing, management and supervisory services to TF for all its major initiatives in the field of Education, Public Health, Skills Development, Technology Integration and Community Development. The company also supports TF with management solutions to Policy and Human resource concerns.

*We would like to thank all our CSR partners for their ongoing support for all these children, families, and communities by their generous contributions.*

# Technology Partners

A founding principle of TF is self-sufficiency so we are currently negotiating to partner up with several local and national organizations to sustain on going work initiatives and implement new ideas, without compromising on the quality of our service delivery.

## TEC

TEC is a Singapore based company specializing in research and curriculum development and ICT-enabled education solutions, including a Learning Management System and CBTS. They also provide professional teachers for our online classes from Karachi and its CEO works as an Academic Advisor for TF.



## Educast

Are a technology house specializing in data transmission and video-conferencing? They set-up the platform for video-conferencing to support e-Learning in all our Schools.



## Bilyica

Bilyica is an Australian technology house that specializes in business intelligence and automation solutions and has very kindly given us their software programmer called E'P {Enterprise Resource Planning} which holds all our organizational data and allows quality assurance and data collection



## Pi-teach

TF partnered with Pi-Teach to develop video based e-Content for its remote classroom lessons, so far the content for grades I-V has already been developed and deployed.



## Intel

Intel formally signed a MOU with TF in May 2013 and has since been offering its global content on education and training to us. Intel annually conducts teacher training and financial



management courses for all our TF staff.

# Awards and Achievements for TF

For TF our greatest achievements are our children attending school, achieving results, and moving upwards educationally. Taaleem Foundation has been providing quality education to communities where basic municipal civic amenities are not readily available. And though we have met these challenges successfully, so have our pupils and their families. TF's approach to learning has allowed our students to compete successfully with the fluent middle class of Pakistan, and students of more developed provinces and indeed countries.

Many TF students, after doing their 8th grade have pursued secondary level education in prestigious institutions like Lawrence College, Burn Hall College, Lahore Grammar School, and several military and cadet colleges. Some TF students have pursued higher education in Pakistan and abroad on TF-sponsored /other scholarships, some have managed to finance themselves. In Pakistan they have been accepted onto professional colleges & universities, like the Institute of Science & Technology, LUMS, Institute of Business Administration, King Edwards Medical College, and Quaid-e-Azam University. Just recently four of our students have been offered places in leading European universities. We are proud that TF alumni are now serving the nation as highly competent professionals in the fields of engineering, medicine, business, government, consultancy, social activism and also in multinational companies.

We have won many awards over the years {see website [www.taaleem.pk](http://www.taaleem.pk)} but we would like to share our most recent International Award given to Taaleem Foundation in Turkey on May 2016 for Good Governance in promoting Female Literacy and Empowerment. Here is our Chairman Dr Zafar Qadir accepting the award on our behalf.



# Future and Beyond

TF has made tremendous headway in raising the standard of education and creating educational opportunities in the remote and underprivileged areas of Balochistan. In addition to running schools and a Vocational Training Institute for underprivileged women and children, TF has also launched other projects to address the developmental needs of these neglected communities.

TF wants communities to see our schools as social institutions in the community there to serve them holistically, institutions that are adequately equipped with modern technology to provide innovative e-learning Programs not just for the day schools, but with the possibility of providing school and primary health care services, e-skills, e-clubs, e-jobs, e-community centers—the possibilities are endless and can be tailored to the needs of that particular community.

Presently we are looking to initiate a health care programme for the children in our schools to monitor and evaluate their basic health statistics and needs, using e-doctors to help diagnose and review children from our center in Karachi. We are also looking at women using the buildings on Friday afternoons, a place where they can sit, talk, share and network about their futures. We want to expand our idea of vocational training units to all our schools and are looking for partners and donors to help make this possible the way PPL has in Sui.



*TF is keen and working hard to replicate its successful community and education models in other schools and regions to share its experience and knowledge, and to encourage*

*and create the organic and progressive development of those communities.*