



**34**  
YEARS OF  
EXCELLENCE

Empowerment thru  
Creative Integration



# ANNUAL REPORT 2023

*Strategy, Collaboration & Results*



# Message from the Managing Director

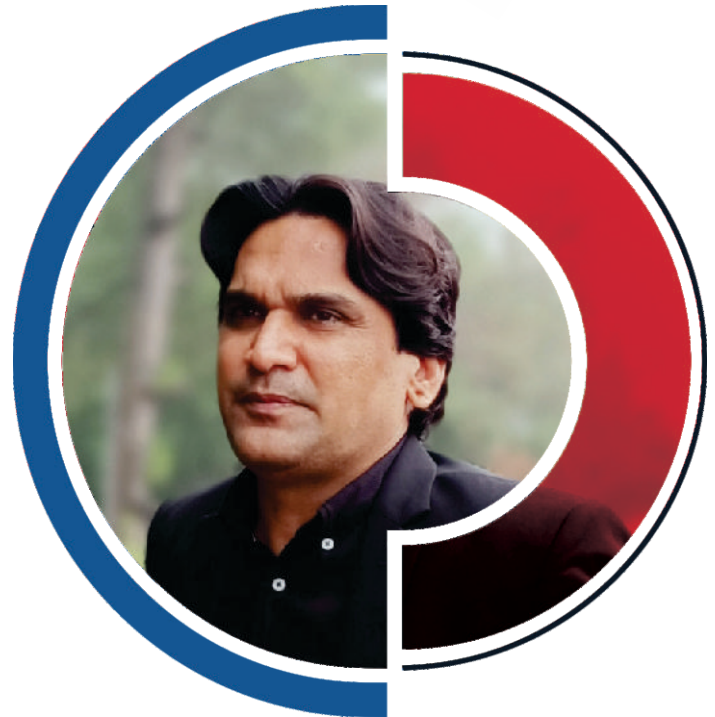
## “The Heart of Change: UNITY, PURPOSE, AND PROGRESS”

Esteemed Clients, Supporters, and Visionaries,

In the narrative of progress and change, the Annual Report of ECI for the year 2023 stands as a testament to our firm commitment towards transformation and empowerment. The past year has been a chapter dedicated to arranging strategic leaps, revitalizing our core, and envisioning a future of unprecedented impact. At the heart of our journey lay a determined focus on strategic planning, driving the engine of innovation and progress within our organization. Revamping and reimagining our approaches became the cornerstone of our collective effort. We engaged in a profound introspection, evaluating our strengths and areas for growth, ensuring that every step taken was a step toward a brighter, more impactful future.

The energetic life force of our operations was our robust network expansion and the holistic development of our team. Our dedicated efforts in upskilling and training our employees aimed not just at building expertise but nurturing a culture of continuous learning and adaptability. Through these endeavors, we empowered our workforce to be architects of change, equipped to tackle challenges and seize opportunities in an ever-evolving landscape.

The canvas of our projects was painted with the vibrant strokes of companionship. Collaborations were forged with prestigious national and international organizations, as well as esteemed government bodies such as KPEC, KPITB, SMEDA, IOM, TWO, BLEP, UNICEF, Pahal Pakistan, BSR/Rise Digital, Inspire Pakistan, GIZ, UNDP, Nutrition International, Rozan, FDO, CWSA,



and many more. These collaborations served as bridges, connecting us to communities far and wide, amplifying the reach and impact of our initiatives.

Undoubtedly, the heartbeat of our achievements this year was the revived focus on enterprise development—the very essence of ECI's philosophy. We orchestrated projects across approximately **90 districts, completing 19 of these** and touching the **lives of 10,098 individuals**. The stories of transformation within these communities stand as monuments to the profound changes ushered in through our collective efforts.

In a defining moment of evolution, ECI reimagined its fundamental services, breathing new life into our general order supplier services. Recognizing the burgeoning need for sustainable solutions, we ventured into the dominion of solar services. Our climate smart initiatives and commitment to

climate literacy stand as a testament to our dedication to preserving our planet for future generations. This year saw the dawn of a new approach, one that tailored our initiatives to be cluster-based, demand-driven, and sector-specific, ensuring that our projects were meticulously designed to cater to the unique needs of each community we serve.

We made big changes and improvements to our organization. We renamed our thematic areas to six core pillars. This transformation happened over the last ten years, during which we got new leaders. It wasn't just an inside makeover, but also a clear way of showing how much we value being creative and adaptable. To mark this important moment, we launched a new website that represents our growth. The website has a new logo and lively colors that show our commitment to innovation. It's like a digital symbol of how we're evolving and moving forward.

In our pursuit of excellence, we explored into the depths of past accomplishments, conducting rigorous impact analyses. These assessments guided our efforts, providing a roadmap for refining strategies and ensuring enduring and meaningful

impact. As we gaze toward the horizon, our strategic compass will guide us in charting new initiatives, blending contemporary needs and demands with our unwavering commitment to change. Our mission remains firm—to carve a path that illuminates lives and communities, locally and globally.

As we are proceeding towards our annual report, I want to emphasize how your dedication and trust have been the driving force behind our success. Your commitment pushes us forward, and we look forward to continuing this journey together. Let's build on the achievements of the past and embrace the opportunities of the future. Thank you once again for being an integral part of the ECI family. Here's to another year of growth, collaboration, and shared success.

Warm Regards,



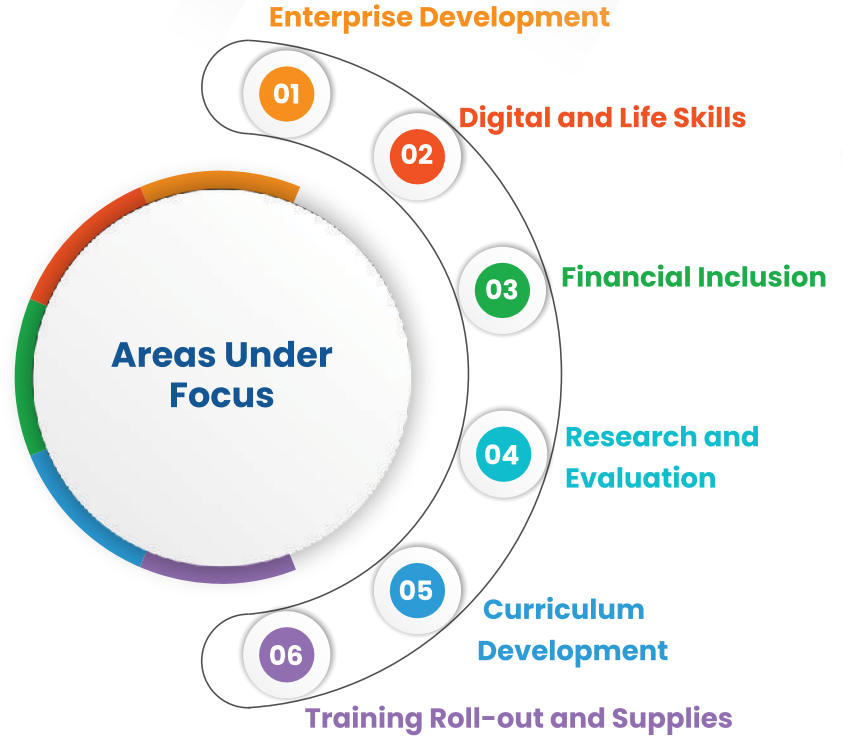
Saleem Jahangir  
Managing Director



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# Outreach and Scale



# Notable Milestones

## In Pursuit of Progress

In 2023, ECI's journey was marked by transformation, innovation, and a relentless pursuit of empowerment. These key achievements represent our commitment to change, growth, and the betterment of lives and communities worldwide.



### Enterprise Empowerment

ECI revived the spirit of entrepreneurship completing projects that touched the lives of thousands of individuals, catalyzing economic growth and self-reliance.



### Digital Enlightenment

Our commitment to digital skills empowered individuals to navigate the ever-changing digital landscape, fostering confidence and competence in the age of technology.



### Renewable Energy

ECI ventured into the dominion of solar services, introducing itself as a solar company "ECI- Green Energy Solutions".



### Climate Smart Initiatives

Our commitment to environmental sustainability included climate smart initiatives and climate literacy programs, creating a greener and more climate-conscious future.



### Life Skills Mastery

ECI's focus on life skills enabled individuals to paint their own canvases of resilience, communication, and adaptability, enhancing their personal growth and well-being.



## Data-Driven Wisdom

Through research and evaluation, we turned data into insights, shaping our projects with evidence and wisdom, ensuring their relevance and resonance within the communities we serve.



## Curriculum Transformation

Our journey in curriculum development created innovative narratives, nurturing inquisitive minds and sparking intellectual curiosity among the next generation.



## Diverse Collaborations

ECI established partnerships with national and international organizations, as well as government entities, broadening our reach and impact across various sectors.



## New Identity and Online Presence

On the occasion of our 10th anniversary under new management, we unveiled a new website, adopting a fresh logo and color theme, reflecting our evolving identity and commitment to innovation.



## Impact Analysis

We conducted rigorous impact analyses of completed projects, allowing us to fine-tune our strategies and ensure that our interventions create lasting and meaningful change.

# Forging the Future

## Empowering Enterprises for Tomorrow's Success

ECI showcases its robust expertise in enterprise development through the implementation of numerous projects in collaboration with diverse organizations across various sectors. ECI has executed a substantial number of enterprise development initiatives, partnering with prominent.

### Diagnostic Study of 11 Clusters and Training on Enterprise Development Skills of 500 MSME's

KPEC and ECI worked on development of 11 business clusters in Peshawar and Khyber districts to enhance growth of these clusters in terms of increased sales and exports. For this purpose, ECI implemented the whole project cycle, starting with an in-depth diagnostic study and ending at impact assessment.

A diagnostic study was carried out where **28 business clusters** were identified and **11 were selected** for the study based on its potential for growth. Building on the findings of the diagnostic study, **11 cluster based curriculums** were designed and developed on enterprise development on which **30 Master Trainers** were trained. Further, **500 staff of the selected clusters** (Cleaning and Forwarding, Boutique and Embellishment, Gemstones, Honey, Furniture, Marble, ICT, Carpet, Silk, and Automobiles) were identified and trained on the developed curriculums. ECI is now in the process of conducting an impact assessment where the progress of the MSME's trained under each cluster is being reviewed.



*ECI demonstrated a profound understanding of the unique challenges posed by the project's geographical constraints and its socio-economic context of the area and clusters. The diligence and professionalism displayed by the ECI team throughout the assignment were truly laudable. Furthermore, the flexibility and adaptability displayed by ECI team when confronted with challenges were truly remarkable. They embraced the constraints of working in areas with zest and enthusiasm showing resilience that ensured the successful execution of the activity. In conclusion, we extend our heartfelt gratitude to ECI for their satisfactory and outstanding performance on this project. Your commitment during the tasks truly underscores your organization's commitment to excellence and social responsibility.*

**Imran Zahoor, Project Director - KPEC**



## Human Resource Management Training for 211 SME Staff



SMEDA-NBDP partnered with ECI to deliver Human Resource Management Training for SMEs in several regions, including Lahore, Multan, Islamabad, Peshawar, Muzaffarabad, Faisalabad, Karachi, Hyderabad, and Quetta. A total of **64 female** and **147 male SME staff** were trained on the subject with the aim to empower the human resources of SMEs enabling them to attain greater productivity, competitiveness in the market, and overall business expansion.



## Agribusiness Management and Marketing Training for 450 Agri-Workers

To strengthen the capabilities of individuals involved in agribusiness, which includes farmers, agricultural laborers, and home-based workers, ECI provided its services in Khairpur, Shahdadpur, Sanghar, Khuzdar, and Pishin. A total of **450 participants** were equipped with the knowledge to elucidate the fundamental principles of agribusiness and business management. They gained insights into agribusiness marketing, innovation, value addition, and also recognized the significance of agribusiness marketing and its critical linkages.



## Business Development Training for 1137 Afghan Migrants



IOM partnered with ECI to provide Business Development Service Training to Afghan Migrants and host communities in Districts Peshawar, Nowshera, Charsadda, Quetta, Pishin, and Rawalpindi/Islamabad. The primary objective was to equip Afghan refugees with the necessary business development skills to continue their livelihood activities by establishing their own businesses through the business support packages offered by IOM.

In the first phase, **36 three-day training sessions** were conducted, **benefiting 912 participants**, of which **193 were females and 719 were males**, all within a span of four weeks. In the second phase of the same project, an additional **10 training sessions** were conducted in Peshawar, Nowshera, Charsadda, Quetta, Pishin, and Rawalpindi/Islamabad, training a total of **225 participants**, with **100 females and 125 males** participating.



## Enterprise Development Trainings for 250 Women Home Based Workers



Pahel Pakistan engaged Empowerment thru Creative Integration (ECI) to carry out Enterprise Development Training for Women Home Based Workers in Sukkur and Khairpur. A total of **8 two-day** Enterprise Development training sessions were conducted for **250 participants (100 in Sukkur and 150 in Khairpur)**. The primary objective of these training sessions was to augment the skills and capabilities of women engaged in home-based work so that they can increase their income generation.

*We recently partnered with ECI to conduct a training program on entrepreneurship and business development for women home based workers. The training was a huge success! ECI's trainers were knowledgeable and experienced, and they were able to deliver the training in a way that was engaging and informative for all participants... We are confident that the training will help participants to start and grow their own businesses. We are grateful to ECI for their partnership and support.*

**Fatima Jaffery , Program Manager – Pahel Pakistan**

## Business Development Trainings for Returning Migrants and Local Population

The GIZ-PME (Migration for Development) program, in collaboration with ECI was implemented from 2022-2023. The program offered business development training to support the economic reintegration of semiskilled migrant returnees and the local population in Islamabad and Lahore. In 2022, ECI had effectively carried out **22 Training Sessions** benefiting **544 individuals**, in addition to conducting **22 Coaching Sessions**. In 2023, the project entered its second phase, in which a total of **10 training sessions** were held, **involving 306 participants** in Islamabad and Lahore.



*We express our sincere appreciation to ECI for their dedication and diligent efforts in the successful execution of the business development training project targeting migrants and the local population. ECI's commitment and innovative methodologies distinguished them, resulting in an impact and success level in Pakistan that surpassed our initial expectations. Throughout our collaboration, ECI demonstrated exceptional performance in delivery of the training sessions for semi-skilled target group. We sincerely appreciate ECI's exemplary contribution and look forward to potential future collaborations.*

**Faisal Shabbir, Flight & Migration Advisor - GIZ**

## Regular & Digital Entrepreneurship Training for 517 Youth Across Sindh

UNDP in collaboration with ECI launched an entrepreneurship training program in Sindh with the aim of offering practical livelihood prospects to local youth. The project was executed across eight districts in Sindh and involved a range of activities, including comprehensive market assessment, orientation sessions, mobilization of youth, regular (face to face) **training for 200 youth, digital training for 300 youth**, and subsequent mentoring and guidance. Mentoring further led to the successful establishment of numerous businesses across the targeted districts, surpassing the project's initial goals. In total, **183 businesses** started after regular beneficiary mentoring, with an **additional 234 launching** after the digital mentoring phase, resulting in a commendable accomplishment of **83.4% youth engaged** in self-employment.





*We would like to express our appreciation to ECI Pvt. Ltd. for their hard work and professionalism during the UNDP and Sindh Education Foundation (SEF), Government of Sindh jointly sponsored entrepreneurship training programme. They went an extra mile to share valuable insights with us and met all project requirements and deadlines. Their team was highly professional, dedicated, and supportive. With their help, we were able to achieve our goals and economically empower 518 youth of Sindh.*

UNDP

## Business Development Service Training for 305 Flood Affected Communities in DI Khan

In collaboration with IOM, ECI trained a total of **305 participants (comprising 130 females and 175 males)** from flood affected communities of Dera Ismail Khan. The primary objective was to equip these flood-affected communities with essential business development skills, enabling them to sustain their livelihoods by establishing businesses with the support of IOM's business assistance program.



# Skillful & Digital Solutions

ECI exhibits a comprehensive expertise in skill development; through a series of successful projects and collaborations with various organizations, ECI has consistently demonstrated its proficiency in empowering individuals and communities with essential skills. These initiatives have spanned diverse sectors, including healthcare, gender equality, sustainability, digital skills, and entrepreneurship.

## Interpersonal Communication Skills Building of 4472 Immunization Staff & 162 Master Trainers



ECI, in partnership with UNICEF, successfully concluded a large-scale training program. Within this initiative, ECI meticulously crafted a comprehensive, locally tailored toolkit to enhance the Interpersonal Communication (IPC) skills of Pakistan's immunization staff. This toolkit was specifically designed to meet the communication requirements of vaccinators, ultimately expediting and enhancing the immunization process. In total, **178 training sessions** took place, spanning across **90 districts**, and **4,472 participants** were equipped with essential skills. Additionally, six Training of Trainers (ToT) sessions were conducted to train **162 master trainers**, ensuring the program's sustainability and broad impact.



*ECI has been instrumental in facilitating IPC skills training across 12 districts of Balochistan. It was very well executed, with well-versed master trainers, properly organized materials and thoughtfully chosen venues. The quality of the training imparted reflects ECI's commitment to excellence.*

**Waqas Shafi, Social & Behavior Change Officer – Health Section UNICEF**

## Capacity Enhancement of 6000 Factory Workers on Financial Health



BSR (Business and Social Responsibility), an organization collaborating with a global network of leading companies committed to forging a balanced and sustainable world, is joined by ECI as its implementation partner in Pakistan. Together, the two firms are working with textile factories of Pakistan to ensure that the factory workers (especially females) are better aware of the financial decisions they make. During the year 2023, BSR-ECI worked with three factories in Pakistan, including:

01

Artistic Milliner  
Units 6 in Karachi

02

Artistic Milliner  
Units 14 in Karachi

03

Nishat Chunia  
Ltd in Lahore



*ECI has been RISE's trusted partner for few years now... ECI has been instrumental in implementing RISE Digital program which focuses on health, financial management, harmonious relationships in big cities like Karachi and Lahore. ECI also helped RISE to contextualize the content for Pakistani audience. RISE appreciates ECI's unwavering commitment to change the lives of underprivileged people in Pakistan.*

**Kamrul Hossain Shuvo, Implementation Manager – RISE BSR**

## Digital Skills Training for 47 Afghan Refugees

As part of the Inspire project, ECI provided digital skills training to young Afghan refugees in Quetta. Among the **47 individuals (9 male and 38 females)** enrolled in the program, **26 successfully completed** a comprehensive six-month training program, while **21 finished a one-month course** focused on developing soft skills. The six-month training program consisted of four distinct course modules, which are enlisted:

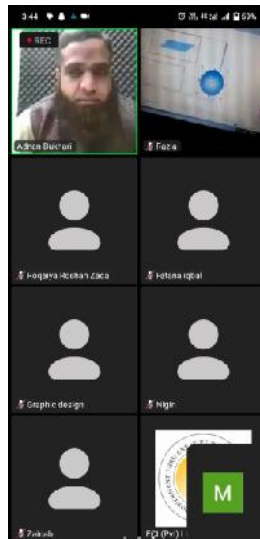


**01** Soft Skills  
(1 month)

**02** Business English Skills  
(1 month)

**03** Core Course or Digital Skills  
(3 months)

**04** Freelancing Skills  
(1 month)



## Employable Digital Skills Training for 1000 youth Across KPK

Under KPITB's initiative "KP Youth Employment Program (KPYEP)", ECI is working to empower 1,000 youth in Khyber Pakhtunkhwa (all divisions of KPK) across four employable digital skills: web development, graphic design, animation, and digital marketing. It involved extensive collaboration with industry experts to develop a tailored curriculum, an implementation strategy encompassing market research, training methodologies, M&E plans, and outreach events. Awareness sessions and social media campaigns are being conducted to engage and encourage youth to register for training.

For this purpose, public sector universities have identified to host the programs, and trainees are being selected based on criteria established by KPITB. A team of **11 experienced trainers** has been developed through multiple selection rounds, and the in-person training sessions spanning over 15 days are on-going. Further, mentorship sessions are being provided to the youth trained to guide them in their career paths, with three mentoring sessions conducted for each skill. A post-training database is being maintained to track the employability of program participants, contributing to the overall success of the KPYEP. In 2023, the first cycle was successfully completed, with **262 participants (167 males, 95 females)** trained in four divisions of Khyber Pakhtunkhwa.



## Social and Financial Inclusion of Marginalized Community through 450 Teachers and 50 SMC Members in Umerkot

ECI has collaborated with Community World Services Asia (CWSA) to execute a project aimed at enhancing the social and financial inclusion of marginalized communities in Umerkot with the help of teachers. For this purpose, ECI updated the existing available module with CWSA and developed its sessions plans. **10 refresher training sessions** were conducted for **250 teachers** who had previously received training, with the goal of promoting inclusivity in schools and social inclusion.

Additionally, for the Training of School Management Committee representatives and newly selected teachers, ECI has developed the material and will be conducting trainings in 2024.



## The Knowledge Chronicle – Research & Evaluation in Focus

ECI's expertise in Research & Evaluation is both extensive and commendable. ECI has consistently showcased its proficiency in conducting in-depth research and comprehensive evaluations across a multitude of projects and sectors. ECI's dedication to rigorous methodologies, data collection, and analysis ensures that their research findings are accurate and dependable.

## Baseline Survey for “Empowering Livelihood of Marginalized and Neglected Communities”

The “Empowering Livelihood of Marginalized and Neglected Communities” is a project initiated by Taangh Wasaib Organization (TWO) with a specific focus on impoverished and underserved communities. This multifaceted project comprises four significant components, including livelihood development, climate change adaptation, leadership development, and staff and organizational enhancement. As part of this endeavor, a baseline survey was administered by ECI where **23 staff members** of TWO were trained in data collection for the baseline. Based on the data collected by the team, the findings were comprehensively documented in a report prepared by ECI.





## Value Chain Studies in Balochistan on Handmade Carpets, Hand Embroidery & Needlework, and Tailoring



In pursuit of focus of BLEP to enhance the livelihoods of rural communities by promoting employment opportunities and fostering the sustainability of enterprises within Balochistan, ECI conducted value-chain studies related to "Handmade Carpets, Hand Embroidery & Needlework, and Tailoring." The research was implemented across eight districts in the northern region of Balochistan, encompassing Killa Abdullah, Killa Saifullah, Chagai, Sherani, Pishin, Mastung, Zhob, and Nushki. conducted approximately **200 interviews** for each of these value chains, totaling around **600 interviews** with relevant stakeholders. The information gathered was meticulously compiled to produce a comprehensive report, with recommendations on how these sectors can be developed in each targeted district to contribute to the economy.



## Crafting Material for Promoting a Learned Environment

Curriculum and module development lies at the core of ECI's expertise and service offerings. ECI has consistently demonstrated a deep skillset in making and enhancing curricula and educational modules across a diverse range of sectors. Their ability in this domain extends to designing comprehensive training programs, creating interactive e-learning modules, and developing customized educational materials. ECI's commitment to innovation and instructional design is evident in their ability to tailor educational content to meet the unique needs of their clients and target audiences. A total of **67 distinct curricula and modules** have been developed, spanning a wide spectrum of subjects and aspects, showcasing ECI's comprehensive approach to educational content creation:



# Building Inclusive Futures: ECI's Focus on Social Inclusion for All

Building Inclusive Futures is a core commitment of ECI, reflecting the organization's firm dedication to promoting social inclusion and ensuring equal opportunities for all. ECI has launched following initiatives in quest of this objective.

## Social Internship Program for University Students of Sindh

ECI has successfully executed numerous social development projects throughout Pakistan in collaboration with both national and international stakeholders. Notably, ECI has been involved in the implementation of over 13 projects addressing Peace and Countering Violent Extremism (CVE).

Based on its extensive experience throughout Pakistan, ECI had sought to broaden its scope of activities in the Sindh province, with a particular emphasis on youth development. To achieve this goal, ECI has planned to introduce a more structured education and training initiative for the youth, titled the 'Social Internship Program for University Students of Sindh'.

In the initial phase, **comprising 30 students** from the University of Karachi, a **3-month social internship** program was launched.



## Charity under KASAB

KASAB is the social responsibility initiative of ECI where the firm contributes to the society. In this year ECI contributed to the following:

- 1 Ramadan Ration Drives
- 2 Education
- 3 Household Rations of Needy Households
- 4 Medical Treatment
- 5 Electric Equipments



# Victory Lap – Narrating the Tales of Success

2023 stands as a testament to ECI's remarkable success, spotlighting transformative activities that define our commitment to excellence. Noteworthy among these successes are two pivotal projects, each a testament to ECI's strategic prowess and impactful outcomes.

## Regular & Digital Entrepreneurship Training for 517 Youth across Sindh

### Project Activities

- Detailed assessment, orientation, mobilization sessions.
- Regular training for **212 youth** (including **2 transgenders**).
- Digital training for **304 youth**.
- Mentoring and handholding.

### Geographical Scope

- Implemented across **8 districts of Sindh**.

### Achievements



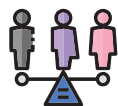
#### Productive Training Need and Market Assessment

- Initial interactions during the Training Needs and Market Assessment (TNMA) were pivotal in the selection of numerous youths for training.
- This phase yielded essential guidelines for shaping training programs, identifying suitable loan schemes, and incorporating practical insights from ground realities.



#### Cultivated Valuable Business Connections for Entrepreneurship

- Valuable connections were established, linking 67% of businesses for potential partnerships.
- The project facilitated interactions with banks, resulting in connections between **200 businesses** and financial institutions, addressing the financing gap.



#### Promoted Inclusivity and Equality

- **2 transgenders and 1 disabled female** were a part of the regular trainings conducted who also incubated their businesses.
- **56% females** were a part of this project who successfully completed the training although the assigned target was **50%**.



#### Engagement and Retention

- The project maintained a commendable average attendance rate of **90% during the regular trainings** while **100% attendance rate** was achieved during digital training.





### Prompt Response to Local Interest

- In the detailed implementation strategy, Jacobabad and Tharparkar were initially excluded from the digital training targeted districts due to low internet connectivity. However, due to the strong interest of youth from both districts, 13 participants from Jacobabad and Tharparkar were included in the regular training program, underscoring the participants' dedication to entrepreneurship training.



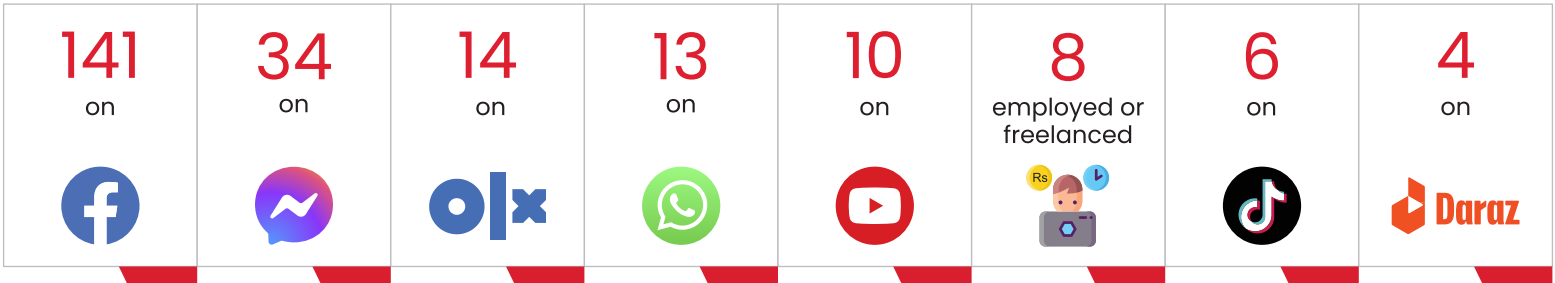
### Regular and Digital Entrepreneurship Milestones

- For regular trainings, **183 businesses** commenced operations showing **91.5% success rate**.
- In the digital realm, **78% of the 300-target goal** was met, with **234 out of 305 digital businesses** initiated.
- Overall project's achievement was at **83.4%** though the targeted was **75%**.



### From Platforms to Profits: Success of Youth in the Digital Landscape

- Trained youth demonstrated their creative capacity by establishing their business on variety of social media platforms:



- Digital entrepreneurs effectively harnessed their platforms, garnering over:



# Regular & Digital Entrepreneurship Training for 517 Youth across Sindh



## Project Activities

- Identification of **28 business clusters** and selection of **11 clusters** with growth potential in Peshawar and Khyber;
- Diagnostic Study of 11 business clusters;
- **4 consultative** workshops with cluster representatives and stakeholders to validate study findings and finalize module outlines;
- Development of **11 cluster-based training modules** on enterprise development;
- Training of Trainers of **30 Master Trainers** from TEVTA;
- **20 trainings** with **503 participants** conducted;
- Post-Training Assessment designed to measure immediate results of acquired skills on businesses.

- The media coverage of these trainings further highlighted the importance of the ongoing work for the betterment of the community. Through this coverage masses got to know about the project and on-going trainings. As a result of this coverage around **100 applications** were received for various cluster trainings.

## Geographical Scope

- **2 districts** of KPK: Peshawar and Khyber.

## Achievements



### Effective Mobilization and Registration of Businesses

- Effective mobilization provided a way out to interact with 11 Associations and access to more than **500 Businesses**.



### Need Based Training Content and Materials

- Based on the findings of the diagnostic study report, content on more than **25 business skills** was developed for the target audience with an aim of enhancing their different business skills.
- **4 consultative workshops** with relevant cluster stakeholders were conducted to validate the content and gather suggestions.



### Support and Ownership of Stakeholders

- Business associations and Chamber of Commerce provided support to identify and mobilize businesses or trainees and venues for the training program.
- District administration supported to endorse the businesses and training venues in their areas as well as allowed our teams to conduct trainings.



### Development of Resource Pool

- **5 orientation sessions** for **14 ECI trainers** were conducted in order to ensure effective training delivery, uniformity and quality of input.
- **30 trainers** for TEVTA were also trained as part of capacity building.



### Effective Training Delivery – New Skills, and Participatory Methodologies

- This participatory approach and methods (**80% activity based and 20% lectures**) were new for the participants. Majority of them attended such training program for the first time in their life and considered it life changing experience and enjoyed as well.
- Participants in the training program gained new skills and knowledge that are directly relevant to their fields or clusters. This included use of latest tools to increase sales (including social media), leadership skills, communication skills, marketing skills, E-commerce, accounting etc.



### Commitment and Motivation of the Trainees

- **100%** attendance in all trainings, although participants had to give up their daily income to attend the training.



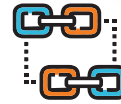
### Number of Trainees – Target vs. Results

- The target to train **500 participants** in all **11 clusters** was successfully achieved. The capacity of **396 males and 107 females (503 in total)** was enhanced.
- Overall, **455 business** were trained during **20 trainings** of different clusters



### Follow up action plan in light of pre-assessment

- The post assessment results show **80% improvement** in overall competencies of the participants in all the clusters.



### Linkages Building

- Vertical and horizontal linkages were built among and within businesses trained.
- For the first time, KPEC interacted with the business associations.



### Database Management

- The Database was maintained in both hard and soft forms which provides all the necessary information of a business. This database can further be used not only for the verification process but to induce future interventions.

# Pathfinders of Progress – Forging Our Strategic Destiny

In the 10th year of the new management takeover of ECI, a strong initiative centered on organizational improvement and strategic planning was undertaken through the following process:

Inter and intra departmental meetings to identify strengths and weaknesses;

Discussions with management on findings of the meetings;

Drafting of 1st ever Organizational Improvement Plan (OIP);

SoP's made for the OIP to be implemented;

Regular meetings conducted to ensure the milestones of OIP are achieved;

Making OIP the base, strategic planning workshop was conducted on SWOT findings.



In essence, ECI's 2023 journey demonstrates the organization's commitment to growth and adaptability. The composed efforts toward organizational improvement and strategic planning not only stimulated ECI's internal fabric but also positioned it strategically for the challenges and opportunities that lie ahead. This narrative stands as evidence to ECI's steadfast dedication to excellence and its enduring pursuit of organizational advancement.

# The Learning Odyssey: Charting a Course for Growth

To strengthen the internal talent pool, ECI embarked on a multi-layered approach to training, encircling both internal and external dimensions. Some of these trainings included:

**01** Essential Communication Skills

**02** Specialized Sessions on Zoom Proficiency

**03** Advanced Microsoft Word Skills

**04** Video Editing and Production

**05** Advanced Video Editing Techniques

**06** Project Management

**07** Adobe Illustrator Proficiency

**08** Proposal Writing



In conclusion, ECI's commitment to employee capacity building stands as a cornerstone in its journey towards organizational excellence.



# Collaboration and Networking Canvas: Painting a Year of Success

In 2023, ECI took significant steps stimulating its collaborative networks, signing several Memoranda of Understanding (MOUs) and engaging in insightful networking visits with key stakeholders.



ECI and TILTI: A Visionary Collaboration for Skill Development



ECI and HRDN: A Thoughtful Exchange



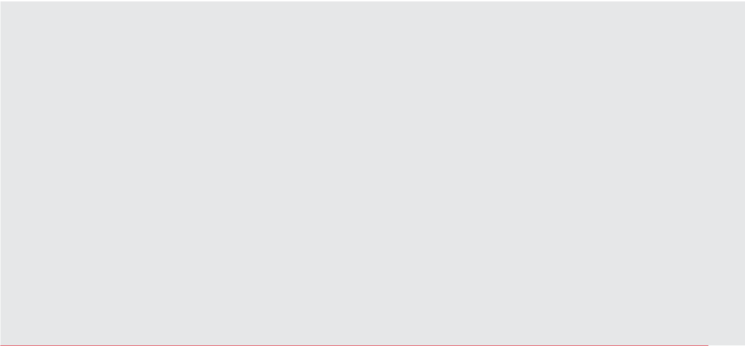
Interactive Session with Mr. Malik Fateh Khan: Nurturing Hope and Development



ECI and Inspire Pakistan join hands: A Partnership to Improve Livelihood Conditions of Refugee in Pakistan



ECI and Farmers Development Organization (FDO): Paving the Way for Innovation



ECI and Network of Organizations for Agricultural Development (NOAD): Addressing Crucial Challenges



ECI Hosted Youth Delegation: Shaping Tomorrow's Leaders

# Reflecting on a Year of Digital Studio Work

As we have entered in 2024, it's time to reflect on the remarkable journey of the ECI Digital Studio in the previous year. This year has been nothing short of transformative, marked by innovative endeavors, technological upgrades, and a celebration of a decade of creativity. Let's delve into the highlights of ECI Digital Studio's significant achievements and the strides:

Be  
**TECH**  
**SAVVY**  
with us!

01

Revamping and renovation of the digital studio

Investment in cutting edge equipment

02

03

03 Guest interviews recorded

28 Videos produced

04

05

86 Reels produced

22 Training videos recorded

06



**Unlocking Possibilities  
to Digital World**

A Journey to Excellence



# A Festive Occasion for Memorable Events

In 2023, ECI orchestrated a diverse array of events, seamlessly blending indoor and outdoor activities to foster companionship, celebrate achievements, and drive the organization towards greater heights. These events included:

1

Launch of the Annual Report 2022

2

ECI's Annual Day 2022

3

Women's Day 2023

4

Recreational visit to Nathia Gali

5

Completion of 10-year Management Takeover Celebrations



# Our Team's Energy is Contagious, and so is Our Success

We take immense pride in celebrating the exceptional dedication and contributions of our workforce. Over the course of the year, we witnessed outstanding achievements by our team members, as evidenced by the Employee of the Month awards. The commitment of our team going above and beyond has not only elevated their personal accomplishments but has also contributed significantly to the collective success of ECI. As we reflect on the year gone by, we extend our heartfelt congratulations to each Employee of the Month for their unwavering dedication and exceptional performance.

## Our 12 Champions for the Year 2023, made their way as employees of the month

### Head Office Team



**Shahzaib Akhtar**  
January



**Muhammad Arif**  
February



**Iftikhar Ali Memon**  
March



**Saima Zaman**  
April



**Rauf Ahmed**  
May



**Haris Ali Dar**  
June



**Saima Zaman**  
July



**Aafaq Niaz**  
August



**Rao M Arif**  
September



**Ch. Aamir Sohail**  
October



**Iftikhar Ali Memon**  
November



**Adnan Bukhari**  
December

**KPEC**  
**Project Team - KP**



**Faiz Yab**  
January



**Razia Begum**  
February



**Mudassar Hassan**  
March



**Khalid ur Rehman**  
April



**Razia Begum**  
May



**Mudassar Hassan**  
June



**Kishwar Khan**  
July



**Razia Begum**  
August

**UNDP**  
**Project Team - Sindh**



**Iftikhar Ali Memon**  
June



**Devia Khtri**  
July



**Mohsin Ali**  
August



**Faheem Raheem**  
September

**KPITB**  
**Project Team - KP**



**Shafiullah**  
October



**Jazish UI Wahab**  
November



**Muhammad Sheraz**  
November



**Hassan Shabir**  
December

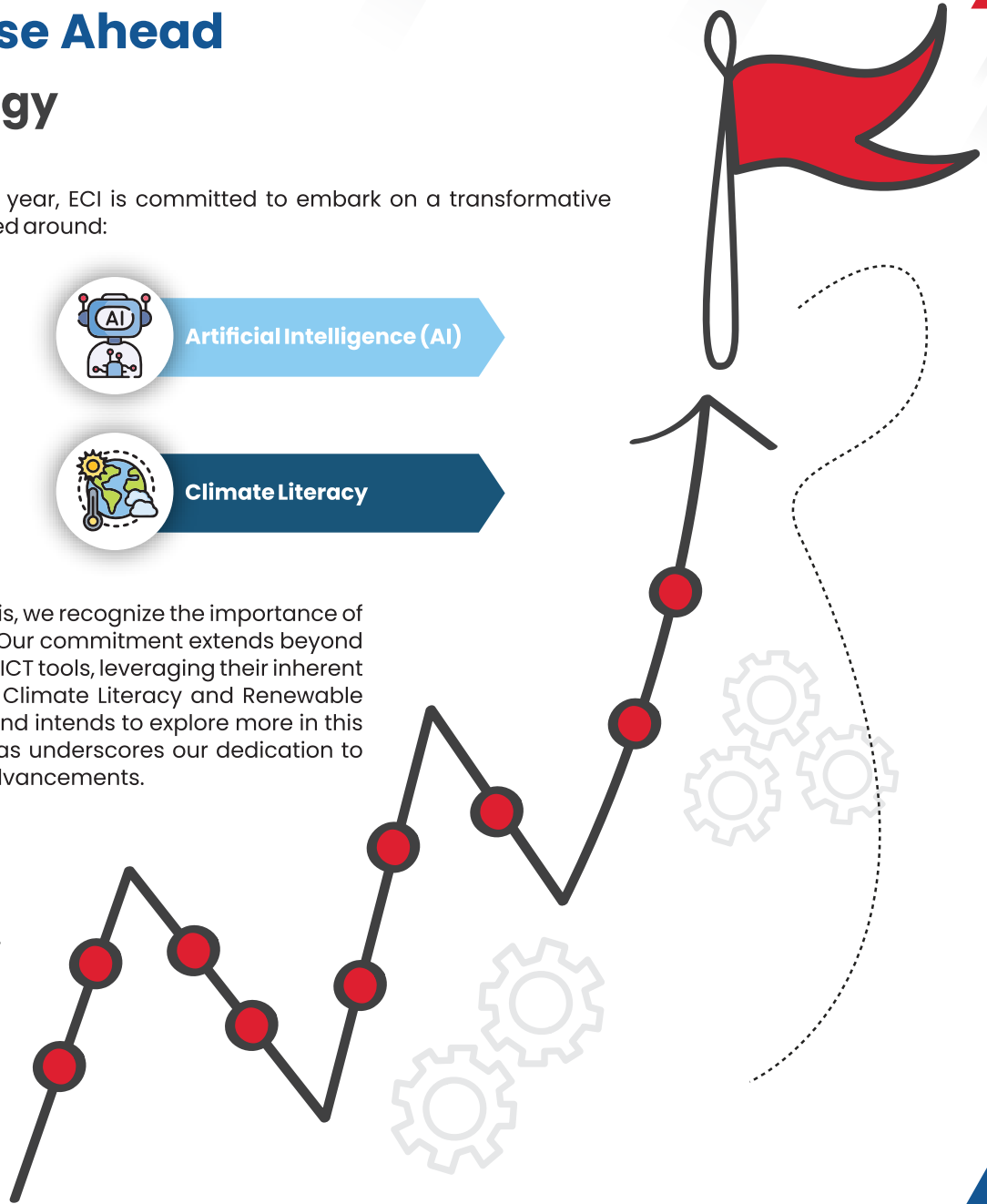
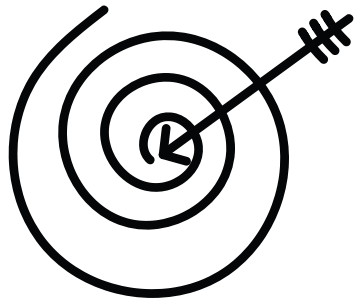
# Charting the Course Ahead

## Our Next Year Strategy

In charting the course for the upcoming year, ECI is committed to embark on a transformative journey fueled by a strategic vision centered around:



Guided by a comprehensive SWOT analysis, we recognize the importance of digitalizing every facet of our operations. Our commitment extends beyond mere adoption to the integration of AI and ICT tools, leveraging their inherent value to drive innovation and efficiency. Climate Literacy and Renewable Energy also the areas ECI is focusing on and intends to explore more in this regard. The implementation of these ideas underscores our dedication to staying at the forefront of technological advancements.



If the intention is wealth, only progress is apparent. While, if the intention is the welfare of humanity, then both the environment and wealth flourish.

فرمان بزرگانِ دین  
Saying of Buzurgan e Deen

اگر نیت پیسہ ہو تو صرف ترقی نظر آتی ہے ماحول نظر نہیں آتا، اگر نیت مخلوق کی فلاح ہو تو ماحول بھی نظر آتا ہے اور ترقی بھی۔



Empowerment thru  
Creative Integration

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