



# CLIMATE RESILIENT LIVELIHOOD AND BUSINESS DEVELOPMENT

# Portfolio



Empowerment thru  
Creative Integration

[www.eci.org.pk](http://www.eci.org.pk)

# ECI'S APPROACH & FRAMEWORKS

**Empowering Sustainable  
Development through  
Integrated Solutions**



## 01 Introduction

Resilient Livelihood and Enterprise Development (RLED) represents a sustainable strategy to foster community resilience and self-sufficiency. This approach is driven by the principle that sustainable livelihoods and enterprises generate income, thereby granting community members the freedom to address their needs and prioritize their choices according to individual and collective desires.

ECI has firm believe that entrepreneurship improves lives and work while livelihood programs aim to fight poverty and

inequality by providing means for people to support themselves. In late 80s as pioneer, ECI started entrepreneurship development trainings programs because entrepreneur takes financial risks to organize/operate businesses and also creates employment opportunities for others. And it became a pillar of our services and main thematic area as well.

But with the passage of time, we realized that there is a need to focus on livelihood intervention as well because helps people to secure necessities.



📍 09-10, 2<sup>nd</sup> Floor, Al-Rehman Mall, Shabbir Sharif Road, G-11 Markaz, Islamabad, Pakistan.

☎ (+92-51) 2362869-71

✉ info@eci.com.pk

🌐 www.eci.com.pk

So, following is a pathway of ECI in this thematic area:

			
<b>Phase-1</b>	<b>Phase-2</b>	<b>Phase-3</b>	<b>Phase-4</b>
<b>Micro Entrepreneurship Development (MED)</b>	<b>Enterprise Development Program (EDP)</b>	<b>Sustainable Livelihood and Enterprise Development (SLED)</b>	<b>Resilient Livelihood and Enterprise Development (RLED)</b>
<b>1989–2000</b>	<b>2001–2010</b>	<b>2010–2020</b>	<b>2020–2024</b>
Based on learning from the region, generic competencies based micro entrepreneurship trainings for male and female trainees and ToTs for trainers.	Specialized, trade and target group specific enterprise training program rollouts for trainees, trainers and activists/BDSPs. Focus changed to livelihood.	Nationwide long- and short-term training plus programs on livelihood, enterprise & value chain development for vulnerable and other groups.	Digital and non-digital training programs on climate resilient livelihood and enterprise development for MSMEs, farmers and startups.

There was a very clear philosophical and methodological shift that streamline our thinking from a generic to climate resilient economic development approach. First phase contributed in anchoring of MED and with practical experience of entrepreneurship trainings programs for male and female trainees and ToTs for trainers, ECI conceptualized a framework for micro enterprise development that transformed MED into EDP – framework is given below:

### **Stage 1 - Pre-Interventions**

1. Center assessment in order to know about following:
  - Socio-economic profile of target areas
  - Resources and problems
  - Existing skills and businesses
  - Target clients or beneficiaries
2. Pre-feasibility studies of different businesses
3. Identification of local organizations or activists
4. Designing of intervention packages and activities



## Stage 2 - Interventions

1. Mobilization for enterprise or economic development
2. Technical trainings – hard core trade specific
3. Exposures or demos
4. Enterprise development training
5. Market surveys and exposure
6. Groups formation
7. Collective actions (buying, production, marketing, selling etc)

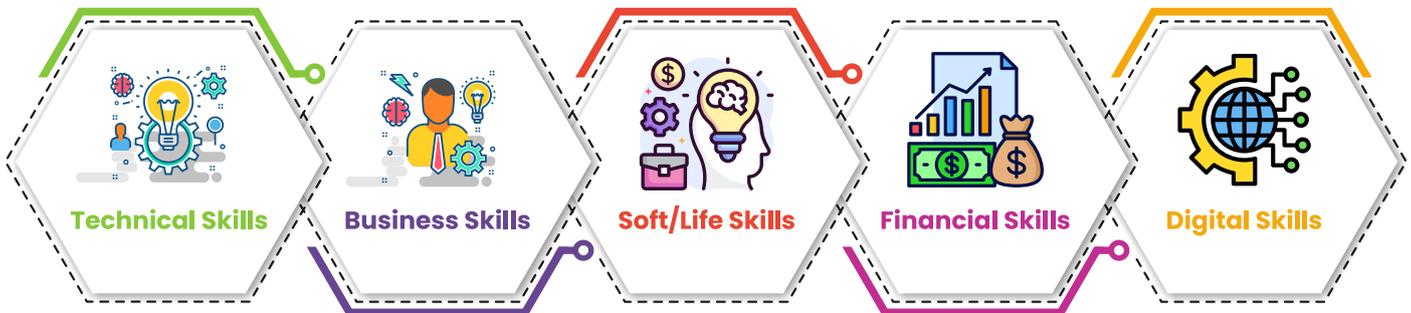


## Stage 3 - Post Interventions

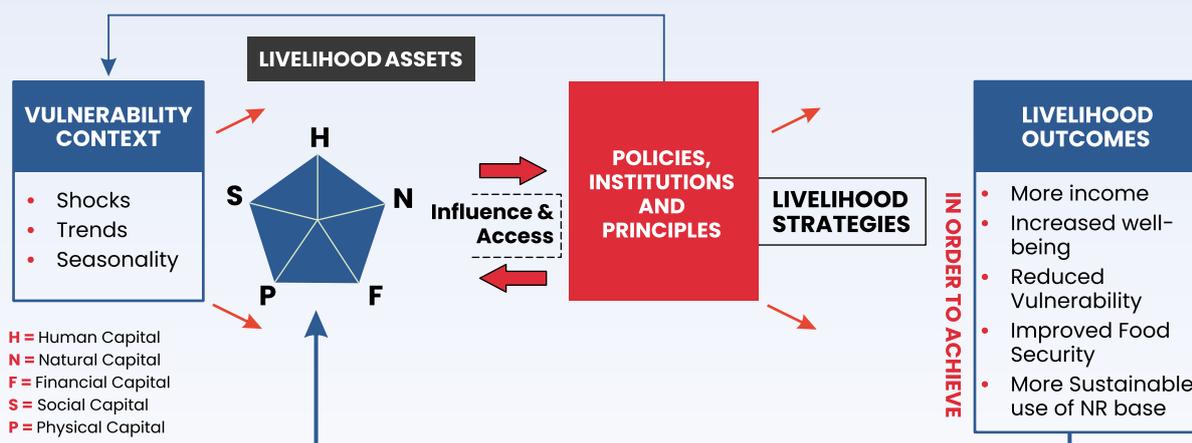
1. Monitoring and supervision
2. Mentoring and handholding of individuals and groups
3. Documenting and reporting
4. Evaluation and way forward



Before its transition to third phase, we identified following essential skills (as mentioned in second stage of above framework) required for effective initiation, management and expansion of micro enterprises (in third digital skills was an addition in this skills development framework:



With a clear mind and heart, ECI entered into third phase 'Sustainable Livelihood and Enterprise Development (SLED)' with a realization of livelihood development of vulnerable segments of the society and inspired by IFAD framework:



Using this framework ECI created mix of intervention for livelihood and enterprise development considering disaster mitigation and other vulnerabilities of entrepreneurs and vulnerable groups. Based on practical learning, assessment and evaluations, ECI created its own framework for climate friendly/sensitive livelihood and business development framework that caters needs of digital and non-digital skills and businesses.



## Stage 1 - Pre Interventions

1. Sector, sub-sector, cluster and value chain assessments
2. Area assessment in order to know about following:
  - Socio-economic profile
  - Climate vulnerabilities and poverty profile
  - Resources and problems
  - Existing digital or non- digital skills
  - Existing jobs or businesses
  - Target beneficiaries
3. Identification of supporting and hindering forces
4. Designing of intervention packages and rollout plan



## Stage 2 - Interventions

1. Mobilization for enterprise or economic development
2. Technical trainings – hard core trade specific
3. Exposures or demos
4. Enterprise development training
5. Market surveys and exposure
6. Groups formation
7. Collective actions (buying, production, marketing, selling etc)



## Stage 3 - Post Interventions

1. Monitoring and supervision
2. Mentoring and handholding of individuals and groups
3. Documentation and reporting
4. Evaluation and way forward



## 02 Integrating Climate Resilience into Livelihoods and Enterprises

ECI's Resilient Livelihood and Enterprise Development (RLED) approach acknowledges that climate change significantly impacts vulnerable populations, particularly those reliant on natural resources for their livelihoods. Recognizing this, ECI has integrated climate-resilient strategies into its enterprise development frameworks. By fostering adaptive capacities and promoting sustainable practices, ECI ensures that micro, small, and medium enterprises (MSMEs), farmers, and startups can withstand climate-related shocks. The organization designs interventions that include training on climate-resilient agricultural practices, alternative livelihoods, and green businesses. This holistic approach not only mitigates environmental risks but also strengthens community resilience, ensuring sustainable growth and economic security in a changing climate.

## 03 Conclusion

ECI's journey from Micro Entrepreneurship Development (MED) to Resilient Livelihood and Enterprise Development (RLED) reflects its commitment to evolving with the needs of the masses. By integrating climate resilience into livelihood and enterprise development, ECI ensures that economic empowerment goes hand in hand with environmental sustainability. This approach not only strengthens individuals and businesses but also builds adaptive capacities against climate vulnerabilities. Through a structured, phased framework and continuous learning, ECI remains dedicated to fostering resilient, climate-friendly, and inclusive economic opportunities that empower communities to thrive in an ever-changing world.

## 04 From Strategy to Action

By implementing this structured approach, ECI has successfully designed and executed multiple projects that foster sustainable businesses, promote resilience, and uplift vulnerable populations. Our interventions extend beyond agriculture to encompass a wide range of business development initiatives, supporting micro, small, and medium enterprises (MSMEs) across various sectors. Through capacity-building programs, market linkages, and financial inclusion strategies, we enable entrepreneurs to establish and scale their businesses while integrating sustainability and climate resilience into their models.

ECI empowers marginalized groups, including women, youth, and returning migrants, by providing tailored training in enterprise development, digital skills, and financial literacy. Our initiatives equip aspiring entrepreneurs with the tools to build sustainable livelihoods in diverse industries, from eco-tourism and agribusiness to e-commerce and green energy solutions. In addition, we incorporate digital transformation strategies, ensuring that enterprises can leverage technology for growth, improve market access, and enhance operational efficiency.

Beyond individual enterprises, ECI plays a key role in strengthening business ecosystems, facilitating stakeholder engagement, and advocating for policies that support sustainable economic development. Our work fosters a business-friendly environment where innovation, entrepreneurship, and resilience drive long-term prosperity.

Below are some of our key initiatives that demonstrate our commitment to this vision:





2026

**303 Climate Smart Agriculture Trainings for AEAs: WWF**



ECI has completed a CSA Training Needs Assessment across DI Khan, Tank, South Waziristan, Dadu, Jamshoro, Jhal Magsi, and Dera Bugti, using 18 FGDs, 19 KIIs, and 110 HHIs. CSA curriculum and Farmer Field School materials are being developed in English, Urdu, and Sindhi to support standardized delivery and field usability. Upcoming activities include CSA trainings for 120 Agriculture Extension Agents (AEAs) with provincial allocation (KP: 60, Sindh: 30, Balochistan: 30). The model emphasizes cascading, where trained AEAs will deliver learning onward to hundreds of Farmer Field Schools and thousands of farmers. This approach strengthens climate-smart adoption through structured field delivery and scalable extension support systems.

**302 Gender-Responsive Development and Training: WWF Curriculum & Material Climate-Resilient Livelihood**



ECI has completed a Training Needs Assessment across DI Khan, Tank, South Waziristan, Dadu, Jamshoro, Jhal Magsi, and Dera Bugti, using 12 FGDs, 9 KIIs, 90 HHIs, and 3 RMAs. Based on findings, curricula and IEC/visual materials are being developed in English, Urdu, and Sindhi to support practical learning for diverse community contexts. Upcoming rollout includes awareness sessions for 133 participants (80 men and 53 women) to strengthen understanding of climate-resilient livelihoods. The programme will deliver two-day livelihood trainings for 133 women with provincial allocation (KP: 67, Sindh: 33, Balochistan: 33). In addition, enterprise support will be provided to 120 individuals with equal inclusion (60 men and 60 women) to strengthen application, income pathways, and livelihood diversification.

**301 TVET-Private Sector Collaboration through WCCIs: GIZ**



ECI is implementing this initiative across Abbottabad, Nowshera, Skardu, Gilgit, Quetta, Lasbela, Multan, and Faisalabad, with a target of 1,200 female beneficiaries as reflected in the report. Upcoming activities include assessment and mapping of 200 businesses, along with 80 KIIs and 40 FGDs to guide implementation and employer engagement. The programme will conduct 8 job fairs (two per province), with each job fair expected to engage 25–30 employers and facilitate on-spot interviews, registrations, and referrals for



female TVET students and graduates. In addition, 8 industry exposure visits (two per province) are planned to support real workplace learning and stronger career pathways. A women mentorship programme will be delivered through 2 mentorship cycles, each lasting 2 months, to strengthen confidence, employability readiness, and retention outcomes.

**300**

## Capacity Development of Partners on Regular Migration (GIZ)



ECI is implementing an ongoing capacity development initiative across Islamabad, Lahore, and Karachi, with 3 trainings planned and delivered separately for each package. The programme strengthens advisory systems for regular migration and institutional readiness for EU-aligned mobility pathways. Trainings cover cultural sensitivity and customized advisory, visa/documentation and qualification recognition, and integration support for EU member states. The approach supports standardized advisory delivery through structured training packages and practical tools. Overall, the initiative strengthens partner capabilities across Pakistan's migration governance ecosystem through organized, package-based learning.

**2025**

**299**

## Development of Material on Essential Skills for Value Addition, Digital Marketing and Business Registration (FAO)



ECI developed a comprehensive, field-friendly learning resource to strengthen agribusiness capacities and support practical application by farmers and agribusiness practitioners. The handbook was produced in a bilingual format and designed to translate complex business concepts into easy, actionable guidance. Content covered essential skills for value addition, digital marketing, and business registration/formalization, supported by practical examples and user-friendly structure. The material strengthened understanding of market pathways and enterprise readiness in a way that can be directly used for training and extension. The resource supports improved market access and competitiveness through step-by-step learning designed for real-world implementation.



**298**

**Empowering Parents and Guardians of Persons with Disabilities for Enhanced Support and Inclusion (WWF-Pakistan)**



ECI delivered 2 trainings in Islamabad and Rawalpindi, reaching 60 participants including 39 females and 21 males. The sessions strengthened caregivers' awareness of disability inclusion and improved confidence to support persons with disabilities at household and community levels. The training approach emphasized culturally appropriate delivery and accessibility for participants with diverse literacy backgrounds. By creating safe learning spaces, the programme enabled shared learning, peer exchange, and stronger community sensitization. The intervention strengthened inclusion and acceptance by translating concepts into practical caregiver actions and community-level engagement.

**297**

**Training, Handholding, and Mentoring Services to SMEs under GRASP (SMEDA)**



ECI implemented a comprehensive SME support package across Tharparkar, Khuzdar, Noshki, and Lasbela, combining training with structured mentoring and business handholding. The initiative delivered 14 trainings and reached 721 individuals, including 105 females and 159 males (as reported), with a continued emphasis on sustained application at enterprise level. A structured 3-month mentorship support model was integrated to move beyond classroom learning into problem-solving and implementation support. The programme strengthened agribusiness capacity and competitiveness by supporting SMEs across agriculture and livestock value chains. This end-to-end delivery approach reinforced local training ecosystems and improved the practical uptake of learning through follow-up mentoring.

**296**

**Capacity-Building through Business Skills Training, Mentoring and Exposure Visits (Jaffarabad & Kacchi): IRP**



ECI delivered an integrated livelihood recovery package across Jaffarabad and Kacchi, combining enterprise training, mentoring, and exposure learning to support restoration of income pathways. The programme completed 205 total training and mentorship sessions and reached 4,329 beneficiaries, including 380 females and 3,949 males. In addition, 10 exposure visits were organized to support real-world learning and peer-to-peer experience sharing. The intervention achieved large-scale outreach in highly flood-affected settings and ensured women's participation despite conservative and high-vulnerability contexts. Through individualized mentoring and practical exposure learning, participants



strengthened business ideas, improved market understanding, and rebuilt confidence to restart or expand livelihood activities.

**295**

## **Beautician and Stitching Training of Trainers (ToTs) for PBM – WISE-II**



ECI conducted 2 Training of Trainers (ToTs) in Islamabad to strengthen women-led vocational instruction under WISE-II, reaching 12 female participants. The ToTs were delivered through two skills streams—Beautician and Stitching & Tailoring—with a practical, market-relevant focus to enhance employability outcomes. The programme upgraded technical competencies in modern beauty and tailoring techniques while improving training delivery quality through ToT methodologies. By strengthening the capacity of instructors, the initiative expanded opportunities for future women trainees to access better-quality training and dignified earning pathways. The intervention contributed to women's economic empowerment through fully women-focused capacity building aligned with local market demand.

**294**

## **Training Handholding and Mentoring services to SMEs**



The Growth for Rural Advancement and Sustainable Progress (GRASP) is a flagship initiative funded by the European Union and implemented by the International Trade Centre (ITC). Being the implementing partner SMEDA hired services of ECI. The core objective of this assignment was to enhance the entrepreneurial and technical capacities of rural SMEs in selected districts—Tharparkar, Khuzdar, Noshki, and Lasbela—under Package 3, with a focus on enterprises operating within the Agriculture and Livestock value chains. The activities were designed to empower local entrepreneurs with the necessary skills, knowledge, and mentorship support to improve their business performance, thereby contributing to employment generation and sustainable economic development in the target areas.

- 2-Day ToT on Micro Agro-Entrepreneurship : Trained 52 participants (28 males, 24 females)
- 5-Day Agri-preneurship Training: 80 participants (42 males, 38 females)
- 1-Day Handholding Support: 79 participants (45 males, 34 females)
- 3-Month Mentorship Program: 24 sessions, 6 per district with 457 participants)
- 4-Day Level-2 SME Competitiveness Training : 53 participants (44 males, 9 females)



293

## Beautician and Stitching Training for PBM under WISE-II project



The Women Initiative for Skill Enhancement (WISE) project aims to empower women by equipping them with practical skills for sustainable livelihoods.

Under this initiative, Pakistan Bait-ul-Maal teachers were to be trained in modern beautician and stitching skills to strengthen their capacities and enable them to effectively transfer these skills to right-holders within their respective communities. The program aimed to enhance both technical expertise and pedagogical techniques through a structured Training of Trainers (ToT) approach, ensuring sustainable and impactful skill dissemination.

To implement this objective, Islamic Relief Pakistan (IRP) contracted Empowerment Thru Creative Integration (ECI), which later successfully executed the trainings.

As part of the program, in total 12 females were trained. The Beautician ToT was organized where 5 female participants nominated by Pakistan Bait-ul-Maal engaged in an intensive 4-day training focused on contemporary beautician techniques and salon management skills. Tailoring & Stitching ToT was held with 7 female participants, also nominated by Pakistan Bait-ul-Maal, attended the 4-day training designed to upgrade their technical stitching skills and instructional capabilities, enabling them to train others effectively in their communities.

292

## Building SME Competitiveness for Small and Medium Enterprises of Baluchistan and Sindh



The Small and Medium Enterprises Development Authority (SMEDA) has engaged Empowerment thru Creative Integration (ECI) for the successful execution of a critical training assignment aimed at capacity building. ECI has effectively undertaken and delivered the assignment in structured phases to ensure quality and efficiency. In Phase I, ECI developed and finalized the inception report and detailed work plan, which included a comprehensive methodology, scheduling, and a structured timeline. This phase concluded with the submission and approval of the inception report by the Procuring Agency. Moving into Phase II, ECI developed a comprehensive training module and material in English, Urdu, and Sindhi languages. The materials were submitted both in hard and soft copy formats for review. Based on feedback from the Procuring Agency, ECI revised the content and produced a final version, providing one hard copy and a soft copy on a USB or other storage media. ECI also successfully conducted 2 Training of Trainers (ToT) sessions with 31 participants in Karachi and Quetta including 7 females and 24 males.



291

## Capacity- Building through Business Skills Training and Entrepreneurship Development and Farmers Exposure visit from District Kacchi and Jaffarabad, Balochistan



Islamic Relief Pakistan, in partnership with UNDP, successfully implemented a comprehensive Flood Recovery Program in the flood-affected districts of Jaffarabad and Kacchi in Balochistan, with the overarching goal of restoring livelihoods and promoting economic recovery in these regions. To ensure effective delivery of capacity-building activities, Islamic Relief Pakistan partnered with Empowerment thru Creative Integration (ECI), a key implementing partner responsible for executing various components of the program.

In terms of direct training, a total of 100 one-day enterprise development sessions were held across both districts 54 in Jaffarabad and 46 in Kacchi. These sessions trained 3025 participants including 311 females and 2714 males. These sessions were designed to empower local entrepreneurs, farmers, and community members with practical knowledge to help them rebuild their livelihoods. In addition , 105 mentoring sessions were held—55 in Kacchi and 50 in Jaffarabad. These sessions successfully mentored 1,050 participants, with 550 individuals in Kacchi including 490 males and 60 females and 500 in Jaffarabad including 491 males and 9 females receiving support. These mentorship sessions provided individualized support to participants, helping them refine their business ideas, overcome challenges, and plan for sustainable growth. Moreover, ECI facilitated five exposure visits in each district, bringing 254 participants to different parts of Sindh.

2024

290

## Contextualization and Revision of Entrepreneurship Module and Development of E-learning Manuals



The assignment involves updating GIZ's entrepreneurship learners manual for the TVET SSP program. A strategy and workplan was developed and approved, and a thorough review of the existing manual has assessed its relevance to returning migrants and the local population, identifying strengths and areas for improvement. This process included desk research on current trends in entrepreneurship training. The findings have informed updates to the manual, integrating key topics like the green economy and financial management. A trainers manual was also created in Urdu and English. ECI has developed 10 self-paced e-learning module, featuring multimedia elements and interactive exercises. After the completion of this ECI conducted a three-day training for master trainers on the updated entrepreneurship and e-learning manuals.



**289**

## **Material Development and TOT on Agripreneurship and Life skills**



ECI has been awarded a significant contract by SMEDA to develop comprehensive Agripreneurship materials aimed at fostering agricultural entrepreneurship and enhancing soft skills essential for managing agribusinesses. Under this contract, ECI has successfully developed the said material and later conducted two 4-day Training of Trainers (TOT) sessions-one in Karachi and one in Quetta-with a total of 58 participants trained (50 males and 8 females). These TOT sessions were integral to preparing local trainers in Sindh and Balochistan to deliver standardized Agripreneurship training effectively.

**288**

## **Designing of Agriculture and value chain Manuals**



Empowerment thru Creative Integration was contracted by GBRSP to design 16 training manuals, crafted in both English and Urdu. These manuals were developed for the Gilgit-Baltistan Rural Support Programme (GBRSP) under the Economic Transformation Initiative (ETI). Launched in 2015 and co-funded by the International Fund for Agricultural Development (IFAD) and the Italian Agency for Development Cooperation (AICS), ETI aims to bolster agricultural incomes in the region. These manuals focused on crucial aspects such as increasing agricultural production, introducing high-value cash crops, and facilitating access to local markets. After the development of the manuals 8 Presentations were developed to facilitate the training sessions.

**287**

## **Awareness Sessions on Safe Migration - Safe Future**



Under the Awareness Raising Campaign for the "Pakistani-German Facilitation and Reintegration Centre (PGFRC)," GIZ has contracted ECI to conduct outreach activities in isolated communities across three districts in Punjab (Dera Ghazi Khan, Rajanpur, Bahawalnagar) and three in Khyber Pakhtunkhwa (Kurram Agency, Chitral, Hangu). The initiative aims to educate communities about legal frameworks, migrant rights, and the risks of irregular migration, empowering them to make informed decisions. Before the initiation of the sessions ECI developed various informational materials (handbooks, leaflets, PowerPoint presentations) in multiple languages, facilitated team orientations, and mobilized participants through partnerships with local organizations. The sessions are in progress in both provinces.



**286**

## **Provision of the Technical Assistance to SMEs**



The PAIDAR programme aims to support the Government of Sindh in its poverty reduction strategy by promoting economic development, enterprise creation, and job generation for poor women, men, and youth. To achieve these goals, the programme enhances public service delivery and provides technical assistance, capacity building, and financial support to micro and small enterprises in Rural Growth Centers (RGCs), addressing the impacts of COVID-19 and fostering business development. Under this initiative, ECI in collaboration with NMC provided comprehensive Technical Assistance (TA) to Small and Medium Enterprises (SMEs) in Thatta, Badin, Tharparkar, and Larkana. This support included training, capacity-building, awareness campaigns, documentation guidance, and technical expertise to help SMEs develop comprehensive applications for the PAIDAR SME Business Development grant window. ECI delivered market analysis, technology assessment, feasibility studies, financial planning, and application preparation. Ultimately, ECI successfully finalized and submitted business plans for 16 SMEs, despite four SMEs withdrawing their applications.

**285**

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



In order to enhance the skills of individuals engaged in agribusiness, encompassing farmers, agricultural laborers, and home-based workers, ECI delivered its expertise in Sujawal, Thatta, Kharan, Musakhel, Naushki, Panjgur and Zhob. A total of 350 participants received training aimed at elucidating the core principles of agribusiness and business management. They acquired knowledge in agribusiness marketing, innovation, value addition, and gained an understanding of the importance of agribusiness marketing and its vital connections.

**284**

## **Enterprise Development Training for skilled and small Business owner youth**



ECI has conducted 2 separate trainings for FDO on value chain and linkages building with more than 40 participants. These 3 days trainings have equipped trainees with the techniques in these domains.



2023

## 283 Provision of training services for employable digital skills



KPITB launched an initiative with the title “KP Youth Employment Program” to empower 40,000 un and underemployed youth in the province by providing a range of basic, intermediate, and advanced level skills in IT and linking them with employment opportunities. For this purpose, ECI has joined hands with the initiative to train 1,000 youth on in-demand Fundamental Digital Skills of web development, graphic designing, animation and digital marketing. These 7 months long courses are in the implementation phase in all seven divisions of KPK.

## 282 Trainings on Interpersonal Communication for immunization staff



ECI in collaboration with UNICEF completed a large-scale training rollout program in March last year. Under this initiative, ECI designed a comprehensive and locally relevant toolkit for the immunization staff of Pakistan on Interpersonal Communication (IPC). The development of the toolkit aimed at addressing the communication needs of the vaccinators to boost and speed up the immunization procedure. Based on the finalized toolkit, ECI initially organized 6 ToTs across Pakistan and trained 162 vaccinators and subsequently conducted cascade trainings. ECI conducted 2-days cascade training in 10 districts of AJK, including Muzaffarabad, Mirpur, Haveli, Bagh, Bhimber, Neelum valley, Poonch, Jhelum, Sadnoti and kotli. ECI conducted 2-days cascade training in Skardu, Shigar, D.I.Khan, Bannu, Lakki Marwat and North Waziristan. In Gilgit Baltistan cumulatively 293 participants were trained whereas in KP, 294 participants were trained.

## 281 8-day training on Agribusiness Management and Marketing



In order to enhance the capacity of those related to agribusiness, (farmers, Agri workers and home-based workers) SMEDA launched a project and hired ECI for the purpose. These trainings were conducted separately in Khairpur, Shahdadpur, Sanghar, Khuzdar and Pishin with presence of male and female participants. In these trainings 450 participants were trained. These trainings enabled participants to explain the concepts of agribusiness and business management. They got to know about the agribusiness marketing, innovation and value addition along with importance of agribusiness marketing and key linkages.



280

## Diagnostic Study of Clusters and Training on Enterprise Development Skills



Improved security situation in the newly merged region of Khyber Pakhtunkhwa and CPEC investment paved way for future development in the region. Khyber Pass Economic Corridor (KPEC) is an absolute need of the time. For initiation of the first component of KPEC project, a collaboration with ECI was made for diagnostic study of clusters and training on enterprise development skills in District Khyber and Peshawar. The scope of work for this assignment is basically focusing on two pathways. The first pathway will be leading to execute the assignment through second pathway. As part of the implementation phase, with presence of experts, ECI conducted a diagnostic study of 11 business clusters in district Khyber and Peshawar. Based on the findings of the study, customized training curriculum has been designed and developed for 11 selected business clusters on Enterprise Development Skills. In May 2023 a training rollout plan was initiated under which 20 trainings with participation of 500 individuals were conducted of Furniture, Cleaning and Forwarding, Gemstones, Automobiles, Boutique and Embellishment, Carpet, Honey, ICT, Marble clusters in district Peshawar and Khyber.

279

## Business Development Trainings for Returning Migrants and Local Population



GIZ-PME (Migration for Development) has introduced a program through its implementing partner, ECI, to conduct business development trainings for economic reintegration of semiskilled migrant returnees and local population in Islamabad and Lahore. Additionally, the project also involved coaching sessions where the project beneficiaries were contacted to inquire about the current state of their business or career and provide them any support in terms of guidance and suggestions. 6 trainings were conducted ( 3 in Islamabad and 3 in Lahore) and 165 participants were trained.

278

## Business Development Service Training for Flood Affected Communities



Under this project IOM has joined hands with ECI to offer services for providing Business Development Training for Flood affected Communities in Dera Ismail Khan. Overall, 305 participants were trained during the said training. The aim was to enable these floods affected communities of DI Khan to learn the mandatory Business development skills to continue with their livelihood activities by establishing their businesses through business support package of IOM. Cumulatively, 12 trainings of 05-Days each were conducted in Dera Ismail Khan in 3 rounds and 305 participants (130 Females, 175 Males) were trained.



277

## Digital Skills Training for Afghan Refugees



Under this project of Inspire, ECI trained Afghan refugees' youth on digital skills in Quetta. Out of the total 47 individuals, 26 completed six months of training, whereas 21 completed a 1-month soft skills training. The six-month training comprised of four-course modules as mentioned below;

1. Soft Skills (1 month)
2. Business English Skills (1 month)
3. Core course or Digital Skills (3 months)
4. Freelancing Skills (1 month).

276

## Entrepreneurship training to 500 youth in Sindh



UNDP has joined hands with ECI Private Limited to implement this training cum mentoring program. The proposed interventions comprise a mix of mobilization, market assessments and linkages, ongoing information collection and dissemination, exposure and out-of-the-box and innovative approach. Eventually under this training cum mentoring Program 500 youth of the targeted areas will be trained through in-person and online training sessions. In the pre-implementation phase of the training, an inception meeting was held along with the hiring of a team and trainers for the said training followed by the process of Training Needs and Market Assessment (TNMA). TNMA was an extensive process that was carried out in 8 target districts of Sindh, in which the ground realities of the targeted districts along with potential opportunities, aptitude and requirements with regard to entrepreneurship training were analyzed. This assessment consisted of 15 one-on-one interviews (50% females), 2 FGD's (one male and one female) and 4 KII's per district. After this need assessment 20-day in person and 20-day Digital trainings were conducted in 8 targeted districts including Malir, Korangi, Hyderabad, Larkana, Jacobabad, Sanghar, Sukkur and Tharparkar. In all these 8 districts 516 participants were trained including 238 males and 278 females.

275

## One day Theme-specific Training on Human Resource Management for SMEs



National Business Development Program for SMEs (NBDP) is a public-sector development project of SMEDA, Ministry of Industries & Production, Government of Pakistan, with a mandate to provide handholding, advice and business development support to existing and potential SMEs of Pakistan



Under this project, SMEDA-NBDP has joined hands with ECI to offer services for providing Human Resource Management Training for SMEs in District Lahore, Multan, Islamabad, Peshawar, Muzaffarabad, Faisalabad, Karachi, Hyderabad & Quetta. The overall goal of NBDP's Theme Specific Training (TST) Program is to enhance productivity and innovation capacity of SMEs, increase their competitiveness and enable them to create result-oriented market linkages. As, SMEs in Pakistan face multifarious challenges and one of the major concerns impeding SMEs growth, productivity and competitiveness is lack of trained / skilled human capital. NBDP's TST Program through provision of subsidized training opportunities will capacitate SME's staff / human capital to enable SMEs to achieve the productivity efficiency, market competitiveness and overall market growth. Cumulatively, 10 training sessions of 1-Day Training were conducted in Lahore, Multan, Islamabad, Peshawar, Muzaffarabad, Faisalabad, Karachi, Hyderabad (**64 Females, 147 Males**) were trained.

274

## Business Development Training for Afghan Migrants



As part of the IOM Comprehensive Action Plan (CAP) for Afghanistan and Neighboring Countries, IOM Pakistan is supporting the Government of Pakistan in the provision of targeted assistance to Afghan refugees and migrants as well as vulnerable Pakistani host communities. A key component of IOM's livelihoods and skills development approach is Individual Livelihoods Assistance (ILA) that aims to bring about socio-economic stabilization in communities in Pakistan where a large portion of the population consists of vulnerable groups, in particular Afghan refugees and migrants and host communities. To stabilize livelihoods, ILA provides livelihood opportunities for vulnerable individuals and households, such as starting a microenterprise. Under the ILA, Business Support Packages (BSP) are provided for the development and expansion of microenterprises. Under this project, IOM joined hands with ECI to offer services for providing Business Development Service Training for Afghan Migrants and host communities in District Peshawar, Nowshera, Charsadda, Quetta, Pishin and Rawalpindi/ Islamabad. The aim was to enable these Afghan refugees to learn the mandatory Business development skills to continue with their livelihood activities by establishing their businesses through business support package of IOM. Cumulatively, 36 training sessions of 03-Day Training were conducted and 912 participants (193 Females, 719 Males) were trained in 4 weeks. In the 2nd phase of the same project Cumulatively, 10 training sessions of 03-Day Training were conducted in Peshawar, Nowshera, Charsadda, Quetta, Pishin, and Rawalpindi/ISB and 225 participants (100 Females, 125 Males) were trained. In the 2nd phase of the same project Cumulatively, 10 training sessions of 03-Day Training were conducted in Peshawar, Nowshera, Charsadda, Quetta, Pishin, and Rawalpindi/ISB and 225 participants (100 Females, 125 Males) were trained.



273

## Trainings on Interpersonal Communication on for Immunization



ECI in collaboration with UNICEF completed a large-scale training rollout program in March last year. Under this initiative, ECI designed a comprehensive and locally relevant toolkit for the immunization staff of Pakistan on Interpersonal Communication (IPC). The development of the toolkit aimed at addressing the communication needs of the vaccinators to boost and speed up the immunization procedure. Based on the finalized toolkit, ECI initially organized 6 ToTs across Pakistan and trained 162 vaccinators and subsequently conducted cascade trainings. In this quarter ECI conducted 2-days cascade training in 10 districts of AJK, including Muzaffarabad, Mirpur, Haveli, Bagh, Bhimber, Neelum valley, Poonch, Jhelum, Sadnoti and Kotli.

272

## Digital Literacy & Enterprise Development Trainings for Women Home Based Workers



PAHEL Pakistan has contracted Empowerment thru Creative Integration- ECI for conducting Digital Literacy & Enterprise Development Trainings for Women Home Based Workers under Project titled "Women's Economic Empowerment" in Sukkur and Khairpur. The assignment was designed to conduct 8 trainings on Enterprise Development in targeted districts. Each training was of 2 days. Total participants trained were 250, which further consisted of 100 in Sukkur and 150 in Khairpur. The purpose of these training was to enhance capacity of the Women home-based workers so that they can.

271

## Business Development Trainings for Returning Migrants and Local population



GIZ-PME (Migration for Development) has introduced a program through its implementing partner, ECI, to conduct business development trainings for economic reintegration of semiskilled migrant returnees and local population in Islamabad and Lahore. Additionally, the project also involved coaching sessions where the project beneficiaries were contacted to inquire about the current state of their business or career and provide them any support in terms of guidance and suggestions. By the end of 2022, ECI had successfully conducted 22 Training Sessions with 544 Beneficiaries. 22 Coaching Sessions were also conducted. After the conclusion of this phase of the project in the first quarter of 2023, another phase started where in total ECI will be conducting 10 trainings for GIZ. In the first quarter of 2023, one 3-day enterprise development training in Islamabad was held with 22 participants.



2022

## 270 Business management training for existing Entrepreneurs



ECI has been serving as a long-term technical partner to PMS for Entrepreneurship related trainings. In continuation of the same, under shared future project, ECI conducted two trainings with 40 participants for the beneficiaries of this project in Islamabad. These beneficiaries have attained grants under shared future project and in order to provide them business management skills these trainings were conducted. The majority of the participants were representing minorities.

## 269 Agriculture training programme for SMEs in Pakistan



ITC with the support of the European Union has designed a GRASP project to reduce poverty and improve agribusiness practices of farmers and SMEs in 10 districts in Balochistan working on selected value chains. ECI has developed the modules for this training and has delivered trainings. For horticulture and livestock SMEs, ECI conducted a 17-days training program consisting of five modules. The training was focused on curriculum for agribusiness management, marketing, agriculture finance, value addition and innovation, and managing agriculture cooperatives.

## 268 Training on enterprise development and financial literacy



Idara-e-Taleem-o-Aagahi (ITA) contracted ECI to lead a three-day capacity building training on Enterprise Development and Financial Literacy for TVET trainers. The training participants were females from the areas of Muzaffargarh, Bahawalpur, and Rahim Yar Khan. This training further helped the trainees in setting up their businesses as well as the finances.

## 267 Capacity training to conduct baseline survey for livelihoods of marginalized communities Project



In order to initiate Empowering Livelihood of Marginalized and neglected communities project, Taangh Wasaib Organization (TWO) hired ECI to avail its professional services. Moving on with the given assignment, ECI conducted a 02-Day Training of 10 staff members of TWO in Sargodha. This training enhanced their capacity for essential skills for conducting a baseline survey with 150 participants. Once the baseline survey in targeted areas of



Sargodha and Nankana Sahib was completed, ECI has also prepared a report based on the findings of the baseline survey.

## 266 Training Module Development of 11 Commodities



FAO is implementing selected outputs of an EU funded project titled 'Growth for Rural Advancement and Sustainable Progress (GRASP), managed by ITC, in Balochistan and Sindh. The GRASP program goal is to contribute to "Reduction of poverty through developing sustainable economic growth in rural areas of Pakistan". ECI team members were awarded this assignment where the team is working with FAO Sindh and Balochistan for revamping of 11 commodity modules on horticulture and livestock. Once the modules are completed, the team will deliver Training of Trainers so that these modules can be disseminated to a larger target audience.

2021

## 265 Improved socio-economic status of persons with disabilities in Urban Slums of Karachi, Sindh Pakistan (Business Management Trainings)



ECI has been awarded the project of "Business Management Skills Training of Persons for Disabilities in Urban slums of Karachi" by MALC for 6 months ending in March 2022. In the project, ECI has been agreed to train the 200 disabled persons through the 3-days 8 training. By this training program, these individuals will have the opportunity to overcome their economic limitations by establishing suitable business ventures. Certain categories of businesses e.g., retail outlets, vending, tailoring, embroidery; livestock rearing can be matched with their existing skills. ECI's powerful course design will be focused on teaching participants with little or no previous experience in enterprise how to establish and sustainably run their small businesses. The trainings will be focused on the person, business idea, resource mobilization, marketing & advertising, and basic finance & accounting.

## 264 Modular training programme for SMEs assistance: Agribusiness Management and Marketing



The small and medium enterprise (SME) module development project was awarded to ECI with an aim for the Development of Modular Training Curriculum and Materials for Small & Medium Scale Farmers and the Training of Trainers. The initial training includes 4-Day Training on Agribusiness Management; 3-Day Training on Agribusiness Marketing; 4-Day Training on Agricultural Finance; 3-Day Training on Value Addition and Innovation in Agribusiness; 3-Day Training on Managing Agricultural Cooperatives. After this, the pilot testing on the designed manual will be conducted in Karachi and Quetta where 15 SMEs (7 for horticulture, 8 for livestock of which there will be 5 micros, 5 small, and 5 medium enterprises)



will be part of each pilot. The modules, after pretest and approval, will be translated into five languages: English, Balochi, Brhauvi, Pashto, and Sindhi.

Followed by translations, the Training of Trainers will comprise of four 2-day ToTs will be organized in Quetta and Karachi each with Quetta with 30 participants in each training session.

**263**

## **Evaluation of Strengthening Livelihood of Marginalized communities' program**



The evaluation study was conducted by ECI for TWO for one of its projects Strengthening Livelihood of Marginalized Communities Program in the districts of Sargodha, Nankana Sahib, Lahore and Mandi Baha-ud-din. The aim and purpose of this evaluation study were to systematically review and assess the results (outcome and impact) of the project to identify gaps, achievements, and lessons learned, and find out whether the intervention was realistic and focused on the target groups/individuals and sustainable. Furthermore, to provide future recommendations based on the identified gaps in the project implementation due to predetermined and/or unanticipated causes. ECI successfully conducted 41 FGDs, and 5 KIs to collect the data from the staff and relevant beneficiaries under the predesigned protocols of evaluation comprising OECD DAC evaluation criteria.

**262**

## **Three 2 Days Entrepreneurship Training**

**Vocational Training Center (Girls) Korangi**

The training was provided to Vocational Training Center for Girls (VTCG) by ECI's trainers. This training was on entrepreneurial skills with 35 technical skills learning students.

**261**

## **Contextualization, adaptation, and translation of Learn to Earn (L2E) and Financial Literacy Module (FLM) Curricula**



Under this project, ECI contextualized, adapted and translated two curricula Learn to Earn (L2E) and Financial Literacy Module (FLM) for IRC's project in English Urdu languages. The purpose of the module was to support, facilitate and improve the economic conditions of the women, in NMDs (EX-FATA) and KP by building their capacities. The project aimed to enable the trainers (women) so that they can enter gainful employment and are capable of making informed financial decisions (e.g., investment, spending, saving, etc.). The designed material was pretested with the selected beneficiaries for further improvement regarding the concepts, methodology, culturally sensitive content picture according to real feedback of the participants to finalize the material.

**260**

## **SIX, 4-day Training on Enterprise Development for returnees**



Mojaz foundation under one of its projects contracted with ECI for the conduct of trainings on Business Development Skills (BDS) for its project beneficiaries. The trainings comprised of



6 trainings, each training for 4 days. ECI designed and developed a comprehensive need-based training course with a detailed training plan. Due to the covid, almost half of the trainings were conducted online whereas the remaining 3 trainings were conducted on site in the targeted cities selected by the Mojaz i.e., Gujranwala, Sialkot and Lahore, and almost 191 trainees (20 females) were trained.

**259**

## **Four 3-Days training on Social Enterprise Development -PMS Youth**



ECI conducted a 06 -Day Training on Social Enterprise & Development for project beneficiaries of Pak Mission Society (PMS). The project beneficiaries were from the cities i.e., Islamabad, Lahore and Rawalpindi. The target audience was entrepreneurs both male and female and the number of total beneficiaries was 159 (52 females). The participants were trained with a special focus on the broader objectives including technical concepts around enterprise and social enterprise, business plans, social cohesion, etc.

The trainings were also aimed on skills-enhancement of enterprise and social enterprise of new entrepreneurs for new business incubations including their technical capabilities

**258**

## **Growth for Rural Advancement and Sustainable Progress (GRASP)**



To uplift and strengthen economic conditions and expand micro-agro and farming businesses, in Pakistan, GRASP in collaboration with the International Trade Centre (ITC) – the joint agency of the United Nations (UN) and the World Trade Organization (WTO) – trusted ECI with its training program comprising five districts including Quetta, Pishin, Khuzdar, Zhob, and Lasbela. In the second round of training, ECI conducted 10 1-day training (2 in each district with males and females) from the above-mentioned districts and trained 266 participants. ECI had a successful training session with the male and female farmers and entrepreneurs on livestock and horticulture. The training covered all the critical aspects of the value and supply chain, including market information as well as the enhancement in the revival of the business processes in technical financial, and terms. 49% of males and 51% of females were trained from culturally hard areas.

**257**

## **Delivery of 5 days five ToTs on Enterprise development**



Delivery of 5 days five ToTs on Enterprise development training were conducted in Nawab shah, Sanghar, Mirpur Khas, Khairpur, and Tando Muhammad Khan. The training covered the content regarding the Livestock and Agriculture project implemented by CSSP. It was a project of ITC-EU, under the program of GRASP. Initially, 3 trainings comprised of 5-days Training, then 2 trainings were 4-day training. The purpose of these trainings was to provide awareness to social activists and community notables about agriculture and livestock and the enterprise. 15 participants were invited to each training. A total of 90 participants were trained through this Training.



**256**

## **Build Capacities of Youth of Baluchistan on Digi-skills**



The successful closure of the project - Digital Skills Training for Afghan Refugee Youth in Quetta with Inspire Pakistan's – made tremendous changes in the transformation of young lives. The project covered the most demanding skills of today: Soft Skills (Including Visioning and Business Tips), Freelancing, Digital Photography for Beginners, and Graphic Designing. ECI conducted classroom training on soft skills but due to Covid-19 it shifted the training to Zoom. The project has become a replicable model and ECI further aims to expand it across the country and outside boundaries.

ECI developed all material on soft skills, digital photography, graphic designing, and freelancing for Inspire Pakistan from which the target 61 Afghan refugees (21 girls) benefitted. 28% (8 females, 9 males) of trained youth were placed with employers as internees.

**255**

## **Training of Youth on Life Skills, Employment, Micro-Business, and Climate Resilient Farming Techniques**



The project was undertaken by ECI in collaboration with OXFAM for the youth of Jamshoro, Sindh, started in January 2021, and was successfully closed on 30th June 2021. The project involved facilitation by ECI to youth for job placement and enterprise development. It enabled youth to understand different ways to grow their business and help them in job placement. ECI successfully delivered a 17-day Training of Trainers (ToTs) on Life Skills, Micro Businesses, and Climate Resilient Farming Techniques. Overall, 24 Youth Innovators participated in this comprehensive training. The ToT was conducted at Innovation Hub in district Jamshoro, Sindh.

**254**

## **The Adult Literacy and Numeracy Skills (ALNS) programme**



ALNS targeted on the female community leaders. The overarching objectives of the ALNS is to help women influence gender roles positively, facilitate them in mainstreaming their role for social and economic empowerment, and support them in their employment or self-employment initiatives.

**253**

## **THREE 2 days Entrepreneurship trainings**

**VOCATIONAL TRAINING CENTER (GIRLS) KORANGI**

This Training conducted at Vocational Training Center-Girls Korangi Karachi on entrepreneurial skills.



**252**

**Development of Financial literacy Curricula-Research & develop financial literacy toolkit.**



ECI developed Financial Literacy Curricula (FLC) for IRC in English and Urdu. Before finalization ECI will test FLC module in 3-day training with local beneficiaries and after approval conduct 5 Day ToT with IRC selected participants project in KP and Newly merged districts.

**251**

**Contextualization, adaptation and translation of curricula regarding L2E), in Urdu language.**



ECI contextualized and adapted L2E module in context of KPK Newly merged district. In this project ECI will conduct FGD and 5-day ToT with IRC selected trainers on approved L2E module.

**250**

**SIX, 4-day Training on Enterprise Development for returnees**



ECI developed and conducted Enterprise development trainings for the Returnees from different countries who are interested in starting their own business. These beneficiaries were selected by Mojaz and ECI provided online trainings.

**249**

**FFS Manual Translation**



CEO of ECI was awarded a project to develop a training manual on setting up a Farmer Field School (FFS) in KP Pakistan. This training manual is being translated in Urdu.

**248**

**Four 3-Days training to the SF-PMS Youth**



These trainings were about Enterprise and Social Enterprise of new entrepreneurs for new business incubations and their technical skills enhancement under the project of social cohesion through the socio-economic development for the areas of Islamabad and Rawalpindi.

**247**

**Training for management development**



ECI conducted ToT on livestock & Agriculture & livestock as Business with 28 trainers in Quetta. The trainees belonged to district Quetta, Pishin, Khuzdar, Zhob and Lasbela. In the



second round of trainings, ECI conducted 10 1-day training (2 in each district with males and females) from the above-mentioned districts and trained 266 participants.

## 246 Delivery of 5 days five ToTs on Enterprise development



These Training were conducted in Nawab shah, Sanghar, Mirpur Khas, Khairpur and Tando Muhammad Khan. The trainings covered the content regarding Livestock and Agriculture project implemented by CSSP.

## 245 Conducting training for educated Afghan Youth in Quetta



In this project ECI developed material on soft skill, digital photography, graphic designing and freelancing for Inspire Pakistan selected Afghan refugees. ECI conducted class room training on soft skill but due to Covid shifted other trainings online via zoom. In this project ECI trained 61 participants on soft skill and 41 on digital photography, graphic designing and freelancing and provided mentoring support during this project.

## 244 Advance business management and Linkages development training



It was a refresher course that was based on the linkage's development of existing entrepreneurs with the financial institutes under the project of social cushion through the socio-economic development for the areas of Islamabad and Rawalpindi.

## 243 Training of Youth on life skills, Employment, Micro-Business, Climate resilient Farming Techniques



In this project ECI conducted 17 Day Training of Trainers on Life skills, Micro Businesses, over all 24 Innovators participated. The ToT conducted at Innovation Hub district Jamshoro under project of Empower Youth for Work, EYW.

## 242 Conduct 5 days training of Local Resource person (LRPs) and 2 follow ups.



These Trainings conducted in Mirpurkhas were designed and implemented by ECI. The participants were trained to run Rozgar Shifa Khana, 5 Rozgar Shifa Khana made in district Mirpurkhas. The centres were community-based facilitation centres.



## 241 Trainers - Farm Business School



ECI conducted two 10-day training of trainers for FOOD AND AGRICULTURE ORGANIZATION (FAO) field team and made them aware about the key concept of Farm Business School. After this training the trainees conducted session with farmers in their respective areas like North & South Waziristan, Khabar & Kurram Agency and Bannu.

## 240 Small to medium Entrepreneur's training and MFI Linkages at district Tharparkar



To provide Business Skills trainings and Exposures, RDF acquired consultancy services of ECI to strengthen the capacity of the beneficiaries to enhance access to market through trainings and exposure visit on basic literacy, numeracy & life skills, business skill trainings and ways to enhance access to financial services/service providers for risk transfer and sharing mechanism.

## 239 Youth ToT and Replication training on micro-Enterprises



This project conducted at District Jamshoro, under project of Empower Youth for Work (EYW). Under this project Two ToTs of 2-day were conducted. Additionally, 24 Trainings conducted by innovators and each training was 2-day Training. Throughout replication of training, the participants were trained in different communities of District Jamshoro.

## 238 Communication/Facilitation Skill - FA3-s2 Training



The training covered the essential aspects of understanding the concepts of training and facilitation including adult learning approaches and the use of facilitation techniques for effective conduct of trainings.

## 237 Pakistan Sustainable Energy Program COVID Response Technical Assistance and Training



ECI was contracted by World Bank to provide Technical Assistance and Training to MFIs and off grid solar distributors to help them cope with COVID-19 related business challenges through webinars.



**236**

**Social Enterprise Development Training for 2000 University Students**



ECI was contracted by UNDP for the Campus Engagement Project under which ECI has been conducting activities and Enterprise Development trainings from 2019 for the capacity building of university students of KP and Sindh

**235**

**Training of Staff on Effective Role of Producer Marketing Group (PMG)**



ECI was contracted by FAO to provide Training to the members of Producer Marketing Group on the Effective Role of Producer Marketing Groups and to impart significance of collective identity and voices of farmers at grassroots level.

**234**

**Empower Youth for Work**



ECI was by Oxfam to conduct training and mentoring sessions with 600 youth of Jamshoro. ECI focused on empowering youth by increasing their life skills, entrepreneurship and job readiness skills. This project was awarded by Oxfam while RDF was its implementation partner.

**2020**

**233**

**Small to Medium Entrepreneurs Training and MFI Linkages at District Tharparkar**



To provide Business Skills Training and Exposures, Research and Development Foundation (RDF) acquired consultancy services of ECI to strengthen the capacity of the target beneficiaries which comprised of owners of Small and Medium Enterprises (SMEs) in District Tharparkar, Sindh. The purpose was to enhance the access of the trainees to the market by building their capacities through training and exposure visits on basic literacy, numeracy & life skills, business skill training, and ways to enhance access to financial services and/or service providers for risk transfer and sharing mechanism. Successful training followed by exposure visits equipped almost 420 owners of SMEs.

**232**

**Youth ToT and Replication Training on Micro-Enterprises**





This project was successfully implemented by ECI in District Jamshoro, Sindh under one of the ECI's projects Empower Youth for Work (EYW) in collaboration with the Research and Development Foundation (RDF). Under this project 2 ToTs each of 2-day were conducted with youth groups (males/females also known as innovators). Additionally, 24 pieces of training were conducted by these innovators, each training comprising of 2-day. Throughout the replication of training, almost 444 trainees were trained in different communities of district Jamshoro.

## 231 Human Resource Management Trainings



This assignment was awarded to ECI by the Small and Medium Enterprises Development Authority (SMEDA). ECI developed training a comprehensive curriculum upon the request of the Small and Medium Enterprises Development Authority (SMEDA) on Human Resource Management. The material was designed to enhance the mid-level human resource managers and officers of 870 Small and Medium Enterprises (SMEs) across Pakistan covering different cities including Islamabad, Karachi, Peshawar, Hyderabad, Lahore, Multan, Rawalpindi, Bahawalpur, Gujranwala, Gujrat, Chakwal, Quetta. A total of 57 training was conducted by ECI's trainers' team resulting in developing the capacities of 1070 professionals.

## 230 Enterprise Development and Financial Management Training for Beneficiaries of Pak Mission Society



ECI was contracted by Pak Mission Society (PMS) to conduct a training on Enterprise Development and Financial Management for the staff members of PMS. 30 staff members were trained with the aim of learning how to manage their finances which added a lot to their knowledge of financial management.

## 229 06-Day Training on Strengthening the Capacity of SMEs to Enhance Access to The Market and MFIs for Vocational Skilled Beneficiaries



ECI was contracted by RDF to conduct 30 06-day trainings in Tharparkar for Strengthening the Capacity of SMEs to enhance access to the market and MFIs for Vocational Skilled Beneficiaries. This training was conducted on enterprise development, literacy and life skills along with 2-day exposure visits.

## 228 Youth ToT and Replication Training on Microenterprises



ECI was contracted by RDF to conduct a ToT for developing capacities of rural youth of Jamshoro. The development, implementation and evaluation of program includes 3-month training sessions of trainers and replication training on microenterprises. The initiative will help in mobilization of young people.



**227**

## **10-Day Training for Facilitators of Farmers Business School**



ECI was contracted by FAO to conduct training for the facilitators of Farmers Business School (FBS). ECI conducted two 10-day trainings online through LMS (Learning Management System) to educate the facilitators about the concept and need of Farmers Business School and the importance of their role as a facilitator for FBS. Through this training, ECI built their capacities around the market concepts as well such as marketing, cost, pricing, and business linkages.

**226**

## **Business Management and Skills Enhancement Trainings for Microfinance Borrowers (Set 2)**



ECI was contracted by Doaba Foundation for “Business Management and Skills Enhancement Trainings for Microfinance Borrowers” during which 60 02-day trainings were conducted under two sets of trainings, 30 trainings under each set in Muzaffargarh and Rajanpur for beneficiaries of Doaba Foundation on basic literacy, numeracy & life skills, business skill trainings, and ways to enhance access to financial services/service providers for risk transfer and sharing mechanism. The last 5 trainings of the second set were completed in the last week of June, 2020 reaching the target of **786** participants (**483** males and **303** females).

**225**

## **Capacity Building of LRPs**



ECI was contracted by CSSP for Economic Change Maker (ECM) Program under “Project Support District Government Initiatives in Mirpurkhas to Empower Women through Promotion of Entrepreneurial and Business Creation Opportunities.” The aim of this program was to eradicate gender-based violence and to the strengthen livelihoods of GBV survivors, and for capacity building of Local Resource Persons as economic changemakers. Under this assignment, ECI conducted a comprehensive TNA report with LRPs and Program Managers.

Previously in this project, two 05-day residential trainings for on “Promotion of entrepreneurship skills and business creation opportunities” was conducted. In continuation of the project, ECI has conducted another 05-day training on Marketing Skills, Market Assessment Skills, and Linkage Development for **21** LRPs (**18** males and **3** females). After these trainings, Local Resource Persons (LRPs) (males and females) will become a catalyst for economic change in targeted villages.



2019

## 224 Trainings on Business Management and Financial Literacy



ECI was contracted by AGAHE to conduct 11 business management and financial literacy trainings for microfinance borrowers. Through these trainings, ECI has built capacities of 442 beneficiaries around the concepts and skills of business management and financial literacy for their capacity development which will eventually contribute to strengthen economic conditions and social development through their business's improvement.

## 223 2-Day ToT of TWO Staff for Strengthening Livelihood of Marginalized Communities



ECI was contracted by Taangh Wasaib Organization (TWO) to conduct a ToT for staff of TWO for their project, Strengthening Livelihood of Marginalized Communities. The aim of the project was to ensure that poor and marginalized communities have diversified and strengthened, sustainable livelihoods for a dignified life in society. ECI conducted a 02-Day Training for the staff of TWO to train them with skills essential to conduct the baseline survey. In the baseline survey, data was gathered from a total of 120 respondents. Following that, the data was entered in the database by TWO and shared with ECI for data analysis and formulation of report.

## 222 4-Day Business Management Training for Persons with Disabilities



ECI was contracted by Doaba Foundation for Business Management Training for Persons with Disabilities which is an integral part of their Community Based Inclusive Development (CBID) Programme with funding support of CBM. For this assignment, ECI designed and implemented one 4-day training in Muzaffargarh for PWDs (Persons with disabilities) to enhance their abilities of generating income via enterprise development.

## 221 3-Day Training on Enterprise Development of PMS Beneficiaries



Pak Mission Society (PMS) contracted ECI for Enterprise Development of PMS Beneficiaries. The 3-Day training directly pointed at capacity development which will eventually contribute to strengthen economic condition and social cohesion in selected areas through their businesses.



220

## 3-Day ToT for Capacity Development on Enterprise Development



ECI was contracted by BRSP for "Training of Trainers for Capacity Development on Enterprise Development". Under this training, ECI designed an extensive curriculum following which a 3-day training was conducted for BRSP staff and CRPS. The training aimed at capacity and enterprise development of the participants to help them prepare their businesses in line of the enterprise development and feasibility plan for their selected business.

219

## Market Based Training on Human Resource Management, Social Media Marketing and Time Management (Phase-II)



ECI has successfully completed its Second Phase of HR Management Trainings for Small and Medium Enterprises (SMEs) that were being conducted in collaboration with SMEDA, under their NBDP program. A series of 23 trainings were carried out in 12 districts of Pakistan on the concepts of time management, social media marketing and human resource management.

218

## Market Based Training on Human Resource Management, Social Media Marketing and Time Management



ECI was contracted by SMEDA for Market Based Training on Human Resource Management, Social Media Marketing and Time Management for their which was a part National Business Development Program for SMEs (NBDP). The training was conducted for staff of SMEs in all the major cities of Pakistan (8 districts). For this training, the training curriculum was designed and developed by the IFC certified curriculum design experts at ECI according to which the 15 trainings were conducted on the concepts of time management, social media marketing and human resource management.

217

## DigiSkills Training to 1500 Aspiring Entrepreneurs



UNDP contracted ECI for delivering DigiSkills training to emerging entrepreneurs. Under this project, ECI is mobilizing identifying and selecting 1500 Aspiring female entrepreneurs from 08 districts of Sindh and KP through a TNA exercise. After selection, the candidates are going through online courses on freelancing, digital marketing, e-commerce and digital literacy. 2 batches will be trained to become entrepreneurs in the duration of 1 year.



**216**

## **Business Management and Skills Enhancement Trainings for Microfinance Borrowers (Set 1)**



ECI has been contracted by Doaba Foundation to conduct 30 enterprise development trainings in Muzaffargarh and Rajanpur for Microfinance borrowers. Through these trainings, ECI is building capacities of 750 people around the concepts and skills of enterprise development.

**215**

## **Business Management and Skills Enhancement Trainings for Microfinance Borrowers**



ECI has been contracted by Mojaz Support Program to conduct 34 enterprise development trainings in Narowal for microfinance borrowers. Through these trainings, ECI has built capacities of 1000 beneficiaries around the concepts and skills of enterprise development.

**214**

## **Business Management and Skills Enhancement**



ECI is providing 50 trainings on “Business Management and Skills Enhancement” to RCDP project beneficiaries. The trainings are being held at Shekhupura and Nankana Sahib for semi-literate and non-literate men and women. Through these trainings, a total of 1500 borrowers will be trained on business development, skills enhancement, financial literacy and book keeping.

**213**

## **Business Management and Skills Enhancement Trainings for Microfinance Borrowers**



FDO contracted ECI to conduct 12 trainings to strengthen the capacity of small to medium entrepreneurs to enhance access to the market and microfinance institutes for both male and females in tehsil Jatoi District Muzaffargarh. ECI is providing these trainings to the project beneficiaries of FDO project Building Disaster Resilience in Pakistan (BDRP-2) which has been designed to attain increased capacity to reduce disaster risk, enhance livelihood of the poor and vulnerable communities and promote resilient infrastructure. Under this assignment ECI will conduct twelve 4-day trainings.

**212**

## **05-Day Training on Establishment of Business, Life Skills and Technical Enhancement**



ECI was contracted by MRDO for 05-day training “Establishment of Business, Life Skills and Technical Enhancement”. Under this training, ECI designed a comprehensive curriculum based on which executed a 05-day training followed in which technical experts delivered



sessions about technical and communication skills for, selection, screening and marketing of products. During the training 08 participants from Sukkur were trained on business concepts.

## 211 Capacity Building of LRPs



ECI has been contracted by CSSP for “Project Support District Government Initiatives in Mirpurkhas to Empower Women through Promotion of Entrepreneurial and Business Creation Opportunities.” Under this assignment, ECI conducted a comprehensive TNA report with LRPs and Project Managers in the light of which, creative training curriculum was developed according to the needs of the project participants. This training aimed at understanding socio-economic development needs and interventions for GBV survivors and for capacity building of Local Resource Persons (LRPs).

ECI designed and applied a two 05-day training series followed by mentoring sessions to improve collaboration between civil society organizations and district government departments to empower rural women through promotion of entrepreneurial opportunities for business creations by increasing demand for local produced goods in the market. The 25 LRPs from Mirpurkhas were trained to be the change-makers, to manage finances, to identify the correlation between poverty and violence, develop a concept around Gender Action Learning System (GALS), and learn how to establish and manage skills for Rozgar Shifa Khana (Skills Development Centre).

2018

## 210 Empowering Entrepreneurs through Financial Education Program



ECI has been contracted by BAT for Empowering Entrepreneurs through Financial Education Program is an intensive education and mentoring program for the clients of microfinance sector which aims at providing financial education to micro entrepreneurs to increase bottom of the pyramid existing and potential micro entrepreneur’s knowledge and understanding of micro-finance products; to empower them to make informed choices, to access and manage affordable finance and reduce the incidences of bad debt; which will, in the long run, strengthen the relationship of micro finance providers and their clients.

ECI designed an intensive curriculum, conducted TOTs after which the clients of MFIs were identified, 2 pilot trainings were conducted in the light of which curriculum was revised and then the trainers mobilized the micro-entrepreneurs in the field, conducted orientation and mentoring sessions with them. During the tenure of this project 800 beneficiaries from Karachi were trained and mentored. Each beneficiary received three mentoring sessions by the trainers/mentors.



## 209 Yes, I Do! Alliance



Yes, I Do Alliance in Pakistan is comprised of Rutgers and Plan International, Pakistan. Plan International, Pakistan under its "Right to Adequate Standard of Living Country Programs" (2015-2020) has included a key objective of Poor and vulnerable families, especially women and youth, to enjoy their right to an adequate standard of living.

For this purpose, ECI was contracted for the design and delivery of 5 Handy Skills Trainings for beneficiaries from Hyderabad and Sanghar:

- 4-Day Training on Kitchen Gardening
- 15-Day Training on Driving
- 8-Day Training on Solar Technician
- 7-Day Training on Rilli Making
- 7-Day Computer Literacy Training

Furthermore, 20 one-day orientation sessions of youth forums on leadership, financial management and ICT4D, gender mainstreaming, basic development, education and poverty concepts were organized.

## 208 Development of Soft Skills Training Modules



In partnership with MDI, ECI implemented a comprehensive TNA across Punjab comprising of interviews and FGDs with employers, employees, instructors and students. Professional and academic experts from 06 trades (Cooking & Baking, Customer Care & Service, Sticking Machine Operator, Fashion Designing, Dress Making & Quality Assurance, Surveyor & Safety Inspector, and Electrician & Technician) were identified and using the developed toolkit data was collected from them and analyzed. Based on the TNA report, training modules were developed on soft skills that would be imparted to the students in the TVET sector along with building their technical capacity on the given courses.

## 207 Capacity Development Initiative for Community-based Eco-Farming Associations



In partnership with AKRSP, ECI implemented the Capacity Development Initiative for Community-based Eco-Farming Associations under AKRSP's Water & Energy Security (WES) Project – Phase II (Chitral). A series of trainings were designed and implemented during this six-month project (September 2017 to March 2018). Field-based mentoring was an integral part of this assignment and was conducted by ECI's pool of experts.



206

## Mapping and Scoping Study of Small & Medium Enterprises



ECI was contracted by TIE Islamabad to conduct a baseline survey of Small & Medium Enterprises (SMEs). The SME sector in Pakistan is marred by issues hindering its growth and smaller businesses are unable to manage their business beyond a very basic operational model. For this purpose, this survey was conducted for mapping the SMEs, MNCs, MFIs and BDSPs in Jamshoro and Layyah along with identification of high potential value chains in the district. Data for 66 **SMEs** in Layyah and 59 in Jamshoro was collected, and they were analyzed in terms of youth-led leadership, female employees, annual turnover for a minimum specified amount and geographical scope. It was found that a lot of support in terms of capacity building and mentoring is required for these organizations to operate at full potential.

The scoping study concluded that it was important to implement an integrated project which works with all the actors in the Value Chain in the two districts so that capacity of all the actors is built to create a sustainable ecosystem.

205

## Skills Gap Analysis



A market assessment was conducted in Multan and Muzaffargarh for identifying the skill gaps in the local markets and how to effectively bridge that, while at the same time improve the economic conditions of young girls and women. This study was conducted with the support of HDF for the project titled 'Women Leaders of Tomorrow' which is being funded by Oxfam. It encompassed 8 FGDs with young females aged between 11-25 years and meetings held with different market stakeholders: industries, SMEs, TVET Institutes, Labor Department and Chamber of Commerce. Demand and supply side assessment was conducted, along with income profiling and keeping in view the socio-economic factors, 13 technical skills were identified for Muzaffargarh and 10 for Multan.

204

## 10-Day ToT on "Effective Facilitation Skills"



A 10-day ToT was conducted for Agriculture Officers from Department of Agriculture Gilgit-Baltistan (DoA GB) under the Economic Transformation Initiative Gilgit Baltistan funded by IFAD. This 10-Day Training of Trainers developed the capacity of 20 agriculture extension staff so they can facilitate different awareness, training and orientation sessions on extension topics. A module was adapted for the purpose and an exposure visit was also conducted.



After the successful completion of the first batch, ECI was also recruited to conduct another ToT on the same theme for another batch of 20 staff members of DoA-GB.

## 203 3-Day Training on “Enterprise Development”



A 3-day training on 'Enterprise Development' was conducted in Muzaffargarh for local entrepreneurs in the sanitary business. The training was organized by Agahe Pakistan and attended by 15 participants, of which 8 were males and 7 were females.

## 202 2-Day Training on “Credit Appraisal System & Techniques”



A 2-day training on 'Credit Appraisal System & Techniques' was conducted in Vehari for staff members of Agahe Pakistan. The training was attended by 20 staff members of AP (19 males and 1 female). This was a flagship module developed by ECI on this theme, which provided a holistic view of the credit appraisal mechanism and focused on the Microfinance sector.

## 201 2-Day Training on “Microfinancing for Solar Products”



Under International Finance Corporation's (IFC) Lighting Asia initiative, and its partner organization Community Support Connect (CSC), a 2-day training session was organized in Lahore for staff of CSC. 20 members participated in this training of which 15 were males and 5 were females.

## 200 2-Day Training on “Door to Door Selling of Solar Products”



Under International Finance Corporation's (IFC) Lighting Asia initiative, and with the support of CIT, a 2-day training on 'Door-to-door Selling of Solar Products' was conducted in Khushab for Solar Bibis and Chachas. 22 participants (14 males and 8 females) took part in this training.



## 199 Gap Assessment in Sanitary Napkins Business



For Association for Gender Awareness & Human Empowerment (AGAHE), ECI was contracted for conducting a gap assessment in District Muzaffargarh of the Sanitary Napkins Business. This was part of the 'Ensuring girl's rights through school & community-based WASH and MHM' project being implemented with the technical and financial support of WaterAid in Pakistan. A toolkit was developed comprising of 5 surveys for the following stakeholders: Producers, MHM Promoters, Consumers, Shopkeepers and Agahe staff. A 3-day market study was conducted and 29 interviews were taken, based on which a gap assessment report was formulated that identified issues in the business cycle currently in practice and proposed solutions were shared.

## 198 Youth Employment Project (YEP)



ECI was contracted by UNDP to offer its services for beneficiary identification and mobilization for trainings – as per specified criteria – to be conducted under the Youth Employment Project. Technical trainings were conducted by UNDP on 2 trades: Quality Checker and Swing Machine Operator for 1000 youth (both male and female) across different towns of Karachi.

## 197 2-Day Training on “Solar Lighting as a Business”



Under International Finance Corporation's (IFC) Lighting Asia initiative, and its partner organization Brighter Lite, a 2-day training was organized for TRDP staff under the 'Sahao Thar Training Programme'. On the first day 29 participants attended and on the second day 24 were present.

## 196 1-Day Training on “Microfinancing for Solar Products”



Under International Finance Corporation's (IFC) Lighting Asia initiative, and its partner organization Harness Energy, a 1-day training session was organized in Sheikhpura for staff of RCDP. 21 members participated in this training of which 17 were male and 4 were females.



195

## 2-Day ToT on “Career Counselling and Workforce Development”



Under the Youth Economic Empowerment Programme (YEEP) project being implemented by Plan International, Pakistan, a 2-Day ToT was conducted on the theme of 'Career Counseling and Workforce Development' for teaching staff in Chakwal. The ToT was led by Master Trainer Bakhtyar Ahmad and Assistant Trainer Naeem Ahmed. The ToT built the capacity of the participants on how to effectively guide the students and fulfill the skill gap in our workforce through proper career counselling. The training was arranged for 21 participants, 12 males and 9 females.

194

## 2-Day Training on “Microfinancing for Solar Products”



Under the Lighting Asia (Pakistan) initiative of IFC, ECI was recruited to design 3 modules for the following target audiences: retailers, MFIs and door-to-door sellers. In a series of trainings conducted so far for partner organizations of IFC, ECI delivered a 2-day training for the MFI staff of Rural Community Development Program (RCDP) in District Jhang. The training was co-facilitated by Allied Vitalite, who provided an orientation of the solar products to the participants. On the first day there were 28 male participants and on the second day there were 25 male participants.

193

## 3-Day Training on Value Chain Approach



For AKRSP, Empowerment thru Creative Integration (ECI) Private Limited imparted training to 12 staff members – 9 females and 3 males – through a 3-Day training course on “Value Chain Approach: From Economic Issues to Solutions”. The training focused on different components of value chain, its linkage with economic development and different sub-sectors. Value chain mapping for Sea Buckthorn and Yak products was done and their potential barriers and solutions were discussed.

192

## Yes, I Do Alliance



Yes, I Do Alliance in Pakistan is comprised of Rutgers and Plan International, Pakistan. Both organizations are committed on issues related to Child Marriages (CM) and Teenage Pregnancy and Youth Economic Empowerment. Plan International, Pakistan under its “Right to Adequate Standard of Living Country Programs” (2015-2020) has included a key objective of Poor and vulnerable families, especially women and youth, to enjoy their right to an adequate standard of living.



For this purpose, ECI was contracted for the design and development of 4 modules, on which ToTs were conducted for beneficiaries from Umerkot and Sanghar:

- 5-Day ToT on Youth Economic Empowerment Integrated Module
- 2-day ToT on Career Counselling and Workforce development
- 2-day ToT on Enterprise Development for youth
- 2-day ToT on Life Skills

Furthermore, 10 technical skills modules were designed and translated into Sindhi, twelve 1-day Leadership & Management trainings and one 10-day Solar Technician training was conducted and a total of 403 participants were capacitated.

**191**

## **Material Development for Promotion of Value-Added Fruits and Extension Skills for Farmers**



For National Agricultural Research Centre (NARC) and with the support of Japan International Cooperation Agency (JICA), ECI designed and translated a booklet on the subject of "Compost". This booklet was distributed among farmers of KPK for developing their skills on effective farming techniques and increasing their productivity.

**190**

## **Solar Lighting as a Business**



IFC contracted ECI to design & develop 3 modules for IFC's Lighting Asia, Pakistan initiative for local as well as international audience. An RNA was conducted, based upon which 03 custom-designed modules were developed on the following themes:

- Solar Lighting as Business (for retailers and salespersons)
- Microfinancing for Solar Products (for MFIs)
- Door-to-door selling of Solar Lighting Products (for DtD sellers)

ECI was further contracted to conduct 2-day and 1-day trainings for different partner organizations of IFC on these modules across Pakistan.

**189**

## **Craft Market Assessment Research for the Products produced by the Home-based workers of Tharparkar**



ECI conducted a craft market assessment for female Home-based workers and the products they produce across 4 UCs of District Tharparkar. Under this assessment local and international handicrafts market were evaluated and opportunities for the HBWs were identified. 4 FGDs were also conducted, along with market survey with retailers and middlemen in Islamabad and Sindh. Based on the findings of the research, sales and distribution strategies were designed for enhancing the income stream of the HBWs.



## 188 3-Day ToT on “Financial Literacy”



For Badban Enterprise Development, ECI was contracted to deliver a 3-day ToT on the module of “Financial Literacy” in Haripur. This ToT was held under the Socio-Economic Empowerment of Poor and Vulnerable Segments of Society project 2016-2017 being implemented by the Embassy of Netherlands with the support of Badban. 21 females and 1 male participated in this ToT conducted in Haripur.

## 187 1-Day Training on “Solar Lighting as a Business”



For International Finance Corporation (IFC) and its partner organization Harness Energy, a 1-day training session was organized in Layyah for the staff of RCDP initiative being undertaken by Harness Energy. The training was imparted to 38 participants, of which 7 were females.

## 186 Half- Day Training Session on Facilitation Skills



For NARC, under JICA Project, Empowerment Thru Creative Integration (ECI) Private Limited, successfully devised and delivered 10 half-Day training sessions on ‘Effective Facilitation Skills’ for the Agriculture Officers (NARC) in Islamabad. The crash course was specifically designed to enhance the capacities & competencies of the trainees around essentially required facilitation & training skills.

## 185 1-day Orientation Session on “Concepts and Terminologies of Disaster Risk Reduction”



For Plan International, Pakistan an orientation session was conducted for local community members of Muzaffargarh on Disaster Risk Reduction (DRR). The session focused upon imparting requisite knowledge on the various concepts and terminologies related to DRR.



2016

184

## Material development for Promotion of Value-Added Fruits and Extension Skills for Farmers



For Japan International Cooperation Agency (JICA), ECI has already implemented trainings for building the capacity of local farmers in Gilgit Baltistan on "Extension Skills" and "Promotion of Value-Added Fruits". Under the current assignment, material was developed for 2 products: Apple and Apricot (in both English and Urdu) and 4 calendars and 4 brochures were designed in total for mobilizing and capacitating farmers in GB.

183

## Module Development and 2-Day Training on "Solar Lighting as a Business"



ECI developed a customized module for International Finance Corporation (IFC) on the theme of "Solar Lighting as a Business". This was a flagship module aimed at mobilizing the rural population regarding affordable and alternative energy solutions using Solar Energy. The module was designed for a 2-Day training session for retailers and salespersons of solar systems.

ECI also conducted 2 trainings in Sindh and Punjab for IFC's partner Brighter Lite Pakistan in order to capacitate the participants regarding the technical, business and environmental aspects of solar lighting business.

182

## Determining Market Demand for Skilled Youth



ECI undertook a market assessment for Research Development Foundation (RDF) under the Food and Nutrition Security Project in District Tharparkar. The purpose of the study was to identify market demand and available opportunities for skilled, semi-skilled and unskilled youth in order to ensure and enhance their employability. A qualitative study that engaged 193 locals (both males and females) and various stakeholders (Governments Departments, Technical Training Institutes and NGOs) led to the identification of 19 skills across 8 broad industrial sectors keeping in mind the wage trends, youth preferences and available skills in order to facilitate RDF in designing and implementing market-driven skill development trainings for the youth.



181

## Skills and Technical Trainings for Youth – Extension Dera Ismail Khan and Bannu



After the successful completion of phase 1 of the training, ECI was granted an extension by United Nations Development Programme (UNDP) for providing skills and technical training for youth in district D.I. Khan and Bannu. In Phase II, a total of 141 participants were trained in both districts. Since area assessment of DI Khan was already conducted in Phase I, market assessment using FDGs and in-depth interviews was carried out in Bannu for identification of available resources and potential trades. A total of 10 trainings were conducted in this phase, 9 technical trainings on 4 selected trades and 1 ToT on Enterprise Development. The contract stipulated the training of 30% females i.e. 48 overall, but ECI surpassed the target and trained 70 female beneficiaries or 49% of the total trainees. This empowered them to embark upon entrepreneurial ventures as a result of their skill development. The project commenced in May 2016 and reached completion in April, 2017.

180

## Supporting Female Graduates Access into Information Technology (IT) Sectors through Internship Program



In collaboration with Aurat Foundation and GEP, this project was implemented for connecting female IT graduates to the corporate market through job or internship opportunities. The project aimed to equip IT graduates from Islamabad, Rawalpindi and AJK with employable IT skills along with knowledge on women-friendly environment and sexual harassment at the workplace. For the said purpose, female graduates first underwent multiple training courses, e.g. **“3-Day Training on Gender, Sexual Harassment, Labor Laws and Protecting Women Friendly Environment”** & **“3-week training on IT Employable Skills”**. 139 female IT graduates were trained, and 135 were successfully placed at various software houses & IT companies in Islamabad & Rawalpindi.

The project also worked closely with 40 employers from 11 IT companies in order to advocate for, and promote gender-sensitive HR policies and develop women-friendly workplaces. For this purpose **“1 day orientation Session on Gender, Sexual Harassment, Labor Laws and Protecting Women Friendly Environment”** was arranged simultaneously with the representatives & employers of the IT companies. The workshop specifically aimed at building the knowledge base and spreading awareness among IT employers pertaining gender & women friendly environment, labor laws and sexual harassment faced by women at the workplace.

179

## Institutional Development Training for Farmers Milk Cooperatives



An initiative of PLAN Pakistan, "Rural Women's Economic Empowerment through Enhanced Participation in South Punjab's Dairy Sector" aims to increase access and control of economic resources for women. To this end, 250 institutions of Farmer Milk Cooperatives (FMC) were organized, which will serve as platforms to achieve the objectives of the



project. For this purpose, the capacity of 1,250 Executive Members of the FMC in Muzaffargarh, Layyah and Vehari was built so that they can manage these platforms as formal institutions, on the following modules:

- 5-day training on “Organizational Management, Leadership & Conflict Management”
- 4-day training on “Business & Financial Management”

FMCs also provide the sustainability factor to this project. After the completion of the project, the FMCs would take forward the agenda. Therefore, institutional development training of the FMC members was incorporated into the project so that they are better able to understand the organizational aspect of this platform; develop leadership skills; are better able to resolve conflict; take effective decisions regarding finances and understand the business cycle of the FMCs. For the purpose of capacity building of FMCs on the aforementioned aspects, PLAN hired Empowerment thru Creative Integration (ECI).

2015

178

## Community based Change makers programme to provide business solution to social problems



While working in conjunction with International Labour Organization (ILO), ECI designed a one-year project, entitled “Community based Change makers programme to provide business solution to social problems”, with the aim to develop a community-based mechanism for combating rising unemployment in Lasbela. Area specific innovative interventions were implemented by 32 community-based ‘Change makers’, who facilitated need-based technical trainings, combined with job placement or enterprise development support, to 480 right holders selected from poor and vulnerable households in order to improve their livelihoods and enhance their income. 15 EDTs were conducted for 438 beneficiaries, 4 JPTs were implemented for 67 beneficiaries and 353 beneficiaries participated in technical and vocational trainings.

177

## Financial Literacy Trainings to JICA’s Project Beneficiaries



ECI was recruited by Grant Thornton for implementing a holistic package on Financial Literacy for project beneficiaries of Japan International Cooperation Agency (JICA). Under this project, ECI conducted a baseline survey and a TNA. Based on these 3 modules were developed for the following beneficiary groups (both English and Urdu):

- Farmers
- Mothers
- Textile Students

3 ToTs were conducted on each module in Islamabad, Lahore and Hyderabad. Further 30 trainings were conducted in which 840 participants were capacitated and their competencies were enhanced with a special focus on financial management skills. The trainings conducted proved elemental in providing tools and enhancing knowledge for imparting effective and efficient financial management skills to the beneficiaries.



## 176 3 Day training on “Leadership and Management Skills”



ECI organized a leadership and management skills training in Peshawar for the Gul Innovative Business Solutions (GIBS) staff. Material development was also done for the client, encompassing design & development of trainer's manual and participants' handbook. The focus of the training was on enhancing the leadership and management capacities of participants as individuals and as team members.

## 175 Business Management Training for TDPs and Hosting Communities



As part of the Early Recovery Preparedness and Response (ERPR) project, UNDP has awarded a contract to ECI for providing business management trainings and coaching services to 1000 beneficiaries in Khyber Pukhtunkhwa, including 500 male and 500 female beneficiaries. Based on market analysis, trainings need assessment, and rigorous beneficiary identification, the curriculum will be designed followed by training implementation.

## 174 Financial Literacy Course for Borrowers



In order to increase awareness of clients and potential clients of microfinance providers in Pakistan who are integrated within the credit reporting framework, PMN undertook an initiative to launch a comprehensive client awareness and financial literacy education program. For this purpose, PMN contracted Empowerment thru Creative Integration (ECI) to conduct a comprehensive gap analysis, design a detailed program, including developing training modules/material and other associated components for a financial literacy program, aimed at clients, and potential clients, of microfinance providers in Pakistan.

ECI was hired as a training provider for 400+ beneficiaries in Punjab, Sindh and KPK and as a part of the Financial Literacy Course initiative to conduct training needs assessment, design & development of financial literacy course along with ToT material, awareness sessions and dissemination strategy. Under this project, 11 ToTs were conducted along with 21 awareness sessions.

## 173 Skills and Technical Trainings for Youth-UC Musazai, Dera Ismail Khan



ECI has been awarded the contract by United Nations Development Programme (UNDP) to commence the market assessment, orientation to the stakeholders and community, selection of beneficiaries and youth; along with capacity building in the form of trainings



for youth of the UC Musazai, district DI Khan, whereby 150 youth (including 30% women) will be the direct beneficiaries of this project.

<b>172</b>	<b>5-day training on Effective Agriculture Extension Skills</b>	
------------	---	---

The JICA team assessed the need for training extension workers in Gilgit Baltistan, who are/will be engaged in mentoring and handholding of farmers in Gilgit Baltistan. It was realized that the extension workers required improvement in their facilitation skills, as well as other relevant soft skills, in order to perform their extension service effectively. In this regard, Empowerment thru Creative Integration Private Limited was contracted to impart the “5-Day training on Effective Agriculture Extension Skills” for 26 selected extension workers for filling out the identified gaps.

<b>171</b>	<b>10-Days Technical Training on “Finishing, Designing, Coloring &amp; Value-addition in the existing products”</b>	 BHANDAR SANGAT (BhS)
------------	---	---

ECI team conducted trainings for Bhandar Sangat (BHS) in Mirpurkhas for 21 beneficiaries in order to equip them with tools needed to be competitive in the national market place by improving finishing, designing, coloring & value-addition in the existing products.

<b>170</b>	<b>30 Days BDSP's Technical Trainings</b>	
------------	---	---

In Umerkot, a 30-day Technical Training of business development service providers (BDSPs) was conducted for 08 beneficiaries from Green Rural Development Organization (GRDO) in order to hone their tailoring & embroidery skills according to the latest market demands & requirements.

<b>169</b>	<b>6 Days workshop on Enterprise Development training on Vocational Training Centre Group (VTCG)</b>	<b>VTCG</b>
------------	--	-------------

For VTCG, ECI designed and delivered a capacity building training, whereby 70 participants were given 6-day enterprise development training. This built their capacity for technical skills like tailoring & stitching, Beautician and Cooking in Karachi.

<b>168</b>	<b>14 Days TOT encompassing “Financial Literacy, Business Development, Linkages Development &amp; Value Addition”</b>	
------------	---	---

A 14-Day Training of Trainers was conducted on Financial Literacy, Enterprise Development, Linkages & Value Addition for business development service providers (BDSP's) of Green Rural Development Organization (GRDO) from 5th to 18th October, 2015 in Hyderabad. A total of 6 female participants attended the training.



## 167 10-Day Market Survey and Feasibility Study



Green Rural Development Organization (GRDO) intends to establish a vocational center for female beneficiaries in Umerkot. For the groundwork of this long-term objective, GRDO recruited ECI's consulting services for devising a specialized feasibility study. One of the primary outputs of the study was the list of feasible products, to be prepared in VTC, which presents viable marketing success. The research was conducted after taking in-depth interviews of different stakeholders & customers to assess their product needs.

## 166 1 – Day Job Fair Event



For SUNGI Development Organization, Empowerment Thru Creative Integration (ECI) Private Limited, successfully designed & implemented a one-day Job Fair benefitting almost 70 jobseekers in district Haripur on 30th September, 2015. The objective of the job fair was to serve the dual purpose of bridging the gap between businesses that are hiring people and familiarizing them with the resources available in the market, while also matching those businesses to qualified job seekers within the target population.

## 165 Half- Day Training Session on Facilitation Skills



For NARC, under JICA Project, Empowerment Thru Creative Integration (ECI) Private Limited, successfully devised and delivered a half-Day training session on 'Effective Facilitation Skills' for the Agriculture Officers (NARC), on 16th Sep, 2015 in Islamabad. The crash course was specifically designed to enhance the capacities & competencies of the trainees around essentially required facilitation & training skills.

## 164 8-Day Training on “Salesmanship as a Job”



Empowerment thru Creative Integration (ECI) Private Limited imparted training to 20 beneficiaries of SUNGI Development Foundation through a 08-day open training course. This empowered them to utilize their competencies to the fullest in order to bring a positive change in their lives and the society at large, by eradicating the menace of unemployment. This training aimed to devise a wholesome approach to encourage participants to discover their potential growth opportunities by enhancing their confidence and creating awareness regarding professional development.



**163**

## **10 Days Technical Training on Tailoring, Color Combination, Finishing & Designing in Existing Products**



For BHS, ECI successfully implemented a 10-days Technical Training on 'Tailoring, Color Combination, Finishing & Designing in Existing Products' in Mirpurkhas, Sindh. The training was devised primarily to enable 30 female participants to produce high-end, quality products by assessing and updating the existing ones with regards to their color, design, stitching etc., and also learn and grasp the designing, coloring & finishing skills in order to keep abreast with the latest trends and current market demands.

**162**

## **Training on Planning, Monitoring & Evaluation**



In line with JICA's aim, the team assessed the need for training members of Local Support Organizations based in Gilgit, for skills of Planning, Monitoring and Evaluation in the context of participatory community development. For this task, Empowerment thru Creative Integration successfully designed and implemented 02 trainings entitled "4- day training on Planning Monitoring and Evaluation" benefitting 47 LSO staff & members.

**161**

## **Training on Developing a Business Through Value-Addition & Innovation**



Indus Resource Center (IRC) contracted Empowerment thru Creative Integration (ECI) Private Limited to implement a cascade roll-out 4 trainings for the express purpose of enhancing the business of 107 trainees through Value-addition & innovation; thus, empowering them to use their competencies to the fullest in order to chalk out an all-inclusive and comprehensive new business plan.

**160**

## **Training on Small Enterprise and Business Planning**



To further the capacity building initiative of Root Work Foundation (RWF), ECI designed and developed a 05-Day Training on Small Enterprise & Business Planning for 55 beneficiaries in district Dadu. The trainees built their capacity around basic business concepts to explore livelihood opportunities for themselves in their local area. They also enhanced their capacity for identifying appropriate business opportunities and establishing backward and forward linkages with relevant stakeholders.



159

## Capacity Building of PMN Beneficiaries around Financial Literacy



For PMN, ECI conducted 2 events of “Two-day Training of Trainers (ToT) on Financial Literacy in Karachi and Lahore. In the trainings, 24 participants enhanced their trainer skills with special focus on financial management skills. The training proved elemental in building capacities of the PMN selected beneficiaries.

158

## Capacity Building of Youth Through workshop on Naukri Ya Karobaar (NyK)



For various beneficiaries of AKPSB, HANDS, NRSP, SCOPE & SRSP, ECI carried out a “5-Day training workshop on Naukri ya Karoobar (NyK)” in Hyderabad, whereby 27 participants honed their Entrepreneurial and Professional skills. During the training, the youth were equipped with skills that facilitated them in building a conceptual base around the benefits of linking with the NYK center. Through the NYK, youth were connected with prospective employers in the market for job placement or seeking guidance in setting up their small businesses.

157

## TOT on Formation & Strengthening of Common Interest Groups (CIG)



For Root Work Foundation (RWF), ECI designed and delivered a “6-day Training of Trainers on Formation & Strengthening of Common Interest Groups” (CIG) in Mirpurkhas, that helped polish the skills of 16 beneficiaries. The ToT was developed to help establish the need for forming CIGs and the long-term benefits of undertaking collective actions, including collective buying and selling interventions.

156

## Enterprise Development Trainings for RDF



For Research and Development Foundation (RDF), ECI conducted 2 events of “5-Day Training on Enterprise Development” in Dadu. The training was designed to enhance and improve the skills of 54 participants around basic business concepts and personal entrepreneurial competencies including business cycle, types, feasibilities, business plans, financial management and marketing.



## 155 TOT on Enterprise Development



For Water, Environment and Sanitation Society (WESS), ECI carried out a “5-Day Training of Trainers (TOT) on Enterprise Development”. The training was designed to enhance and improve the skills of 24 Community Resource Persons, through the workshop held in Quetta, around basic business concepts and personal entrepreneurial competencies including business cycle, types, feasibilities, business plans, financial management and marketing. The training was conducted by the experiential team of ECI’s trainers comprising Mr. Tehseen Jawed and Mr. Anaytullah Dumar.

## 154 Capacity Building of beneficiaries around Cooperative Management skills



For PFF & TROCAIRE, ECI conducted a “7-day Training on Cooperatives Management” in district Hyderabad, whereby the capacity of 23 beneficiaries was augmented around management skills.

## 153 Training on “Role of Change-makers in Community Based Development Planning”



A cascade roll-out of 6 workshops of “4-day Training on Role of Change-makers in Community-based Development Planning” was held in Zhob, Gwadar, Lasbela, Peshawar, Quetta & Swat for 113 beneficiaries of SEHER, PIDS, TF, BRDRS & EPS.

## 152 Capacity Building of beneficiaries round Effective Facilitation Skills



ECI successfully carried out a “3-day Training on Effective Facilitation Skills” in Islamabad for World Vision. The aim was to enhance the capacity of 23 beneficiaries round teaching and training concepts, with a special focus on imparting essential facilitation skills required to train learners from the development sector.

## 151 Training on Advanced Marketing & Selling Skills



Planned as an open training course, ECI successfully designed and implemented a “3-day Training on Advanced Marketing & Selling Skills” for the beneficiaries of SDF in Quetta. The training helped 54 beneficiaries enhance their knowledge curve around advanced marketing and selling skills.



150

## Capacity Building of Change-makers in ensuring Sustainable Development



As an open training course, the "5-Day Training on Community Facilitators" was designed and scheduled to be rolled out in 8 rounds in various districts across Pakistan. The training was conducted by an experienced team of trainers from ECI.

The objective behind creating change-makers is to initiate change at the grassroots level in the underdeveloped areas of Pakistan by enhancing the local capacity and potential through a handholding strategy. The training workshops helped to enhance the capacities of 196 change-makers in various districts across Pakistan.

149

## Training on Value-chain & Marketing in Agri-Business for Farmers



As an open training course, Empowerment thru Creative Integration (ECI) carried out a "4-day Training on Value Chain & Marketing in Agri-businesses" for SRSP & SDF beneficiaries in Islamabad. The training was aimed at brushing up the marketing skills of 31 farmers.

The main focus of this training centered round facilitating farmers in grasping the core concepts of value chain analysis, screening their farming products & effectively marketing them, and maximizing profit and output.

148

## Capacity Building of BRSP-beneficiaries around Proposal Writing Skills



For BRSP, ECI administered and delivered a "5-day Training of Trainers (ToT) on Proposal Writing Skills". The training falls under the domain of Institutional Development as it honed the proposal writing skills of 18 staff members of BRSP in Quetta. The training was conducted by experienced lead trainer of ECI, Mr. Bakhtyar Ahmed Nabeel.

147

## Training on Role of Change-makers in Sustainable Development



As an open training course, ECI implemented a "5-day Training on Role of Change makers in Sustainable Development" that aimed at brushing up the skills and competencies of 12 Change-makers from district Quetta, for playing an efficient and effective role in bringing about long-term and sustainable development in their area. The training was led by experienced lead trainer of ECI, Mr. Bakhtyar Ahmed Nabeel.



## 14 6 Capacity Building of “Community Health Worker as a Social Entrepreneur”



In an effort to build the capacity of Community Health Workers working in Baluchistan, a 04-Day training was designed and delivered for 12 beneficiaries of BRSP & PIDS. The overall aim of the training course was to clear the basic core concepts regarding social enterprise, primarily focusing on extending much-needed health services in the underdeveloped areas of Baluchistan.

## 14 5 Capacity Building of Extension Workers in Gilgit-Baltistan for JICA



The JICA team assessed the need for training extension workers in Gilgit Baltistan, who are/will be engaged in mentoring and handholding of farmers in Gilgit Baltistan. It was realized that the extension workers needed improvement in their facilitation skills and other relevant soft skills in order to perform their extension service effectively. In this context, Empowerment thru Creative Integration Private Limited was contracted to impart the “5-Day training on Effective Agriculture Extension Skills” for 22 selected extension workers that would fill the identified gaps.

## 14 4 Training on “Value Chain in Livestock Fattening Business”



As an open Training Course, ECI conducted a 2-day Training on “Value Chain in Livestock Fattening Business” in Soon Valley, Khushab, which helped equip 18 beneficiaries with the essential skills required to devise Value Chain Mapping.

## 14 3 Workshop on Marketing and Business Linkages Building



For Indus Earth Trust (INDU), ECI successfully designed and implemented a cascade roll-out of eight “3-day Workshops on Marketing and Business Linkages Development”, in district Thatta; whereby 180 beneficiaries enhanced their knowledge curve around developing marketing and business linkages.

## 142 Enterprise Development Training for FFO



For Awami Development Organization, ECI implemented a “3-day Training on Monitoring, Documentation & Reporting”, whereby 30 beneficiaries honed their writing skills along with monitoring and evaluation techniques in district Layyah.



140

## Capacity Building of Trainees round “Financial Management & Record Keeping”



For PDI, ECI conducted a 2-day workshop on Financial Management & Record Keeping. In the training, 20 participants enhanced their skills with a special focus on financial management & record keeping skills. The training was conducted in Umerkot and proved to be instrumental in building capacities of PDI selected beneficiaries.

139

## Enterprise Development and Technical Training



For PFF, ECI's support continues to equip participants with a business mindset. The 7-day training on Enterprise Development was implemented in Hyderabad with the intent to impart basic business skills to 25 participants. This would enable the trainees to further their businesses using their newly acquired skills.

138

## Training on Salesmanship as a Job



Through a 5-day open training course, Empowerment thru Creative Integration (ECI) Private Limited, imparted Training to 55 trainees from SRSO & BRDS through 2 workshops held in Badin & Ghotki, empowering them to utilize their competencies to the fullest in order to bring a positive change in their lives and the society at large, by eradicating the menace of unemployment.

136

## Training focused on Value Chain in Livestock



For SVDP, ECI conducted a “2-day Training on Value chain in Livestock Fattening Business” for the express purpose of enhancing the capacity of 21 members of SVDP Staff regarding value chain development, in district Khushab.

135

## Capacity Building of AKRSP Staff around Business Plan Development



For AKRSP, Empowerment thru Creative Integration (ECI) Private Limited imparted training to 16 staff members of AKRSP through a 3-Day training course. This empowered them to use their competencies to the fullest, in order to chalk out an all-inclusive and comprehensive business plan for the noble mission of Rehabilitation and Resettlement of the Attabad landslide affectees in Gilgit Baltistan.



**134**

## **Training of Trainers on Formation of Common Interest Groups for beneficiaries of RWF**



ECI developed a training curriculum on conducting a “6-Day Training of Trainers on Common Interest Groups (CIG) formation” for 26 beneficiaries (9 females and 17 males) from RWF. The training helped establish the need for forming CIGs and the long-term benefits of undertaking collective actions, including collective buying and selling interventions.

**133**

## **Training focused on Financial Literacy**



As an open training course, ECI carried out a “4- day Training of Trainers (ToT) on Financial Literacy” whereby 27 beneficiaries of SUNGI Development Organization brushed up their skills on Financial Literacy in Badin.

**132**

## **Training on Milk Management**



For RWF, ECI commenced a “3-day Training on Milk Management” with the support of TROCAIRE in Mirpur Khas. The training helped 16 beneficiaries to learn essentially required techniques for milk management and selling for procuring maximum profit.

**131**

## **Capacity Building around Financial Literacy**



As an open training course, ECI carried out a “4-day Training on Financial Literacy” whereby 15 Community Resource Persons (CRPs) of TRDP and Baanh Beli brushed up their skills on Financial Literacy in Mithi, Thatta.

**130**

## **Training focused on Advanced Marketing & Selling**



Through an open training course, ECI conducted a 3-Day Training for Women Producers on “Advanced Marketing and Selling” in Abbottabad, whereby 24 beneficiaries of SUNGI development organization honed their marketing and selling skills. ECI’s lead trainer, Mr. Tehseen Jawed, mentored and guided the trainees for the said purpose successfully.



## 121 Training on Managing Business Facilitation Centre



For AKHUWAT Foundation, ECI designed and delivered a 3-day capacity building training whereby 20 participants were trained on “Managing Business Facilitation Centers” in Islamabad. The training, led by Managing Director ECI, Mr. Saleem Jahangir and Manager Projects, Mr. Bakhtyar Ahmed Nabeel, aimed at enhancing their capacity pertaining technical skills of guiding other people regarding their business, while also focusing on their mentoring, hand-holding and monitoring. Through this training, the beneficiaries learnt the art of becoming a functional and constructive business guide, who administer and manage business centers effectively.

## 128 Market Survey for BHS BDSPs



For BHS, ECI devised and conducted a comprehensive Market Survey, enhancing the technical skills of 6 Female Business Development Service Provides (BDSPs) of BHS in Karachi. The exercise aimed at developing the knowledge curve of beneficiaries around assessing recent market trends and business inclination.

## 127 Enterprise Development Training (Dress Making, Beautician, Cooking) for Beneficiaries of VTCG



For VTCG, ECI designed and delivered a capacity building training whereby 35 female participants were given 6-day enterprise development training, followed by enhancing their capacity around technical skills of tailoring & stitching, Beautician and Cooking in Karachi.

## 126 Capacity Building Business and Technical Trainings on Tailoring and Stitching for Beneficiaries of Pakistan Fisher Folks



For Pakistan Fisher Folk (PFF), ECI designed and delivered a capacity building training whereby participants were first given enterprise development trainings, followed by enhancing their capacity around technical skills of tailoring & stitching in District Sanghar. Through this training, 25 local female beneficiaries learnt the art of tailoring and stitching and learnt to produce value added products and how to market them effectively.



## 125 Training focused on Advanced Marketing & Selling



As an open training course, ECI built capacities of 24 local producers working in Mansehra, Gari Dupatta and Abbottabad, on Advanced Marketing and Selling. The course aimed at strengthening the trainees' capacity around basic micro-enterprise concepts to explore livelihood potential for them in their local areas.

## 124 Capacity Building around Enterprise Development for SAP-PK



For SAP-PK, ECI's support continues to equip participants with a business mindset. The 5-day training on Enterprise Development was scheduled to be rolled out in rounds, implemented in Landi Kotal Khyber Agency with the intention to impart basic business skills to 143 participants. These trainees would then further their businesses using these newly acquired skills.

## 123 Developing Business & Technical Skills for Sustainable Livelihood of Rural Women



For women beneficiaries of BHS, ECI designed a comprehensive long-term technical support package, implemented for selected and trained Business Development Service Providers (BDSPs) of Sindh. The training was broken down into a month-long technical development training on stitching and embroidery, followed by imparting business skills through a 5-Day enterprise development training. The training package would render sustainability to livelihood initiatives undertaken by rural women by helping them with the essential relevant skills.

## 122 Capacity Building training initiative focusing on Enterprise Development for Water Environment Sanitation Society



For Water Environment and Sanitation Society (WESS), ECI conducted 5-Day Training of Trainers on Enterprise Development supporting the technical and vocational, education and training (TVET) initiative. The training was designed for staff and community resource persons in Quetta. The training was designed to enhance and improve the skills of 18 participants (12 Males & 6 Females) around basic business concepts and personal entrepreneurial competencies including business cycle, types, feasibilities, business plans, financial management and marketing.



## 121 Training for SRSO Focusing on Dairy Value Chain



For SRSO, ECI conducted a 1-Day Training on Dairy Value Chain in Jacobabad, building capacities of 25 males around the value chain framework focusing dairy products. This initiative would facilitate the trainees in getting a hold on value chain actors, support service providers and enabling environment. The other market stakeholders that could be tapped to explore business potential were also highlighted.

## 120 Training on Naukri Ya Karobar Center



ECI, in collaboration with IRM, conducted a 5-Day training workshop on Naukri ya Karobar (NYK) in Hyderabad, where 27 participants enhanced their Entrepreneurial and Professional skills. During the training, the youth were equipped with skills facilitating them in building a conceptual base around the benefits of linking with the NYK center. Through the NYK, youth could connect with prospective employers for job placement or seek guidance in setting up their small businesses. This institutional arrangement once developed and established at the grassroots level, will generate or supplement the livelihoods of locals.

## 119 Demand Based Survey on Milk Value Chain - RWF



For Root Work Foundation, ECI implemented a Demand based Market Survey on Milk Value Chain in various cities of Sindh, including Umerkot, Mirpurkhas and Hyderabad. The demand-based survey equipped participants with an understanding of prevalent market framework and market dynamics. Furthering this initiative, a 6-Day ToT was designed and conducted, focusing on 'Forming and Strengthening Common Interest Groups'.

## 118 Training of Trainers on Financial Literacy for PMN



For Pakistan Micro-finance Network (PMN) ECI conducted a 2-day Training of Trainers on Financial Literacy. In the training, 11 participants enhanced their trainer skills with a special focus on financial management skills. The training was conducted in Lahore and proved elemental in building capacities of PMN selected beneficiaries.



117

## Capacity Building for RDF around Enterprise Development



For RDF, ECI's support continues to equip participants with a business mindset. The 5-Day Training on Enterprise Development for RDF, in Dadu imparted basic business skills to 31 female participants. These trainees would be able to further grow their businesses using their newly acquired skills.

116

## Orientation Sessions on Enterprise Development Trainings – PASDEC



Pakistan Stone Development Company Islamabad

Under the Pakistan Stone Development Company (PASDEC) young females are under training in Islamabad and Abbottabad, for technical skills of Inlay, Handicraft and Marble Mosaic production. For this, ECI designed and delivered a customized capacity building package, spread across a period of 30 days; comprising in-hall trainings, practical homework, and on-job mentoring support. The practical exercises included in the training package aimed at rendering hands-on experience to 401 beneficiaries, followed by periods of homework where guidance and feedback was provided by mentors to ensure proper learning.

2014

115

## Effective Agriculture Extension Skills for Agricultural Extension Workers



JICA, an international organization, assessed the need for training extension workers in Gilgit-Baltistan, who are/will be engaged in mentoring and handholding of farmers in Gilgit-Baltistan. It was realized that the extension workers required improvement in their facilitation skills, as well as other relevant soft skills, in order to perform their extension services effectively. In this context, Empowerment thru Creative Integration Private Limited was contracted to impart trainings for selected extension workers that would fill the identified gaps. To this end, ECI designed and delivered the 6-Day training on Effective Agriculture Extension Skills to train 11 extension workers.



**114**

## **Training of Trainers on Micro-Enterprise Development (Open Course)**



As an open course for the development sector, ECI designed and rolled-out four, 9-Day Training of Trainers on Micro-enterprise Development in Sindh for 107 beneficiaries (100 males & 07 females). The trainees built their capacity round basic micro-enterprise concepts for exploring livelihood potential for them in their local areas. Taking a participant through the business cycle, with a focus on opportunity identification, resource mobilization, business planning and implementation, the course focused on changing mindsets and knowledge transfer. They also enhanced their capacity on identifying appropriate business opportunities and establishing backward and forward linkages with relevant stakeholders. Being a Training of Trainers (ToT), the participants used effective trainer tips to improve their training delivery.

**113**

## **Enterprise Development Training for Baluchistan Environmental & Educational Journey selected Beneficiaries**



To further Baluchistan Environmental & Educational Journey (BEEJ) organization's capacity building initiative, ECI designed and developed eight, 5-Day Enterprise Development Trainings for 225 beneficiaries. The trainees built their capacity round basic business concepts for exploring livelihood potential for them in their local area. They also enhanced their capacity on identifying appropriate business opportunities and establishing backward and forward linkages with relevant stakeholders.

**112**

## **'Cha Say Rah Tak' 2-Day Training based on Gender Action Learning System Methodology**



For Tardeep Rural Development Program, ECI designed, developed and delivered trainings focused on 'GALS' methodology; whereby community led empowerment was ensured. It was aimed at bringing about constructive social and economic development in the backdrop of gender relations. The training helped impart learning systems and techniques to 452 home-based workers, with an objective of economically empowering the indigenous rural and marginalized communities of Tharparkar.

**111**

## **Advanced Enterprise Development Training for Green Rural Development Organization selected Beneficiaries**



In continuation of Green Rural Development Organization's (GRDO) capacity building initiative, ECI designed and developed a 5-Day Advanced Enterprise Development training course for 56 trainees of GRDO. These trainees had previously received trainings on Enterprise Development and management of Common Interest Group. This new initiative aimed to strengthen their knowledge base focused round business concepts



and simultaneously equip them with the essential aspects pertaining to business development and expansion, thereby ensuring sustainability to small businesses.

**110**

## **Additional Baseline Survey for TroCaires' Partner Organizations & Developing Monitoring & Evaluation Plan for TroCaire**



ECI, as technical partner, conducted an additional baseline survey for TroCaire on two important aspects: Knowledge, Attitudes and Practices (KAP) survey of women's economic empowerment, and an Organizational Capacities Assessment (OCA) of TroCaire's partner organizations. Two separate tools: KAP and OCA, were developed by ECI for conducting the additional baseline surveys. A total of 351 respondents (179 males, 172 females) from villages of Dadu, Mirpurkhas, Sanghar and Umerkot responded for KAP survey while 6 Partner Organizations of Trocaire were assessed. Furthermore, the field team and POs were oriented on using the tools for collecting data. The findings were consolidated and a report was prepared and submitted to TroCaire.

In addition, a Monitoring & Evaluation Plan was developed for TroCaire along with designing M&E tools. The plan provided a roadmap for the monitoring activities to be undertaken by TroCaire.

**109**

## **Community Management Skills Training for representatives of Farmer Organization Groups**



ECI designed and delivered a 2-Days Community Management Skills training for 27 representatives of the Farmers Organization (FO) on organizing and managing themselves into effective groups that are capable of effectively addressing community problems. Essential communications and inter-personal skills were also imparted to the trainees. In the second round of the training, 25 participants associated with husbandry practices were imparted Community Management Skills so they could gain maximum benefit from effective dairy development.

**108**

## **Effective Community Mobilization Skills for Fred Hollows Partner Organizations Staff**



ECI designed and delivered a 3-Day effective Community Mobilization Skills training for 21 participants (17 males and 4 females) to enhance mobilization skills and build capacity of partner staff working on joint projects with Fred Hollows. The training also aimed at imparting conflict resolution skills, planning and evaluation for mobilization and effective communication and advocacy for building staff capacity.



107

## Training of Trainers (ToT) for National Rural Support Programme Staff



An 8-Day ToT was designed and delivered for National Rural Support Programme (NRSP) staff and community resource persons in Multan by ECI. 22 participants built their capacity on micro-enterprise development concepts and business expansion. Also, they acquired essential training tips for assessing beneficiaries on monitoring, reporting and documentation.

106

## Sustainable Livelihood & Enterprise Development Training Sarhad Rural Support Programme



A 4-Day training was designed and delivered for 20 participants of Sarhad Rural Support Programme (SRSP) staff working on livelihood development initiatives. The training provided essential training facilitation skills to SRSP staff to enhance their learning curve on sustainable livelihood framework. It also assisted them in exploring livelihood opportunities for trainees and render them capable of understanding basics of market dynamics and connecting with relevant market stakeholders.

105

## Village Development Planning training for Beneficiaries of Taraqee Foundation



For Taraqee Foundation, ECI designed and delivered a 5-Day training to enable 25 selected beneficiaries to envision development plans and align it with their village and union councils. Furthermore, the participants-built capacities to address social and economic problems prevalent in their respective villages using their development plan.

104

## 07-day Training on "Micro Enterprise Development, Value Chain Development and Linkages Building for project staff"



ECI developed a 7-Day training module catering to the needs of Aga Khan Rural Support Programme (AKRSP) Staff and delivered training to build the staff's capacity on Micro Enterprise Development training, which allowed them to gain conceptual clarity on value chain framework and recognize the need to build linkages for accessing resources and markets. The training helped equip 12 beneficiaries (2 females and 10 males) with enhanced understanding of MED concepts and business concepts.



103

## 2-Day Training on Effective Facilitation Skills for Institute of Business Management (IoBM)



ECI designed and implemented a 2-Day Training on Effective Facilitation Skills for 13 members of Faculty and Trainers team from the Institute of Business Management (IoBM), which was conducted in Karachi. The training helped build participants' capacity round teaching and training concepts, with special focus on imparting essential facilitation skills required to train learners from the development sector.

102

## Training focusing on Farming as a Business and Tunnel Farming Techniques for ASF



ECI designed and delivered a practical, hands-on training to ASF grantees (small farmers) for building their capacities round formal understanding of 'farming as a business', and practicing off-season farming by using innovative techniques of tunnel farming, imparting training on installing low and high tunnels etc. The training was conducted in four rounds and helped build capacities of 80 beneficiaries in 5 days.

101

## Conceptualizing a 2-Day Module for IFC on 'Strengthening Your Financial Skills'



ECI conceptualized and developed a 2-day module for IFC, entitled 'Strengthening Your Financial Skills', which aimed at building and enhancing the learning curve of micro-entrepreneurs and farmers round financial management skills. The module focused on imparting financial skills through simple techniques which would build upon new learners' financial literacy and management understanding.

100

## Training of Trainers on Formation of Common Interest Groups for beneficiaries of BRAC



ECI developed a training curriculum on conducting a 6-Day Training of Trainers on Common Interest Groups (CIG) formation for 20 beneficiaries (5 females and 15 males) of BRAC. The training helped establish the need for forming CIGs and the long-term benefits of undertaking collective actions, including collective buying and selling interventions.



99

## Training of Trainers on Formation of Common Interest Groups for beneficiaries of BRSP



For beneficiaries of Baluchistan Rural Support Program (BRSP), ECI designed a 6-Day Training of Trainers to build capacity of 17 participants (05 females and 12 males) around the benefits of collective buying and selling and highlighting the overall need for undertaking collective action.

98

## Market Research Training (Open Course)



ECI designed and delivered a Market Research Training, spread across 8-Days, for 17 trainees of Farmer Development Organization (FDO) with the aim to equip them with a conceptual and an implementation framework around innovative and modern market approaches and techniques.

97

## Capacity Building Trainings for ADO beneficiaries on Sustainable Economic Development



For beneficiaries of Awami Development Organization (ADO) Layyah, ECI conducted trainings roll-outs focusing on a myriad of aspects; from formally understanding 'Farming as a Business', to building trainees Financial Management skills, and Value Chain Framework. Moreover, enterprise development trainings were conducted for ensuring sustainable livelihoods. 960 beneficiaries were trained through 09 trainings roll-outs.

96

## Capacity Building focused on Enterprise Development Trainings for Mojaz Foundation



ECI trained 175 participants in 3 rounds; 7 trainings to impart enterprise development concepts to participants of Mojaz Foundation. The trainees gained an understanding of basic business concepts and different aspects involved in business initiation, assessment and expansion.

95

## Risk Management & Business Plan Trainings for Indus Earth Trust Beneficiaries



For Indus Earth Trust trainees, ECI designed and conducted a 4-Day training in six rounds focused round concepts of sustainable economic development in District Thatta and Karachi. During the training, 1236 participants (840 females and 396 males) enhanced



their understanding of sustainable livelihood and business concepts; thereby increasing their livelihood options.

94

## Enterprise Development Trainings for South Asian Partnership – Pakistan



ECI designed and delivered enterprise development trainings roll-outs for 2841 beneficiaries (1406 males and 1435 females) of SAP-PK, by conducting several rounds of trainings simultaneously in 4 districts: Layyah, Rajanpur, Gwadar and Dera Ismail Khan. The trainees built and enhanced their understanding on basic business concepts and livelihood options with relevance to their area.

93

## Business Trainings for Persons with Disabilities for Taraqee Foundation



ECI designed and developed a curriculum for imparting business skills to 303 (67 females and 236 males) persons with disabilities through 9 trainings. Innovative ideas for generating livelihoods, catering to the special needs of the disabled, were incorporated in the training curriculum and imparted to the disabled persons during the 5-day training.

92

## Managing a Naukri ya Karobar (NyK) Center



NyK centers are Union Council based institutional set-ups that facilitate the youth of the area to either find jobs or set-up their own businesses. It was noted, that in most communities the youth were unemployed owing to a lack of information (e.g. information about job openings, which skills are required in the market, what product is in demand in the market, etc.). Conversely, the employers also lack information about the youth of the community. The NyK will help in bridging the gap between the stakeholders. Eventually, the NyK will facilitate in increasing a household's income by either facilitating the youth in finding a job or setting up their own business.

Pakistan Poverty Alleviation Fund (PPAF) has setup 60 NyK centers all over the country, which are in their initial stage of formation. To strengthen these NyKs, ECI and Institute of Resource Mobilization (IRM) designed and developed an open course on "Managing a Naukriya Karobar Center" for representatives/owners of the NyKs. The course focused on linking the concept of NyK with holistic economic development, elaborated key concepts and skills required for a NyK, and managerial aspects required to run a NyK effectively.



91

## Center Assessment, Value Chain Research & Capacity Building of Partner Organizations



ECI designed and developed toolkits for carrying out area assessment and value chain research for TroCaire, followed by enterprise development trainings for 8 Partner Organizations of TroCaire:

- Feasibility study on economic and social profile of area for BHS
- Feasibility study of tailoring and embroidery products and feasibility of a vocational center for BHS
- Enterprise Development Trainings of BDSPs for BHS
- Developed Business Skills Curriculum for BHS
- Developing a marketing plan for entrepreneurs by BDSPs through market surveys for BHS
- Business Skill Trainings for GRDO
- 2 days training on Risk Management and 1-day workshop and 2-day mentoring support for GRDO
- Central Assessment component for the project "Developing milk value chain for sustainable livelihood for RWF"
- Refresher Training Plan for TOT Enterprise Development and Livestock Management for RWF
- Market Analysis, Mapping and Value Chain Analysis for PFF
- Market Analysis for RDF
- Enterprise Development & Business Planning Training for RDF
- Advance ED Training for Partners
- Enterprise Development Training for PDI
- Conduct FGDs, Center Assessment and Enterprise Development Trainings for IRC
- Developing marketing plan for entrepreneurs by BDSPs through market surveys for IRC
- Development of tools, orientation and supervision of baseline survey for 8 POs of TroCaire

90

## Market Research Training (Open Course)



On popular demand from the market, ECI designed and developed an open course on Market Research. For the purpose of the training, a handbook and toolkit comprising of questionnaires for one-on-one interviews and FGDs for various stakeholders were developed. The first training was conducted in Multan where staff of NRSP and FDO participated. There were a total of 17 participants (11 males and 6 females).



## 89 Advocacy & Resource Mobilization for Oxfam GB



For Oxfam, a course was designed on Advocacy and Resource Mobilization in order to enhance the influence of poor, marginalized farmers on public policies and resource allocation decisions within political, economic and social systems and institutions. ECI team conducted a Training of Trainers of the module for Oxfam's partner organizations: SAFWCO in Sindh and Doaba in Punjab. In the ToT, 61 (35 males and 26 females) District Core Group Leaders were trained.

## 88 Training on Small Scale Business Development Techniques and Approaches



For Doaba Foundation staff, training on Small Scale Business Development Techniques and Approaches was designed and implemented in Multan. The training oriented the staff on techniques and ways which would help small businesses develop and grow better. The training was conducted in Multan for 14 staff members (9 males and 5 females).

## 87 Prime Minister's Interest Free Loan Scheme



Prime Minister's Interest Free Loan Scheme aims to reach out to the poor and institutionalize interest-free lending led by community institutions at the UC/village/community level to ensure availability of easy and accessible micro credit at the grassroots. Since community-led interest free loan programs require specific managerial and operational competencies, it was ascertained that there was a need to conceptualize and design a comprehensive capacity building program for partner organizations, cluster-level loan outlets and community groups. In this regard, PPAF wanted to standardize the training materials across the country and for this purpose, the services of ECI's team lead, Mr. Saleem Jahangir were hired.

The consultant carried out a desk review and various consultation meetings with relevant stakeholders, which facilitated in the design and development of two standardized training curriculums:

1. 2-Day Orientation on "Billa Soud Qaraz Scheme, Eik Falsafa Eik Yaqeen" (Interest Free Loan Scheme - A Philosophy A Believe). The course was designed for partner organization staff.
2. 4-Day Training on "Qaraz Kay Ameen...Taraqee Kay Moeen". This course was developed for representatives for Interest Free Loan Centers.



## 86 Financial Literacy for Individual Farmers



After the success of "Farmer and Micro Entrepreneur Financial Literacy Curriculum", which was reviewed and adapted by ECI for IFC, ECI was once again contacted to develop a financial literacy curriculum for farmers using innovative technology. For this purpose, ECI is currently in the process of developing 13 modules for IFC which progress from financial awareness to financial literacy to financial capability. The curricula will be the first of its kind comprising of board games and videos to make the training experience of farmers more experiential. These will be international modules which will be adapted to be rolled out in several countries of the world where IFC is working.

## 85 Strengthening Home-based Worker Groups



The International Labour Organization (ILO), under its CIDA-funded project Promoting Gender Equality for Decent Employment (GE4DE) completed several skills development projects in urban and rural areas of Pakistan. In October 2012, GE4DE conducted a rapid assessment of the project trainees in 7 districts of Pakistan. The purpose was to assess the current level of organization of the HBWs/trainees of GE4DE project and the capacity needs required for bringing all the groups to a standard and common level of organization by which they become member-based, registered, recognized groups of HBWs and can access the benefits of such organizations. Based on the findings of the assessment, GE4DE identified four (out of seven) projects that were found to be at a position of inception or initial formative phase of organization, for which further support would be beneficial for strengthening the groups.

In this regard, services of ECI were hired by ILO-GE4DE to design and deliver the multi-faceted strategies proposed in the recommendations of the assessment, to organize home-based workers through specific training, orientations and registrations.

## 84 Training on Risk Management & Business Planning for Indus Earth Trust



For the beneficiaries of Indus Earth Trust, ECI designed and developed a 4-day training on risk management and business planning. The material was designed in Sindhi language and 15 trainings were conducted in total, during which 434 participants were trained (312 males and 122 females).



**83**

## **Capacity Building in Entrepreneurial/business related Concept for Community activists of Livelihood Enhancement and Protection (LEP)**



ECI designed and developed a series of courses for Sungi Development Foundation's LSOs and beneficiaries. These courses were as follows:

1. 8-day Training on Value Chain Development
2. 8-day Training on Business Development Support Role for Sustainable Livelihood and Enterprise Development for LSO Representatives
3. 6-day Training on Enterprise Development for Persons with Disabilities
4. 4-day Training of Women Producers/ Entrepreneurs on Product Screening and Effective Marketing
5. 8-day Workshop for Capacity Building of Industrial Training Centers for Skilled Women
6. 5-day Training on Tunnel Farming
7. 4-day Training on Social Enterprise Development for LSO Representatives

**82**

## **Agri-Business Development for Tunnel Farmers**



The USAID Agribusiness Project (UAP), in collaboration with the Agribusiness Support Fund (ASF), aims to enhance competitiveness of agricultural value chains in Pakistan with a focus on horticulture and livestock. In the first year of this five-year project, UAP is focusing on providing technical assistance in order to ensure agribusiness capacity building and developing a partnership window through cost-sharing grants for innovative farmers. As part of their capacity building initiatives for the grantees, ASF partnered with ECI for conducting Enterprise Development Training workshops for these farmers focused on high-tunnel farming. For this purpose, ECI designed and developed a specialized curriculum for the farmers after conducting an in-depth Training Needs Assessment which comprised of group activities, case-studies, and exposure visits to major markets in the locality. A total of 90 farmers were trained from KPK, Punjab and ICT regions.

**81**

## **Feasibility Study for Women Economic Empowerment Project Badakhshan Province**



For Afghanaid's "Women Economic Empowerment Project", ECI conducted a study on diversification of livelihoods through agro and non-agro based business development. For the purpose of this study, a toolkit was designed which comprised of questionnaires for one-on-one interviews and FGDs for actors across the value-chains. The study intended to identify the following:

-Three agro and three non-agro based champion crops/products – and all related aspects i.e. potential business areas, commercial status, support market/value addition possibilities and gaps etc.



-Constraints faced by the entrepreneurs and associated value chain members and possible solutions, and categorization of practical market opportunities for the sub-sectors.

-Competitive advantages and disadvantages of the value chain players in market access, technology, production and product development, organization, input supply (raw materials), finance, policy, operating environment/infrastructure, trade regime, etc.

-Strengths, weaknesses, opportunities and threats (SWOT) of the commodities/products in both agro and non-agro value chain.

80

## Karachi Youth Initiative's Social Changemakers Project



In an effort to promote peace in Karachi, under the banner of Karachi Youth Initiative (project of USAID), ECI designed and implemented a 6-month Changemakers program for the youth of Karachi. In this 6-month program, ECI offered scholarships to 45 young men selected from three target communities of Karachi (15 each) and provided them with the skills to identify youth in their communities who are at risk of violent extremism, analyze their behavior and the factors that put them at risk, and design interventions to mitigate that risk. ECI mentored these 45 participants through the process of designing and implementing a total of 15 CVE interventions (on average one intervention per 3 participants) in their communities. Each of these interventions specifically targeted 200 to 300 at-risk youth in their respective communities. Each intervention revolved around one or more of KYI's CVE themes: tolerance, unity, rejection of violence, activism, pride and ownership, hope, and moderate views.

2013

79

## Enterprise Development for Persons with Disabilities



In collaboration with Taraqee Foundation, ECI designed and developed an 8-day training for Persons with Disabilities. The capacity building package was specially focused on motivating those individuals whom society views as dependents, to develop their entrepreneurial abilities and start earning an income. Out of the 8 days of training, 5 days focused on various concepts of setting up an enterprise, while the last three days oriented the participants on incubating a business and asset transfer.

ECI team trained 300 PWDs in 10 workshops in District Ziarat of Baluchistan. The training comprised of selection of a business by each beneficiary for which they made business plans and later these plans were approved by ECI team based on the type of disability of the individual and feasibility of the business. Based on the approved business plans, Taraqee Foundation transferred assets to the beneficiaries.



## 78 Institutional Strengthening of Trocaire Partners



ECI provided technical support to Trocaire partners to build their institutional capacity for implementing livelihood projects. Specific services that were provided to each partner included:

1. Pakistan Fisherfolk Forum (PFF): Conducted market analysis, mapping and value-chain analysis in District Sanghar to identify alternate livelihood opportunities to increase the risk resilience of fisher community in case of natural disaster, climate change and changing economic conditions. The assessment involved conducting a field-survey, stakeholder interviews market survey, and looking at the market environment, value chain and market services. Also, policies that affected market access including relevant government policies, market liberalization, institutions for credit, insurance, transport, etc. were reviewed.
2. Bhandar Sangat (BhS): Conducted feasibility studies on economic and social profile of targeted area, tailoring and embroidery products, and vocational training center. This was followed by Enterprise Development Training of 10 BDSP's and of these 10 BDSP's, 6 were given Advanced Training on Business Development Skills and Embroidery/ Tailoring Skills. A detailed curriculum of the training center was then made with help of BDSP's and stakeholders focusing on the following skills: business, technical, literacy and financial. Later trained women were facilitated to develop their business plan and a one-year training plan for capacity building of BhS staff and management was developed.
3. Root Work Foundation (RWF): Center assessment task was carried out by Eclin District Mirpurkhas with regard to socio-economic profile of the project area and identifying a milk value-chain. The assessment covered identification of opportunities related to milk production, market stakeholders, support service providers and potential project beneficiary House Holds and villages as well.
4. Green Rural Development Organization (GRDO): in order to support GRDO in implementing its project "Development of Sustainable Livelihoods", ECI conducted a center assessment of 1 Union Council of Umerkot to identify most viable businesses in the area. Based on the businesses identifies, participants were selected and trained in enterprise development.

## 77 Sustainable Livelihood & Enterprise Development



As an open course for the development sector, ECI designed and rolled out a 5-day training program on "Sustainable Livelihoods and Enterprise Development". Focused on building sustainable livelihood programs for the poorest and marginalized members of society (with special emphasis on displaced and disabled men and women), this course was designed for managers and implementing staff of livelihood and enterprise programs. By the end of this highly experiential training, the participant group – livelihood program officers/managers – had learned how to assess economic potential of a target area and population, apply the Sustainable Livelihoods Framework design, monitor and document effective interventions and strategies for specific target audiences. During this



series of open courses, 75 participants, belonging to AKRSP, Awami Development Organization and BRAC Lasbela, were trained through three trainings.

**76**

## Training of Trainers on Nationwide Financial Literacy Course



A series of Training of Trainers were awarded to ECI by Pakistan Microfinance Network, the first of which was conducted in Peshawar for 12 women. During this 02-day workshop, the women were trained to deliver the Nationwide Financial Literacy Course of State Bank of Pakistan. The purpose of the ToT was to enable those women to train other women in their communities later on, to take the financial literacy agenda forward.

**75**

## Patching Dreams for Prosperity



Citi Foundation



In collaboration with Thardeep Rural Development Programme (TRDP), ECI implemented a skills development program for women of Khairpur and Shikarpur to promote local craft of Rilli nationally and internationally. For this purpose, 500 women were selected from both districts and given two types of trainings: 4-day enterprise development training and 5-day formal training in "Commercial Rilli Production". Throughout the term of the assignment, these women were mentored and linked to various stakeholders.

**74**

## Provision for Skills Development Services for GE4DE



For International Labour Organization (ILO), ECI has developed a community-based mechanism for combating rising unemployment in selected areas within the country (Thatta, Rahim Yar Khan, and Lahore), where through area specific innovative interventions community based 'Changemakers' are facilitating need-based technical trainings combined with job placement or enterprise development support to selected groups of 1080 men and women from poor and vulnerable households in order to improve their livelihoods and enhance their income.

**2012**

**73**

## Designing Training Contents and Conduct of trainings for Benazir Income Support Programme's 'Waseela-e-Taleem'



Provided consulting services for designing of training contents, materials, and manuals and conduct of trainings for Waseela-e-Taleem. The material was developed for BISP



Beneficiaries, BISP Staff, and Education Department Staff. Trainings were conducted in Nushki and Karachi South 1,100 stakeholders.

72

## Training on “How to be an Effective BDSP & Tips and Techniques of | Tunnel Farming”



A capacity building program for raising awareness and technical know-how of Business Development Service Provider (BDSPs) regarding 'Tunnel Farming' was designed and implemented by ECI. The 5-day training covered the following: importance of tunnel farming with respect to modern agriculture techniques and economic growth, tunnel farming procedures, feasibility and business plans for different types of tunnels, designing of a marketing strategy for selling of tunnel farming related services, compilation of a list of suppliers and service providers of tunnel equipment, and list of prospective buyers of the equipment and services.

71

## Farmer and Micro Entrepreneur Financial Literacy Training Content Review/ Adaptation



Based on the identified need of the farmers, IFC designed and developed financial literacy training content for its Business Edge program. The module was piloted in number of countries and early evaluations of the pilots suggest the need for further adaption of the training content to the needs of the target audiences. Based on the evaluations, ECI reviewed and adapted the contents of Farmer and Micro Entrepreneur Financial Literacy Training package. The adapted curriculum was then piloted in Pakistan, Sri Lanka, Hounduras and Cameroon. Also a scale-up strategy for dissemination of the two modules was submitted.

70

## Institutional Strengthening of Local NGOs & Social Enterprises



Facilitated a selected group of organizations from 29 severely flood-affected districts to play a proactive role in revival of economic activity of flood affected communities. For this purpose, ECI selected a total of 87 organizations from the flood affected districts and conducted their rapid needs assessment. Based on the rapid assessment material was designed and developed for a series of trainings, including: 3-Day residential training on 'Strategic Planning & Organizational Development for Sustainable Livelihoods and Enterprise Development', 8-Day residential training on 'Developing Products and Services for Sustainable Livelihood and Enterprise Development', and 3-Day District-based Mentoring Support to Develop Area-Specific Strategy, Tools and Action Plans for Livelihood & Enterprise Development. Throughout the life of the project, ECI team provided mentoring and on-going support to these organizations.



69

## Value-Chain Analysis & Implementation in Ghor and Badakhshan Provinces of Afghanistan

**Afghanaid**

As a step further to the Institutional Capacity Building of AfghanAid in enterprise development, the ECI team conducted theory-refresher training and practical on value-chain. At the end of the program, five value chain researches were conducted and documented, including: potato, wheat and carpet studies in Ghor and sheep and tomato in Badakhshan.

68

## Financial Management & Project Management Trainings



Pakistan Red Crescent Society  
انجمن صلال احمر پاکستان

In order to build capacity of village organizations to manage implementation and financial management for village-based infrastructure projects, ECI developed a capacity building program for 213 selected members of village organizations from 8 villages in Sindh and Khyber Pukhtoonkhwa (KPK).

67

## Opportunities to Finance Hybrid Value Chains in Pakistan

**Pakistan Microfinance Network**

As a peer reviewer and local partner, ECI worked closely with the Pakistan Microfinance Network (PMN) and Hystra – an international consulting firm – to adapt international hybrid value chains to the Pakistani context. Funded by the State Bank of Pakistan and DFID, this project aimed to introduce the transformative concept of hybrid value chains into Pakistan through pilot projects that will be implemented in the near future. Working closely with stakeholders from the development, private and government sectors the project aimed to develop hybrid value chain models for Pakistan in the following sectors: Safe drinking water, agribusiness an access to markets for farmers, financial inclusion of the poorest, dairy development and affordable housing. In addition to supporting PMN vis-a-vis identification of appropriate stakeholders for the workshop, ECI also added local context and experience of working across Pakistan to the project team.

66

## 'From Dreams to Reality' – A Changemaker program in district Shikarpur, Sindh.



In the aftermath of the 2010 floods, ECI has designed and implemented 'From Dreams to Reality', a one-year socio-economic transformation program for the Asian Development Bank. Designed using ECI's changemaker model, the project works through local men and women to enhance income of the poorest 200 households across four villages while simultaneously building capacity in life skills as well as water-related issues. The project had a specialized focus on youth and women, In addition to awareness raising, capacity building and asset transfers and linkage building with development projects as well as



government organizations and the private sector the project is focused on developing community centers (Sartiyon Centers) to provide a platform for villagers to come together for group formation, ongoing income generating activities, technical training as well as developing village development plans and advocacy strategies.

## 65 Enterprise Development for Persons with Disabilities



Working closely with the Pakistan Poverty Alleviation Fund (PPAF), ECI designed a comprehensive training, asset transfer and business incubation program for persons with disabilities. Based upon an intensive training needs assessment, this capacity building package was specially focused on motivating those who society conditions as dependents to develop their entrepreneurial abilities and begin earning an income. This training has been implemented by ECI for a range of PPAF partners, most recently the team has completed training of over 250 men and women in Rawalakot, Mansehra and Multan in collaboration with the National Rural Support Program (NRSP), Sarhad Rural Support Program (SRSP) and Farmer Development Organization (FDO).

## 64 Focusing on Health and Education at the College for Community Based Changemakers (CCBC)



The College for Community Based Changemakers (CCBC) is a structured capacity building program that works with bright, entrepreneurial men and women from the community to develop their potential to bring about sustainable social and economic transformation at the grassroots. Designed to facilitate community-led development, the CCBC hopes to promote indigenous solutions to pervasive development issues.

2011 – 2012 – the first batch of 30 Changemakers has been sponsored for this program by Tarqeeq Foundation (TF) and the Pakistan Poverty Alleviation Fund (PPAF). These men and women from district Ziyarat in Baluchistan are focusing on understanding key issues in health and education and identifying business-oriented solutions (social enterprises).

## 63 Formation & Strengthening of Farmer Enterprise Groups (FEG)



In continuation of ECI's long-standing Farmer Enterprise Group (FEG) project where ECI has worked with ASF to mobilize over 4000 farmers into enterprise groups, the organization worked with the USAID 'Agribusiness Support Project' to work with 3 women's FEGs from the villages of Jabbi, Booni-Behek and Chirah situated outside of Islamabad and Rawalpindi. Once formed, FEGs were taken through a capacity building program featuring enterprise development training, technical training in pickle-production as well as exposure visits and linkage building activities. Marketed under a newly established brand 'La Jawaab Achaar' this pickle is made by groups at three village-based production centers and sold in both Islamabad and Rawalpindi.



62

## Micro-Entrepreneurship Skill Enhancement Training



In order to promote entrepreneurship as a viable career option for women graduating from universities, a series of 2-day Micro Entrepreneurship Skill Enhancement Training programs were designed and implemented by ECI for the Pak-US Alumni Network (PUAN) and the United States Embassy in Pakistan for over a 100 students from different universities in Islamabad and Azad Jammu and Kashmir (AJK). Taking a participant through the business cycle, with a focus on opportunity identification, resource mobilization, business planning and implementation the course focused on mindset change and knowledge transfer.

61

## Linking University with Industry



As a strategic partner to the UNIDO Women Entrepreneurship Development (WED) Program, ECI implemented the 'Linking University with Industry' initiative that focused on working with Quaid-e-Azam University (QAU) and Fatima Jinnah Women University (FJWU) to introduce entrepreneurship as a viable career option for women. The initiative comprised of the following activities:

Enterprise Development Training for Management & Non-Management Students

Introducing Enterprise Development as a path towards socio-economic empowerment of women

Working with Universities to design and implement refresher trainings in Enterprise Development for existing women entrepreneurs – in collaboration with the Islamabad Women Chamber of Commerce & Industry (IWCCI)

Advocating with universities to introduce a specialized entrepreneurship curriculum for enterprise development – with a focus on non-management students.

60

## Enterprise Development Trainings for Youth beneficiaries of the Benazir Income Support Program Waseela-e-Haq scheme



For the Benazir Income Support Program 'Waseela-e-Haq' initiative, ECI worked with the Pakistan Poverty Alleviation Fund (PPAF) to design and implement a specialized 7-day Enterprise Development Training program for 30,000 youth beneficiaries in Sindh. Designed to introduce enterprise as a viable career option for youth in Pakistan, the project targets educated youth from a lower-income background and introduced them to the business cycle with a focus on opportunity identification, resource mobilization, business planning and implementation. To date, ECI has completed training of 7517 male and female youth beneficiaries through 330 EDTs in 23 districts of Sindh.



59

## Enterprise Development Trainings for Women beneficiaries of the Benazir Income Support Program Waseela-e-Haq scheme



For the Benazir Income Support Program (BISP) 'Waseela-e-Haq' program, ECI worked closely with the Pakistan Poverty Alleviation Fund to design and implement a 10-day enterprise development and skill training program for women beneficiaries. The training culminates in an assessment of participants' entrepreneurial abilities as well as development of business plans, based upon which loan-funding is released. To date, ECI has successfully completed 293 EDTs for 7192 beneficiaries across Pakistan.

58

## Research Study on 'The State of Cooperation between TVETs and Potential Employers' in KPK and FATA



For GIZ, ECI conducted a research study regarding the state of cooperation between public and private Technical and Vocational Education and Training (TVET) institutions and potential employers/private enterprises in Khyber Pakhtunkhwa and FATA region. The aim of the project was to provide a general evidence-based overview of the number, and forms of cooperation, between TVET institutions and potential employers, especially enterprises active in production and service sectors. Appropriate participatory methods (interviews, focus group discussions, on-site visits, debates etc.) and tools were used to collect information, views and opinions of the relevant stakeholders. Following data collection by the study team, ECI carried out a critical examination of maximum information gathered. Key findings were assessed thoroughly and consolidated in a single report to illustrate typical relationships between TVET institutions and enterprises (mostly private), and the concordant and divergent interests on both sides.

57

## Value Chain Research & Analysis of Key Agro and Non-Agro Sub-sectors in Afghanistan



As a next step to the Institutional Capacity Building of AfghanAid in enterprise development, the ECI team implemented a Training of Trainers (ToT) and an action learning process; spread over 32 days, to train AAD Staff and communities in value chain research and analysis. Using a participatory ranking exercise, four value chains - wheat farming, sheep-farming, potato farming, seasonal vegetables and carpet weaving - were selected for study in Ghor and Badakshan provinces of Afghanistan. At the end of the exercise, AfghanAid was presented with detailed value chain assessments, along with strategies for value chain up-gradation, innovation and strengthening. A special emphasis was laid on ways to improve the role of low-income producers and women.



2011

56

## Design & Development of a Financial Literacy Program for non-literate audiences across Pakistan, for Bearing Point and State Bank of Pakistan



Responding to a Training Needs Assessment and Gap Analysis conducted by Bearing Point, ECI designed a specialized Financial Literacy Program to improve the financial capabilities of non-literate and vulnerable men and women across Pakistan. The 2-day course took participants through the key principles of financial management including goal setting, money management, budgeting, savings, investment, debt management, consumer protectionism, bank services, and branchless banking. This program was rolled out to 45,000 beneficiaries, ranging from ages 18 – 60, across the country through a cascade training model. In five years, it is expected that this training will be delivered to over 600,000 men and women across Pakistan.

55

## Enterprise Development Trainings for Flood Affectees across Sindh and Punjab



On behalf of International Federation of the Red Cross (IFRC), ECI designed and delivered 125 specialized Enterprise Development Trainings for 3700 flood affectees (both men and women) in various districts of Punjab and Sindh. The 2-day capacity building program featured basic business concepts (opportunity identification, resource mobilization, business implementation and monitoring and evaluation), and development of business plans.

54

## Sughar Women Empowerment Project, Thatta



Working with the International Labor Organization (ILO) and Participator Development Initiatives (PDI), ECI worked to build capacity of community-based women with a mandate to establish and sustainably run 'Sughar Centers' production centers and industrial homes for village women. A 10-day training of trainers was conducted in Thatta for 30 female community-based facilitators belonging to 10 villages of the district. The ToT comprised of three components: Enterprise Development, Life Skills, and Technical skills.



**53**

## **Competency Based Enterprise Development Trainings**



Under the Women Entrepreneurship Development Project, World Vision contracted ECI to conduct ten 6-days Competency Based EDT's for 136 female participants in four Union Councils of tehsil Abbottabad: Nathiagali, NamliMera, Bagnoter and NagriBala. Women were trained in three competencies "Power, Planning & Achieving" for enterprise development in order to help them in planning and executing their business at local level and also help them learn about the pre-requisite skills of successful entrepreneurs in business trades of tailoring, embroidery, candle making, goat fattening, crochet & bead work. These trades were identified after a detailed market assessment of each union council.

**52**

## **Enterprise Development Training for Existing & Potential Entrepreneurs**



In order to promote its core objective of development of micro enterprises, Awami Development Organization collaborated with ECI to design and undertake enterprise trainings for existing and new (male and female) rural entrepreneurs in Layyah. Two EDT's were conducted for 45 participants (34 males & 11 females) using customized training package, with the following objectives.

Clarity on Basic Business Concepts and entrepreneurial behavior and mind-set, and understanding their importance for poverty reduction and livelihoods improvement;

Clarity on how to identify an appropriate business opportunity, assess its feasibility through a market survey, and convert the information into a business plan;

Participants would be able to effectively establish the business according to business principals

Participants would be able to develop enterprise feasibility and business plan for their selected business

**51**

## **Training on Formation & Strengthening of Producer Organizations and Marketing Skills**



Capacity Building and Group Strengthening of Producer Organizations (PO) was conducted. For this purpose, two trainings were carried out and a total of 43 participants from newly-formed POs in Muzaffargarh were mobilized for collective actions such as group buying and selling, linking with bigger buyers and other key value chain actors, support services and enablers. Also, two 4-day trainings of marketing skills for cooperative members were also conducted for 39 participants where participants were told about different concepts of marketing including 6 P's. Personal Entrepreneurial Competency approach was used to conduct this training.



**50**

## **Empowering Girls- Transforming Communities**

**RutgersWPF**

To inculcate and foster a culture of equal opportunity for girls, the project was implemented in collaboration with WPF in the districts of Gujranwala in Punjab and Sanghar in Sindh. Through this initiative leadership skills, of adolescent girls, were developed by involving female teachers of high schools to impart Life Skills Education comprising of Life Skills, Social Empowerment, and Economic Empowerment in addition to regular curriculum.

For this purpose, ECI and WPF developed a highly visualized curriculum comprising of manual for trainers and teachers, handbook and handouts for students. Along with this a Training of Master Trainers was conducted in Islamabad where 10 ECI master trainers and 10 teachers from the chosen districts were trained. After the ToMT, ten Training of Trainers was conducted in Gujranwala and Sanghar where 270 teachers were trained who in turn trained 22,000 girls of grade 8, 9 and 10.

**49**

## **Enterprise Development Training for Refugees**



Under a pilot program initiated by SACH, ECI extended enterprise development training to Islamabad-based refugees from Somalia, Iraq and Algeria. The enterprise development curriculum was especially adapted for this unique target group, so as to engage them most effectively during the 5 day workshop. Specific examples were used that were directly relevant to the refugees' reality, in order to help them address the sense of dependency and victimization created by their status as foreign asylum-seekers.

**48**

## **Sustainable Livelihood & Enterprise Development for Flood Affectees**



On the basis of its vast experience in enterprise development for special groups, including persons with disabilities and the poorest of the poor, ECI designed a customized training package for the flood affectees. The training and asset transfer package was designed with a view to the current realities and future prospects of the target group. For the purpose of the EDT four teams of trainers were formed on the basis of enterprise and technical knowledge, gender, language and cultural considerations. These teams conducted four trainings in Thatta and Hyderabad and trained 110 participants.



47

## Formation & Strengthening of 340 Farmer Enterprise Groups (FEG)



From 2007 – 2011 ECI has worked with the Sarhad Rural Support Program and Agri-Business Support to implement a specialized capacity building program for small-landholding farmers that focused on formation and strengthening of 340 Farmer Enterprise Groups in Charsadda, Peshawar, Nowshera, Haripur, Mansehra, Mardan, Abbottabad, Battagram, Upper Dir and Karak districts of KPK. Once formed, each group was given need-based team-building, organizational development, management, enterprise development and technical trainings in order to facilitate the development of a group business plan based upon which each group received a grant from ASF.

46

## Perception Study on the Impact of Climate Change on Livelihoods



As a consultant to Save The Children International, ECI conducted a multi-tiered perception study on impact of Climate Change on rural livelihoods in district Peshawar. The scope of the research included stakeholder consultations and interviews with government, international and national organizations working on climate change study in Pakistan. Research trends were collected and then compared with community-based perceptions garnered through individual interviews and focused group discussions. Finally, development organizations working with local communities were consulted and the extent to which climate change considerations were reflected in their programming and disaster risk reduction strategies was evaluated. The study culminated in a report that presented research findings as well as suggested recommendations for adaptation strategies for communities vis-à-vis livelihoods.

45

## 10-Day Training on "Sustainable Livelihoods and Enterprise Development"



As an open course for the development sector, ECI designed and rolled out a 10-day training program on "Sustainable Livelihoods and Enterprise Development for Vulnerable Groups". Focused on building sustainable livelihood programs for the poorest and marginalized in society (with special emphasis on displaced and disabled men and women), this course was designed for managers and implementing staff of livelihood and enterprise programs. By the end of this highly-experiential the participant group – livelihood program officers/managers from various local organizations had learned how to assess economic potential of a target area and population, using the sustainable livelihoods framework design, monitor and document effective interventions and strategies for specific target audiences.



44

## Capacity Building Program to Support implementation of Oxfam's 'Food Security' Project



From 2010 – 2011, ECI worked with Oxfam GB to support the organizations 'Food Security' project via a multi-tiered agri-business-based capacity development initiative in Sindh and Balochistan with the following components:

Capacity Building and Group Strengthening of village-based small landholding Farmer Organizations (FO) with a special focus on collective enterprise development. Fifteen 2-day workshops were designed and implemented by ECI in Dadu, Sanghar and Musakhail. Experiential training material was designed especially for the semi-literate audience and focused on key issues that might hamper the success of any FO, highlighted bottlenecks and potential sources of conflict and worked with Farmers to identify possible solutions.

Capacity Building and Group Strengthening of district-based Producer Organizations (PO) – an apex body with representation from each partner organization. ECI worked closely with Oxfam's implementing partner organizations to select 2 individuals from each FO – using the personal entrepreneurial competencies approach – for membership of the PO. A total of 524 participants from newly-formed POs in Dadu, Sanghar and Musakhail were mobilized for collective actions such as group buying and selling, linking with bigger buyers and other key value chain actors, support services and enablers. Further selected PO members were trained as enterprise trainers with a special focus on the entrepreneurial approach, systematic planning and management, acquiring market information as well as the 'PO' as business entity.

Capacity Building of Oxfam's Partner Organizations (SAFWCO and BEEJ) for effective implementation and monitoring of the enterprise-based Food Security project.

43

## Orientation to Enterprise Development Models in Pakistan



To further support an on-going institutional development program for Afghan Aid – a UK-based Afghan NGO – a 14-day "Orientation to Enterprise Development Models in Pakistan" was designed and implemented for Afghan Aid head-office and field staff members. In addition to a classroom component that focused on training in enterprise concepts; the pros and cons of different livelihood models implemented in Pakistan and training in program management, the capacity building experience featured a practical dimension of exposure to the field. Participants had a chance to meet the stakeholders and beneficiaries associated with enterprise development programs, and evaluate their progress. This involved visits to the Farmer Enterprise Groups created in KPK, community-based Business Development Service Providers like Badbaan in Haripur and exposure to an ongoing training designed to improve livelihoods of the vulnerable target beneficiaries of the Benazir Income Support Program. Participants were also given an orientation to the operating mechanisms of organizations like Akhuwat, which provides interest-free microcredit; Behbud, a philanthropic organization promoting the products of home-



based workers; and Tarnab Farms, a research institute that is an example of an important linkage for those involved in agribusiness. The training was conducted by experienced facilitators in English, Dari and Pushto.

42

## Market Survey & Market Strategy for Household Enterprise Development and Women's Enterprise Development

World Vision



World Vision contracted ECI (Empowerment thru Creative Integration) to formulate a Market Strategy Plan for ten selected villages in four union councils (Bagnoter, NamliMaira, Nathiagali and Nagri Bala), Abbottabad. This research was to identify means of achieving the objectives of both Household Enterprise Development (HED) and Women Entrepreneurship Development (WED) in the region. Using a specially designed tool-kit, the ECI team of 13 people conducted a Centre Assessment and Market Research for the ten selected villages. A total of 20 FGDs and 80 individual interviews were

conducted during the center assessment, half with women and half with men. The market research was carried out with objective to create a market profile and identify sub-sectors for intervention, within which feasible businesses could be developed for WED and HED respectively. Specific products were identified in each subsector on the basis of the area profile and general household profiles, available skills, resources, facilities and demand. A marketing strategy and business feasibilities were prepared for the viable introduction of enterprise in the region.

A one-day stakeholder workshop was held in Nathiagali to share the research findings and the Project Implementation Plan (PIP) with key stakeholders, including representatives from the villages and local development organizations. Their feedback and input was taken on board to validate the findings and finalize recommendations for future action.

41

## Waseela-e-Haq Beneficiaries Training



The Benazir Income Support Program (BISP) Waseela-e-Haq scheme was formulated with the mission of "Breaking the vicious cycle of poverty through micro loans". Through this, female beneficiaries from the most marginalized segment of society are selected through a computerized prize-draw, to receive a loan of up to Rs. 300,000 for setting up an enterprise. The challenge here was to ensure that the funds were indeed directed towards livelihood creation and raising of the standard of living.

To meet this challenge, the Pakistan Poverty Alleviation Fund (PPAF) approached ECI to develop a program that would inspire the beneficiaries to engage in economic activities. Following the initial pilot, a 10-day Enterprise Development Training

Program was developed– with six days dedicated to business training and four days focusing on skill enhancement. Phases II, III & IV were conducted in 2011, after the



successful completion of the pilot and Phase I. To date, a total of 169 Trainings have been conducted for 4,227 BISP beneficiaries.

2010

40

## Capacity Building of Farmers Organizations (FOs)



Oxfam GB is working in three districts of Sindh and Balochistan, to empower small farmers and increase food security, through the formation and strengthening of Farmer Organizations (FOs). The capacity building conducted by ECI for FO strengthening was focused on developing the institutional capacity of FOs, and making them effective functioning organizations. A total of 15 two-day workshops were designed and rolled out by ECI in Dadu, Sanghar and Musakhail. The material was designed to engage the participants with the support of participatory methodologies like role plays. Stories were used to illustrate the concepts imparted in each session and create a coherent picture of an ideal FO; bottlenecks and possible solutions; and the roles and responsibilities associated with a formal membership structure.

39

## 8-Days Enterprise Development Training for Persons with Disabilities



Under ECI's 'Micro-Enterprise Program for Vulnerable Groups', launched for Pakistan Poverty Alleviation Fund in 2009, the ECI team has completed 5 Enterprise Development Trainings and Business Incubations for 132 men and women with visual, auditory, speech and physical disabilities in Multan and Mansehra, in collaboration with FDO and SRSP.

The EDTs introduced participants to basic business concepts and business-related knowledge, including resource mobilization, product feasibility, business opportunity identification and business implementation. The added dimension of business incubation focused on teaching beneficiaries how to establish and sustainably run their selected business ventures. At the end of the trainings, 30 businesses were selected to receive startup capital of Rs. 15,000 as grant funding

38

## Value-Chain & Marketing Analysis Study of Marble Mosaic and Gems & Jewelry Sectors



For UNIDO, a gender-based value chain research study was undertaken to identify areas for Women Entrepreneurship Development in the value chains for the marble mosaic and gems and jewelry sub-sectors. This provided comprehensive sub-sectoral mapping, identifying the key stakeholders, strengths, weaknesses and opportunities present in each value chain. This was to identify where there was space for introducing women in the value chains, as well as expanding their existing roles. The next step was to work with the Pakistan Stone Development Company and Pakistan Gems and Jewelry Development Corporation to facilitate technical and enterprise development training for women in



each sub-sector. For this, ECI designed and conducted a 15 Day Training of Trainers for a selected group of 30 vocational trainers.

## 37 Train The Trainer (TTT) in Enterprise Development



To support Pakistan Poverty Alleviation Fund (PPAF)'s mandate of 'Participatory Development through Social Mobilization', an 8-day training the trainer program was designed and implemented for staff members of 68 PPAF partner organizations. Eight trainings were rolled out in Islamabad, Peshawar, Multan, Karachi, Hyderabad and Quetta focused on building organizational capacity of POs to design and deliver effective enterprise development interventions as well as to identify 'community-based' business development service providers with the capacity was to be developed as "spark-plugs" for local economic development through the promotion of enterprise.

## 36 Capacity Building of MEDA's KFP Water Environment and Sanitation Society (WESS) in Value Chain Approach to Economic Development for the project



From 2009 – 2010, ECI worked with MEDA and FAO to support implementation of the USAID funded Women's Economic Empowerment in Balochistan (WEEB) Project by providing technical assistance to and building capacity of Balochistan-based Water, Environment and Sanitation Society (WESS). ECI's role in the project involved supporting WESS to effectively design the economic development intervention for 5000 marginalized women producers using the value chain approach. In addition to an intensive series of training on 'Value Chain Assessment & Analysis' for WESS office and field staff, ECI worked closely with the organization to implement programmatic activities including conduct of a market research, development of a project implementation plan for five districts in Balochistan, design and conduct of specialized workshops for rural facilitators and sales agents as well as providing mentoring and handholding support throughout the project.

## 35 Capacity Development of community-based Business Development Service Providers (BDSPs)



For the Balochistan Rural Support Program (BRSP), ECI worked to design and implement a community-based capacity development program that focused on developing capacities of community-based activists working with BRSP for enterprise development. Through a 9-day training intervention, activists were given specialized training on how to initiate, form and build capacity of small-landholding farmers by organizing them into Farmer Enterprise Groups (FEGs). Further, ECI mentored and provided technical support to the second phase of the project that organized 300 farmers into FEGs who developed and implemented collective agri-businesses.



34

## Technical Support and Capacity Building for Implementation of Women's Economic Empowerment Project (WEEP) Baluchistan



Through its role in the "Women's Economic Empowerment: Integrating Women into Sustainable Value Chains in Baluchistan (WEE:B) Project", ECI reached out to 5,000 marginalized women producers. Activities included the capacity development of partner organization WESS and the adaptation of the sales agent model for the selected value chain of embellished goods. Formal training of MEDA, WESS and FAO staff was conducted in Value Chain Development and they were offered assistance in conducting market research and developing a project implementation plan for the embellished garment/wool processing market in five districts of Baluchistan. In addition, workshops were conducted on the networking of VC stakeholders and to prepare Rural Facilitators to train the Female Sales Agents (FSAs). The project was followed up with regular need based monitoring, and monthly and quarterly reports.

33

## Orientation to Enterprise Development for ESMA instructors



To build capacity to understand enterprise, ECI designed and organized a 3-Day Orientation to Enterprise Development for instructors of the IUCN Extension Services Management Academy (ESMA), Muzaffarabad. The program was designed to support the organization's vision of being a lead institution in training in mountain agro-ecosystem and integrated natural resource management as well as to promote sustainable livelihoods; and minimize environmental damage from calamities.

32

## 'Conceptualizing and Implementing a Livelihood Development Program' for staff members of Afghan Aid



A capacity development program was undertaken for AAD staff and communities in the broader area of rural enterprise, with specific focus on three sectors, i.e. horticulture, agronomy and non-farm. The training material was developed in both English and Dari, and an intensive 32-day training was conducted for staff members and selected entrepreneurs in Afghanistan. The training focusing on basic business concepts, the process of designing an enterprise development programme and development of training, counseling and resource mobilization skills.

2009

31

## ToT in 'Enterprise Development for Persons with Functional Limitations (PWFL)'



In order to build institutional capacity to deliver effective enterprise development training and support for the persons with disabilities, a specialized two 10-day Training of Trainers on Micro-Enterprise Development for Persons with Functional Limitations was conducted for ERRA program and field staff.



30

## Micro Enterprise Development Training for Persons with Functional Limitations (PWFL)



Following a training needs assessment, 6-Day Micro Enterprise Development Trainings were conceptualized and conducted for People with Functional Limitations (PWFLs). This aimed to turn their vulnerability into long term self-sufficiency and was especially designed to address the specific constraints faced by those who suffered from disabilities in earthquake affected areas. 807 Persons with Functional Limitations from Muzaffarabad, Bagh, Mansehra, Rawalakot and Shangla were part of these 30 workshops.

29

## Development of Pottery and Dried Fruit Value Chain



Under the USAID Pakistan Entrepreneurs project, an assessment was undertaken to evaluate the potential for introducing entrepreneurs in the pottery and dried fruits value chains in Sukkur and Multan.

28

## Design & Development of Training Materials for South Asian countries to support implementation of the Farm Business School (FBS) Initiative



A curriculum including a training manual and handbook was developed to adapt the concepts establishing a Farmer Business School, for the South Asian Region. The basic concepts of organizing farmers to support their agribusinesses were explained through culturally suitable, easily comprehensible stories and analogies as well as participatory methodologies.

27

## Enterprise Development Training Program for existing & potential Female Entrepreneurs of Behbud



Design and delivery of 5 Day Enterprise Development Training workshops was conducted for female micro entrepreneurs of the Behbud Association. This took special care to incorporate the concerns of home-based workers and prepare them to make the transition towards becoming entrepreneurs.



**26**

**Design & Development of 'Money Means for Teens' training module for slum-based students of TCF schools**

**citibank**



ECI was contracted to develop, design and conduct trainings on money management for 9th-10th grade students. A manual and handbook was designed for this purpose and six ECI trainers based in Karachi were given a 2-day TOT. Seventeen 1-day trainings were conducted by these six trainers, which were attended by approximately 500 participants. A brief report was submitted by ECI on successful completion of trainings.

**25**

**Center Assessment & Value Chain Research of key subsectors of Afghan Aid's Livelihood Development Program**

**Afghanaid**

Capacity development of Afghanaid staff and communities was conducted in the broader area of rural enterprise and with specific focus on three sub-sectors: horticulture, agronomy, and non-farm enterprises. This was done in light of the value chain framework, to give stakeholders a deeper understanding of the market actors and important linkages.

**24**

**6-day TOT in Enterprise Development Training for staff of PPAF Partner Organizations**



Prepared and developed 6-day Training of Trainers in Enterprise Development for supervisors and community rehabilitation workers of 68 PPAF partner organizations. The training program focused on building participants awareness of relevant enterprise concepts as well as developing their capacity to deliver enterprise training at the grassroots using a range of different experiential methodologies.

**2008**

**23**

**Evaluation of BRAC Pakistan's Micro-Finance Program**

**Oxfam Novib**

ECI was contracted by Oxfam-Novib to evaluate the performance of Pakistan Microfinance program (BRAC) in selected districts of KPK (Charsadda, Peshawar, Nowshera). The primary aim of this evaluation was to assess the impact on Women Borrowers. Focus Group Discussions and Interviews were organized to assess perceptions of BRAC's female borrowers.



22

## Design & Implementation of a training on Care of Persons with Functional Limitations (PWFL)



The aim of this project was to improve quality of life of the PWDs through better health services, improved mobility and increased capacity to take care of themselves independently and participate in the social and economic spheres through trainings and empowerment. It also supports the environment where PWDs, their families and communities start to take action on disability. Therefore, six 2-day trainings for attendants of people with functional limitations was conceptualized by ECI. 15 attendants (primarily family members of people with functional limitations) attended a single training and 90 attendants were trained during the project.

21

## Capacity Building of FATA Development Authority on Enterprise Development Training for Youth



Following successful implementation of Enterprise Development Training for 108 male and female youth from FATA, a Training of Trainers Program was designed and conducted for trainers and staff members of the FATA Development Authority to build the departments' capacity to design, implement, monitor and support youth-focused enterprise development interventions.

20

## Livelihood Improvement Program Samangan (LIPS)



ECI Trained entrepreneurs of Haripur region in making innovative products from available local resources and also assisted the entrepreneurs in development of market linkages through exposure visits.

19

## Monitoring & Counseling of Enterprise Activist Forum: Badban, to enhance their capacity for Enterprise Development Programming.



One year supervision and support provision for Badbaan a Business Development Service Provider (BBDSP) Forum in Haripur. ECI was contracted to mentor the emerging organization and provide key technical as well as management support. ECI engaged in mentoring and handholding of Activists of Badban, which included various one day trainings on report writing, event management, conflict resolution, team building proposal writing etc.



18

## 15-day Training of Trainers in Enterprise Development for staff of 68 PPAF Partner Organizations



Two 15-day Training of Trainers in Enterprise Development for staff of 68 PPAF partner organizations. The training program focused on building participants awareness of relevant enterprise concepts as well as developing their capacity to deliver enterprise training at the grassroots using a range of different experiential methodologies.

17

## Skill & Enterprise Capacity Building for Migrants Returning to Pakistan



IOM contacted ECI in pursuit of their objectives to ensure sustainable reintegration of their returnees from Europe for setting up small scale enterprises. A total of 4, 8-day innovative business training were conceptualized for the IOM returnees from UK. The main objective of the workshop was to provide enough business skills to returnees from abroad, so that they could establish their own business in Pakistan.

16

## Training of Trainers in 'Conceptualizing and Implementing Income Generation Trainings for the most Vulnerable Population in the Earthquake Affected Areas'



Two 4-day Training of Trainers was designed and implemented in order to develop capacity of SUNGI core staff and community facilitatorsto launch enterprise related activities in Konsh valley. Modular trainings were imparted to selected community facilitators and project staff having potential interest in providing professional services to community in enterprise development.

2007

15

## Skill-Development of Lead Trainers in Paper-Making Techniques & Technology



A 15-day visit to Nepal was designed to understand the production of paper products and extraction of essential oils in Nepal by Jamarko and HBTL.



14

## Enterprise Development Training (EDT) for Earthquake Effected Communities

AKDN

AGA KHAN DEVELOPMENT NETWORK

Three 10-day EDTs were conceptualized and implemented to improve livelihood and economic conditions of local entrepreneurs of earthquake affected areas of Union Council Chakhama and District Muzaffarabad.

13

## Capacity Building of CNFA staff to develop a Business Plan



Training material was developed to provide CNFA program and field staff with an introduction to fruit production; orchard establishment and planting; tree pruning orchard irrigation; annual tree management; integrated pest management; orchard nutrient management; harvest and post-harvest management; and nursery management.

12

## Mera Maan: Advanced Marketing Program for 1100 women entrepreneurs of Hazara, Haripur, Abbottabad, Quetta, Sukkur & Khairpur



The Asia Foundation

Mera Maan Livelihood Improvement Programme was conceptualized by ECI and supported by The Asia Foundation (TAF) and the Royal Norwegian Embassy for Haripur, Mansehra, Abbottabad, Chitral, Sukkur, Khairpur and Quetta. This program was directly implemented by TAF and ECI in Hazara and Chitral region, while MRDO implemented the program in Khairpur and Sukkur, and Rootwork implemented it in Quetta. ECI and TAF provided monitoring and mentoring to MRDO and Rootwork, in order to execute successful program in the regions. Through this initiative ECI has mobilized and formed 40 cooperatives (production and marketing units) for 800 homebased workers in four districts and further they were provided with different inputs i.e. enterprise development, skills enhancement, linkages, mobile business service unit etc.

11

## Capacity Building of Micro-finance Borrowers working with Orix Leasing, Karachi



A training need assessment was undertaken to assess the capacity of target audience. After successful completion of TNA, EDTs were imparted to a total of 120 entrepreneurs in different areas of Lahore, Sheikhupura and Kausar Districts. Skills trainings were also given to 40 individuals from the group of 120.



2006

10

## Action Research to evolve a training module for a Farmer Business School (FBS) at community level



ECI was entrusted with the task of re-designing and localization of an international training manual titled "Farming as a Business". ECI's contribution is in revising manual contents vis-à-vis Pakistani grassroots reality, visualization and illustration of the same in order to cater to a semi/non-literate audience, addition of an enterprise component to the training manuals. The material once finalized was tested on groups of both male and female farmers and these groups were to be further developed into Farmer Business Schools.

9

## Capacity Building of Micro-finance Borrowers working with Community Support Concern (CSC), Lahore.



ORIX Leasing and CSC are both partner organization of PPAF and working for economic development of women through micro financing in Lahore and surrounding districts. Capacity development of the borrower is essential as a part of credit intervention. PPAF and ORIX contacted ECI to design and develop training program to develop technical and enterprise related capacities of their 440 borrowers.

8

## Enterprise Development Training for AKDN



Design and implementation of an 8 day Enterprise Development Training for Staff members of AKDN. The focus was on staff members from the earthquake affected areas of Chak-Hama Union Council, Azad Jammu and Kashmir.

7

## Training of Trainers in Enterprise Development for staff members of National Rural Support Program (NRSP)



As the enterprise partner for an Action Research Study conducted by PPAF & World Bank, ECI designed and implemented a 32-day Enterprise Development Training for staff members of the National Rural Support Program (NRSP). To support the study objectives of evaluating the impact of enterprise training combined with microfinance on business development, ECI further conducted a 10-Day Advanced Training in Enterprise as well as follow-up, mentoring and support provision.



6

## Capacity Building of BADBAAN as a district-based Business Development Service Provider (BDSP)



In partnership with SRSP, institutional strengthening of Badbaan Enterprise Development Forum, Haripur as an community-based organization focused on providing enterprise development training as well as related technical and business development support at the grassroots. In addition to technical support, ECI worked with Badbaan to provide management support and strategic planning for sustainable growth.

5

## 2-year Enterprise Activist Program



The Enterprise Activist Program (EAP) was an ECI-conceptualized and implemented livelihood model geared towards institutionalizing business development services at the village and district levels by creating indigenous resources within communities. This model focused around the creation of Enterprise Activists: able individuals selected (on the basis of established criteria) from within local communities, given intensive training, practice and exposure for a period of three years leading to the creation of Business Development Services Providers (BDSP) Forum at district level. The model was implemented in 4 district of PLAN Pakistan. A total of 54 enterprise activists were trained as business development service providers and they further extended their services to 1300 micro entrepreneurs and 200 poorest of the poor families to setup and expand their businesses.

Services provided by ECI for this purpose were:

Identification of Activists (through partner organization and respective community Forums), and training them to identify and support entrepreneurs and producers. Interaction with a wider range of stakeholders; to facilitate activists towards specialization and actively engaged them in supporting special target groups. Establishment and registration (either as a business or as an NGO, or even as several technical training organizations) of Enterprise Activists Forum, from which platform entrepreneurs and producers continued to be guided.

4

## Capacity Building Program for Women Entrepreneurs of ThreadnetHunza



Conceptualization and delivery of Enterprise Development Training to members of ThreadnetHunza funded by KADO and the Swiss Development Corporation. The Enterprise Development Training, trained participants in business concepts, business cycle, competencies, marketing, feasibility and business planning and bookkeeping.



2005

3

## Training on Marketing and Selling Techniques for Home based Workers



A 3-day training was conducted for female producers working from their homes in Lahore, Quetta, Peshawar and Hyderabad. The participants belonged to HomeNet Pakistan. The aim of this training was to impart sales and marketing skills to these home-based workers.

2

## 15-Days Training of Business Development Service Providers (BDSP) in Enterprise Development



First MicroFinance Bank

Training of Trainers for enterprise development and follow-up mentoring of 30 women from the Northern Areas (Gilgit, Chitral, Skardu, Hunza). The women trained/guided over 700 women to set up/improve a business. The project also supported the development of ten instructional business feasibility videos for First Micro Finance Bank clients.

1

## Development of Local Enterprise Development Strategy



Development of a local enterprise development strategy for value chain promotion, market development and innovation promotion through effective MIS and enterprise development for medicinal and aromatic plants and NRM (Natural Resource Management).