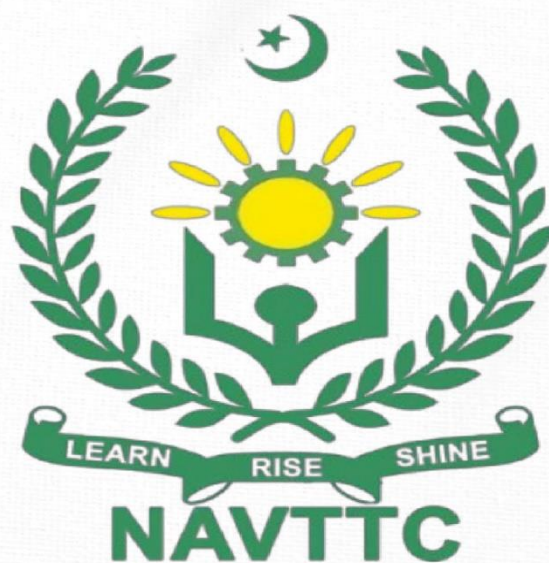


NATIONAL QUALITY FRAMEWORK FOR TVET INSTITUTIONS



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2025

National Vocational & Technical Training
Commission (NAVTTTC)

Message of Executive Director NAVVTC

As the Executive Director of the National Vocational and Technical Training Commission (NAVTTTC), it gives me immense pride and a profound sense of responsibility to present the National Quality Framework (NQF) for TVET Institutions.

This framework marks a historic milestone in Pakistan's Technical and Vocational Education and Training (TVET) sector, providing a unified, transparent, and credible system to define, assess, and recognize the quality of skills, competencies, and qualifications across all levels. The NQF establishes a structured pathway that ensures comparability of qualifications, alignment with international standards, and recognition of prior learning, thereby strengthening confidence in Pakistan's TVET system both nationally and globally.

Developed through extensive consultation with industry experts, academia, and development partners, the NQF serves as a cornerstone for ensuring that TVET delivery remains demand-driven, future-focused, and globally competitive. It offers institutions clear benchmarks for curriculum design, assessment, accreditation, and quality assurance, while enabling learners to progress seamlessly through multiple levels of training and lifelong learning opportunities.

The launch of the NQF is a key step towards preparing Pakistan's workforce to meet the challenges of Industry 4.0 and beyond. By embedding quality and consistency into every aspect of TVET delivery, we are building a system that will not only empower youth with employable skills but also enhance Pakistan's economic competitiveness in regional and international markets.

I call upon all stakeholders including government agencies, TVET providers, industry bodies, and development partners to actively adopt and implement this framework in letter and spirit. Its effective use will ensure that our training systems produce a workforce that is competent, mobile, and ready to contribute to the socio-economic transformation of the country.

I extend my sincere gratitude to all those who contributed to the development of this framework. Your commitment and collaboration have been instrumental in laying the foundation for a resilient, inclusive, and future-ready TVET ecosystem in Pakistan.



Muhammad Aamir Jan
Executive Director, (NAVTTTC)

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1. Introduction

The Technical and Vocational Education and Training (TVET) sector is central to building a skilled workforce capable of driving socio-economic development. To maintain uniform standards and ensure the credibility of qualifications and training, it is essential to regulate and evaluate TVET institutions through a standardized **Quality Framework**.

This framework introduces a structured mechanism to **grade and classify institutions** based on measurable performance indicators, enabling NAVTTC and its partners to ensure quality delivery, promote transparency, and align national training systems with global standards.

2. Objectives of the Framework

The objectives of this framework are to:

1. Establish a transparent, objective, and standardized system for assessing and section of the TVET institutions for different funded programs like Prime Minister youth development program (PMYSDP) by the NAVTTC Government of Pakistan.
2. Ensure that institutions comply with NAVTTC standards for registration, accreditation, affiliation, monitoring, and final assessment.
3. Provide institutions with incentives for continuous improvement and excellence in service delivery.
4. Align the TVET sector with the National Vocational Qualifications Framework (NVQF) and international accreditation standards.
5. Link institutional performance with **employability of graduates** and **industry relevance**.
6. Facilitate data-driven decision-making for policy and resource allocation.

3. Framework Structure

The framework consists of **seven key chapters**, each representing a critical component of institutional performance. Each component has an assigned **weightage** of the policy document. Institutions are evaluated against **Key Performance Indicators (KPIs)** under each chapter, and a composite score determines their overall grade.

TVET Institutes KPIs Parameters and Their Weightages: -

Sr No.	Name of Parameter	Marks
1	Registration	20
2	Accreditation	10
3	Affiliation	10
4	Monitoring & Evaluation	20
5	Employment	30
6	International Accreditation	05
7	Final Assessment Certification / Passed Out	05
Total		100

TVET Institutions KPIs Performance Grading: -

Sr No.	Category	Criteria	Remarks
1	Grade A	85 to 100 %	Excellent
2	Grade B	75 to 84 %	Very Good
3	Grade C	65 to 74 %	Good
4	Grade D	50 to 64 %	Satisfactory

Chapter 1: Registration

Introduction

The National Vocational & Technical Training Commission (NAVTTTC) has developed a standardized registration system to ensure that all training providers meet the minimum legal, administrative, infrastructural, academic, and safety requirements necessary for delivering quality skill training. Registration serves as the first mandatory step for TVET institutes before participating in NAVTTTC-funded programs or seeking accreditation.

The registration process verifies the legality, institutional capacity, training environment, and readiness of institutes to ensure that trainees receive training in a safe, well-equipped, and professionally managed environment aligned with national TVET standards.

Objectives Of NAVTTTC Registration

- To verify the legal status, ownership, and authenticity of training institutions.
- To ensure minimum infrastructure, classrooms, workshops, and essential facilities are available.
- To assess institutional governance, administrative capacity, and staff availability.
- To evaluate academic readiness including qualified faculty, equipment, and workshops.
- To promote safety, security, and hygiene standards within the training environment.
- To ensure transparency through proper documentation, bank accounts, lease agreements, and FBR registration.
- To confirm institutional ability to deliver training as per NAVTTTC's Skill Standards & Curriculum (SS&C).
- To establish a baseline performance score for institutes before accreditation or program allocation.
- To ensure industry linkages and trainee support mechanisms exist at the basic level.
- To strengthen overall governance and accountability of the TVET delivery system.

Evaluation Parameters for Registration Component

Total Marks (20):

Sr No.	Category	Marks
1	Registered in Grade A	20
2	Registered in Grade B	16
3	Registered in Grade C	13
4	Registered in Grade D	10

These marks will be awarded according to the following grading criteria.

Grading of the Registered Institutes

Sr No.	Category	Criteria
1	Grade A	85 to 100 %
2	Grade B	75 to 84 %
3	Grade C	65 to 74 %
4	Grade D	50 to 64 %

Chapter 2: Accreditation

NAVTTTC Accreditation – Introduction

The National Vocational & Technical Training Commission (NAVTTTC) has established a comprehensive accreditation system to ensure that TVET institutions across Pakistan deliver quality training aligned with national and international standards. Accreditation serves as a formal recognition that an institute possesses the required governance system, qualified faculty, adequate training facilities, modern equipment, safety standards, and effective quality assurance mechanisms.

NAVTTTC's accreditation framework promotes consistency, transparency, accountability, and continuous improvement within the Technical and Vocational Education & Training (TVET) ecosystem. It supports institutes in meeting labor-market requirements, enhancing employability of trainees, and building industry confidence in the training being delivered.

Objectives Of NAVTTTC Accreditation

- To evaluate institutions against standardized national TVET quality benchmarks.
- To ensure that institutes possess adequate governance, management, and educational leadership.
- To verify availability and functionality of infrastructure, labs, workshops, and training equipment.
- To assess trainer qualifications, pedagogical skills, and industry relevance.
- To promote a safe, conducive, and student-centered learning environment.
- To ensure effective implementation of curriculum, assessment, and quality assurance processes.
- To enhance accountability through regular external audits and compliance checks.
- To support continuous improvement in training delivery and institutional performance.
- To strengthen linkages with industry for workplace training, OJT, and job placement.
- To improve the credibility, recognition, and employability of graduates trained under accredited institutes.

Evaluation Parameters for Accreditation Component

The Accreditation component carries a total weightage of 10 within the overall institutional evaluation framework. Scoring is based on the institute's grade achieved in accreditation and its compliance with quality assurance practices.

Total Marks (10):

Sr No.	Category	Marks
1	Accredited in Grade A	10
2	Accredited in Grade B	08
3	Accredited in Grade C	06
4	Accredited in Grade D	04

These marks will be awarded according to the following grading criteria.

Grading of the Accredited Institutes

Sr No.	Category	Criteria
1	Grade A	85 to 100 %
2	Grade B	75 to 84 %
3	Grade C	65 to 74 %
4	Grade D	50 to 64 %

Chapter 3: Affiliation

Introduction to NAVTTC Affiliation

The **National Vocational & Technical Training Commission (NAVTTC)** is Pakistan's apex body responsible for regulating, standardizing, and promoting technical and vocational education and training (TVET). NAVTTC affiliation is a formal process through which training institutes, centers, or organizations are evaluated and approved to offer accredited technical and vocational programs.

Affiliation ensures that institutes meet national quality standards in infrastructure, equipment, curriculum delivery, trainer qualifications, and assessment practices. Through this process, NAVTTC aims to enhance the credibility of TVET providers and ensure that trainees receive skills training aligned with industry needs and national competency standards.

Objectives of NAVTTC Affiliation

- **Ensure Quality Training Standards**
To verify that training institutes meet national standards in infrastructure, equipment, trainers, and training delivery.
- **Standardize TVET Programs Across Pakistan**
To align training centers with national competency-based curricula and assessment frameworks.
- **Promote Industry-Relevant Skills Development**
To ensure that training programs match current labor market needs and enhance employability of trainees.
- **Strengthen Accreditation and Certification Systems**
To provide trainees with nationally and internationally recognized qualifications through standardized assessment.
- **Enhance Institutional Capacity**
To support institutes in improving their management, governance, training facilities, and instructional practices.
- **Improve Transparency and Accountability**
To establish a formal monitoring and evaluation mechanism ensuring compliance and continuous improvement.
- **Expand Access to Quality TVET**
To increase the number of reliable, accredited training providers across the country, especially in underserved areas.

Evaluation Parameters for Affiliation Component

. Total Marks (10):

S.No	Category	Marks
1	Affiliated with International and National both QABs	10
2	Affiliated with National QABs, TTBs and BTEs	08
4	Not affiliated	0

Chapter 4: Monitoring & Evaluation (M&E)

Introduction

The National Vocational & Technical Training Commission (NAVTTTC) conducts regular Monitoring & Evaluation (M&E) to ensure that training service providers (TSPs) uphold national TVET quality standards. The M&E process aims to assess institutional readiness, training delivery, compliance with NAVTTTC guidelines, and overall performance of institutes participating in skill development initiatives. This system enables evidence-based decision-making, enhances transparency, and ensures that trainees receive high-quality, industry-relevant training aligned with labor market needs.

Objectives

- To evaluate the administrative, instructional, and infrastructural capacity of TVET institutes.
- To ensure compliance with NAVTTTC's policies, SOPs, training standards, and accreditation requirements.
- To assess training quality, trainer competency, classroom/workshop conditions, and learning environment.
- To monitor trainee attendance, CNIC verification, stipend disbursement, and overall discipline.
- To verify availability, functionality, and utilization of labs, tools, equipment, and consumables.
- To ensure transparency in assessments, examination processes, and PMS record maintenance.
- To identify gaps, risks, and areas requiring improvement and provide actionable recommendations.
- To strengthen the linkage between training institutes and industry for improved employment outcomes.
- To improve accountability and enhance overall performance under NAVTTTC-funded skill development programs.

Evaluation Parameters for M&E Component

Total Marks (20):

Sr No.	Category	Marks
1	Grade A	20
2	Grade B	15
3	Grade C	10
4	Poor	0

These marks will be awarded according to the following grading criteria.

Grading of M&E:

Sr No.	Category	Criteria	Remarks
1	Grade A	More than 75%	Excellent
2	Grade B	64% to 75%	Very Good
3	Grade C	50% to 63%	Good
4		less than 50%	Poor

Chapter 5: International Accreditation

Introduction

International accreditation plays a critical role in enhancing the global recognition of Pakistan's Technical and Vocational Education and Training (TVET) system. By evaluating institutes against internationally accepted standards, NAVTTC ensures that training quality, curriculum delivery, assessment systems, and institutional governance meet global benchmarks. The inclusion of a **weightage for international accreditation** within the institutional evaluation framework reflects NAVTTC's commitment to promoting excellence, credibility, and global competitiveness across TVET institutes.

Objective

To enhance global recognition of Pakistan's TVET system by encouraging institutes to align with internationally accredited standards, thereby improving training quality, global comparability, and institutional credibility.

Evaluation Parameters for International Accreditation Component

Total Marks (05):

Sr No.	Category	Marks
1	Internationally accredited in Grade A	05
2	Internationally accredited in Grade B	04
3	Internationally accredited in Grade C	03
4	Internationally accredited in Grade D	02
5	No accredited	00

Chapter 6: Employment

Introduction

Employment is a key indicator of economic stability and social well-being. In the context of skills development and TVET, employment reflects how effectively training programs prepare graduates for the labor market. By strengthening linkages with industry, improving career guidance, and ensuring demand-driven training, institutions can significantly increase job placement rates and contribute to national workforce development. Employment outcomes also serve as a measure of institutional performance, highlighting the relevance and impact of training on economic productivity.

Objective

To increase the employability and job placement of graduates by aligning training with labor market needs, strengthening industry partnerships, and providing effective career support services.

Evaluation Parameters for Employment Component

Total Marks (30):

Sr. No.	Category	Marks
1	Grade A	30
2	Grade B	24
3	Grade C	18
4	Grade D	12

These marks will be awarded according to the following grading criteria.

Training Program in Employment Grading: -

Sr No.	Category	Criteria
01	Grade A	40% + employed
02	Grade B	30-39% employed
03	Grade C	20-29% employed
04	Grade D	Below 20%

Chapter 7: Final Assessment & Certification of Pass-out Trainees

Introduction

Final Assessment and Certification of pass-out trainees is a critical component of the TVET quality assurance system. It ensures that trainees have acquired the required competencies, knowledge, and practical skills as defined in national or international standards. Through standardized assessment procedures, NAVTTC verifies the competency level of graduates and awards recognized certifications that validate their skills for employers, industry bodies, and international markets. This process not only enhances the credibility of training programs but also supports transparency, mobility, and employability of skilled workers.

Objective

To ensure that all trainees are assessed through a standardized, transparent, and competency-based evaluation system, resulting in credible certifications that validate their skills and enhance their employment opportunities.

Evaluation Parameters for Accreditation Component

Total Marks (05):

Sr No.	Category	Marks
1	Grade A	5
2	Grade B	4
3	Grade C	3
4	Grade D	2

These marks will be awarded according to the following grading criteria.

Sr No.	Category	Criteria
1	A	Trainees Passed out (85-100) %
2	B	Trainees Passed out (75-84) %
3	C	Trainees Passed out (65-74) %
4	D	Trainees Passed out (50-64) %
	Poor	Below than 50%

Chapter 8: Grading & Classification System

Introduction

The Grading & Classification System serves as a standardized mechanism to evaluate and categorize the performance of TVET institutes across key quality dimensions. By assigning grades based on measurable indicators such as training delivery, infrastructure, assessment practices, governance, and industry linkages, the system promotes transparency and accountability within the TVET sector. This structured classification not only motivates institutes to continuously improve but also provides stakeholders, including employers, policymakers, and trainees, with a clear understanding of institutional quality and performance levels.

Objective

To establish a transparent and standardized framework for evaluating TVET institutions, enabling consistent grading and classification that promotes quality enhancement, accountability, and informed decision-making.

Grading & Classification System

Institutions will be awarded an overall grade based on their composite score, derived from the grading scores across all seven chapters.

Grading Scale:

Grades	Percentage
Grade A (Excellent)	85-100%
Grade B (Very Good)	75% – 84%
Grade C (Good)	65% – 74%
Grade D (Satisfactory)	50-64%
Grade F (Need to improve)	<50%

Note: For newly registered institutions, grading will be determined based on the grade awarded at the time of registration.

Validity and Renewal

- Grading shall remain valid for **one year**, subject to annual monitoring.

Incentives and Sanctions

- **Incentives for Higher Grades:** Priority in funding, project allocations, industry partnerships, and international collaborations.
- **Sanctions for Lower Grades:** Warnings, corrective action plans, and suspension or cancellation of registration/accreditation if deficiencies persist.

Appendix of National Quality Framework KPI's

NAVTTTC M&E KEY PERFORMANCE INDICATORS (KPIs)

1. Institutional Governance & Administration

- Availability of Principal/Training Manager
- Presence of administrative staff
- Availability of approved training calendar
- Record maintenance (attendance, PMS, CNIC verification etc.)

2. Trainer Competency & HR

- Qualification & professional certification of trainers
- Relevant industry experience
- Trainer-to-trainee ratio
- Lesson planning, session plans, and training methodology

3. Trainee Management

- CNIC-verified attendance
- Trainee registration & enrollment record
- Dropout rate and reasons
- Gender-wise participation
- Stipend disbursement record

4. Training Delivery Quality

- Implementation of approved curriculum
- Conduct of theory and practical classes
- Use of training aids (multimedia, charts, models)
- Adherence to training hours and schedule

5. Infrastructure & Facilities

- Classroom adequacy (space, furniture, ventilation)
- Washrooms, drinking water, safety exits
- Signage and branding as per NAVTTTC guidelines

6. Lab / Workshop Standards

- Availability of tools & equipment
- Working condition of machines
- Availability and proper use of consumables
- Safety measures & PPE availability
- Workshop cleanliness and organization

7. Monitoring & Compliance

- Availability of PMS attendance sheets
- Documentation as per NAVTTTC SOPs
- Incident reporting and resolution system
- Assessment readiness

8. Examination & Assessment

- Internal evaluations
- External assessment preparation (QAB / SSC)
- Record of results, feedback, and corrective actions

9. Industry Linkages & Placement

- MOUs with local industry
- OJT arrangements
- Placement record of pass-out trainees
- Employer satisfaction feedback

10. Overall Performance Score

- Weighted score assigned by M&E teams
- Compliance status:
 - Fully compliant
 - Partially compliant
 - Non-compliant

NAVTTTC ACCREDITATION – KEY PERFORMANCE INDICATORS (KPIs)

1. Governance & Institutional Management

- Legal status and registration of institute
- Vision, mission, and organizational structure
- Administrative leadership and qualified management team
- Availability of documented SOPs, policies, and procedures
- Strategic planning and quality improvement mechanisms

2. Human Resources & Trainer Competency

- Qualified trainers meeting NAVTTTC/QAB standards
- Technical expertise and relevant industry experience
- Pedagogical and assessment certifications (e.g., CBA, ToT)

3. Instructor-to-trainee ratio

- Continuous professional development (CPD) record

4. Curriculum Implementation & Training Delivery

- Approved curriculum as per NAVTTTC/QAB guidelines
- Availability of training timetable and lesson plans
- Balance of theory and practical hours
- Use of instructional materials, learning aids, and digital tools
- Compliance with competency-based training methodology

5. Assessment & Examination System

- Competency-based assessment plan
- Internal assessment procedures
- External assessment readiness and coordination with SSC/QABs
- Evidence of trainee portfolios, logbooks, and practical records
- Examination security, transparency, and documentation

6. Infrastructure, Labs & Training Facilities

- Size, capacity, and adequacy of classrooms
- Equipped labs/workshops as per occupational standards
- Functionality and calibration of tools/equipment
- Availability of consumables for practical training
- Facility maintenance, cleanliness, ventilation, and lighting

7. Trainee Support Services

- Admission and counseling system
- Trainee attendance record with CNIC/PMS verification

- Grievance redressal mechanism
- Gender-friendly environment
- Career guidance and job placement system

8. Health, Safety & Environment (HSE) Compliance

- Occupational safety measures (PPE, signage, first aid)
- Emergency exits and fire-fighting equipment
- Safety training for learners and staff
- Lab/workshop hazard mitigation procedures

9. Industry Linkages & Employability Outcomes

- MOUs with relevant industries and enterprises
- OJT (On-the-Job Training) opportunities
- Employer feedback and satisfaction surveys
- Placement record of graduates
- Job tracing and impact assessment

10. Quality Assurance & Documentation

- Internal quality assurance system (IQA)
- Monitoring & evaluation records
- Feedback mechanisms (trainee, trainer, employer)
- Data management, PMS record, and audits
- Continuous improvement action plans

11. Institutional Performance & Compliance

- Score/grade based on NAVTTC accreditation criteria
- Compliance with NAVTTC branding/visibility
- Timely submission of reports and required documents
- Overall institutional readiness and sustainability

NAV TTC REGISTRATION – KEY PERFORMANCE INDICATORS (KPIs)

SECTION A — Legal & Administrative Requirements (Eligibility KPIs)

1. Firm Registration / Legal Status

- Valid registration from Registrar of Firms, SECP, Trust Deed, NGO, Partnership, Pvt Ltd, Chamber etc.

2. Lease Agreement / Ownership Proof

- Minimum 3 years lease or ownership documents.

3. Dedicated Institutional Bank Account

- Mandatory requirement.

4. Approved Building Layout Plan

- Architectural layout and approved map.

Mandatory.

6. Legal Affidavit

- Institute is not blacklisted
- Institute will not issue its own certificates to trainees.

SECTION B — Infrastructure & Institutional Facilities (Scoring KPIs)

1. Building Type, Area, Map

- Owned / Hired with >3 years agreement (scored 0–8)

2. Adequacy of Classrooms

- No. of rooms and 9 sq. ft. per student compliance (0–8)

3. Adequacy of Workshops & Labs

- Number of labs and 15 sq. ft. criteria (0–10)

4. Qualification of Head/Principal

- B-Tech / BS Engg / DAE (0–5)

5. Administrative & Support Staff

- Lab assistant, receptionist, accountant, admin officer, sweeper (0–5)

6. Health & Safety Facilities

- First aid, medical monitoring, dispensary (0–3)

7. CCTV Surveillance

- 24/7, full coverage & storage duration (0–3)

8. Biometric Attendance System

- For staff & trainees (0–2)

9. Financial Position / Bank Statement Strength

- Rs. 1M–5M+ (0–10)

10. PWD Accessibility

- Ramp, wheelchair access, special toilet (0–2)

11. Washrooms Availability

- Number and standards (0–5)

SECTION B-2 — Institutional Support Facilities (Yes/No KPIs)

- Industry linkages / Chamber MoUs
- Orientation & job placement services
- Sports / Hostel
- Transport facility
- Library / E-Library
- QA & Feedback system
- IT / Digital literacy
- Environmental sustainability (plantation, waste mgmt)
- Parking area
- Staff room
- Clean drinking water

SECTION C — Academic Resources (Technical KPIs)

1. Trade-wise Labs/Workshops Quality

- State-of-the-art, standard, or basic (0–6)

2. Equipment & Machinery Condition

- Fully functional / semi / partial (0–6)

3. Instructors Qualification (SS&C Standards)

- BE/B.Tech/Bachelor / DAE + certifications (0–6)

4. Teaching & Non-teaching Staff Availability

- Two trainers per trade minimum (0–4)

5. Faculty/Instructor Experience

- Years of industry/teaching experience (0–6)