



**Memorandum of Understanding (MOU),
(Strategic Partnership for TEVT Sector)**

Between
Research and Development Foundation (RDF)
And
**Benazir Bhutto Shaheed Human Resource, Research and Development Board
(BBSHRDB)**

1. Background

Research and Development Foundation (RDF) is a non-profit organization working to strengthen livelihoods, workforce development, and youth economic resilience through market-driven. RDF collaborates with government, private sector, and civil society actors to strengthen the Technical and Vocational Education and Training (TVET) ecosystem in Pakistan. Whereas, the BBSHRDB is a public sector organization engaged in research and skill development, providing free vocational and technical training, providing technology-enabled training, and industry-linked workforce solutions, with a strong focus on female engagement and employability of youth.

Recognizing the growing demand for market-relevant and green skills, and the need to strengthen public-private collaboration within the TVE sector, RDF and BBSHRDB, agree to establish a strategic partnership under this Agreement.

2. About Research and Development Foundation (RDF)

Research and Development Foundation (RDF): RDF was established in 2002 as an NGO in Sindh. It is registered under the Societies Act XXI of 1860 and certified by the Pakistan Centre for Philanthropy. RDF's vision is to contribute to the creation of a more equitable world and promote the sustainable use of natural resources and empower marginalized communities (women and youth groups) through participation in socio-economic development.

3. About BBSHRDB

The **Benazir Bhutto Shaheed Human Resource Research & Development Board (BBSHRDB)** is a flagship initiative of the Government of Sindh, established through the Sindh Assembly Act of 2013. It evolved from the **Benazir Bhutto Shaheed Youth Development Program (BBSYDP)**, launched in 2008-09, to address unemployment and poverty by equipping youth with employable skills. The Board's mandate is to empower Sindh's youth (aged 18-35) through free vocational and technical training, enabling them to compete in both local and international job markets. To create skill human resource, BBSHRDB offers over 230 courses across diverse sectors, free of cost and ensuring high female participation and inclusivity. The program emphasizes employment-oriented skills aligned with industrial demand, fostering economic resilience and human resource development.

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Since its inception, BBSHRRDB has become a pioneer in technical and vocational education and training (TVET) in Sindh, creating pathways for thousands of graduates to secure livelihoods. Its long-term vision is to sustain a robust provincial economy by continuously addressing unemployment and poverty through structured skill development and institutionalized human resource planning.

4. Purpose of the Partnership

The purpose of this strategic partnership is to formalize collaboration between RDF and BBSHRRDB to:

- Strengthen industry-responsive and green skills development initiatives;
- Support Public-Private Partnership (PPP) models in collaboration with Sindh TEVTA and other relevant authorities;
- Enhance youth employability through demand-driven training, innovation, and private sector engagement.

5. Objectives

The specific objectives of this partnership include:

- Co-design and support implementation of market-driven and green skills training programs;
- Facilitate private sector engagement in TVET planning, curriculum development, and training delivery;
- Support pilots and scale-up of innovative training approaches under initiatives such as Skill Up Plus.
- Promote innovation in TVET institutions;
- Strengthen linkages between training providers, employers, and youth.

6. Scope of Collaboration

Areas of collaboration may include, but are not limited to:

6.1 Skills Development & Training

- Joint development and delivery of technical, digital, and green skills training programs;
- Support to Training Service Providers (TSPs) in improving training quality and relevance;
- Integration of industry needs into curricula and assessment systems.

6.2 Public-Private Partnership (PPP) Support

- Engagement with Sindh TEVTA and other authorities to support PPP models;
- Technical input into feasibility studies, pilots, and implementation of PPP initiatives;
- Private sector advisory support on labor market demand and emerging skills.

6.3 Capacity Building & Knowledge Sharing

- Joint workshops, seminars, and learning sessions for TVET stakeholders;



- Sharing of tools, methodologies, and best practices related to skills development and innovation;
- Participation in Technical Working Groups (TWGs) and coordination forums.

6.4 Youth Employability & Inclusion

- Support initiatives targeting youth, women, and marginalized groups;
- Facilitate internships, apprenticeships, job placements, and entrepreneurship support;
- Promote inclusive and climate-resilient livelihood pathways.

7. Roles and Responsibilities

7.1 RDF

- Provide overall coordination, facilitation, and technical support;
- Liaise with government counterparts, including Sindh TEVTA and NAVTTC;
- Mobilize project resources and ensure alignment with donor requirements;
- Support monitoring, documentation, and reporting of joint activities.
- Design and develop course outline for market-driven training traits;
- Arrange workshops, job fairs, potential industrial linkages and other activities to assist BBSHRDB graduates for their job placements in national and international market;
- Support potential candidates for scholarships/ financial support in order to acquire skill training through national and international certified bodies;

7.2 BBSHRDB

- Provide technical expertise, industry insights, and innovation inputs;
- Support training delivery, mentoring, and exposure to private sector practices;
- Facilitate linkages with employers, technology providers, and market actors;
- Contribute to pilots and testing of innovative training models.

8. Governance & Coordination

- A focal person shall be nominated by each Party for coordination;
- Joint planning meetings shall be held as required to agree on activities;
- Activities under this partnership shall be implemented through mutually agreed action plans.

9. Financial Arrangements

This Agreement does not create any financial obligation on either Party. Any financial commitments related to specific activities shall be governed by separate project agreements, work plans, or contracts, subject to availability of funds.

10. Confidentiality

Both Parties agree to maintain confidentiality of any proprietary or sensitive information shared under this partnership, unless disclosure is required by law or agreed in writing.

11. Duration and Termination

- This Agreement shall be effective from the date of signature and remain valid for a period of **three (3) years**, unless extended by mutual written consent;
- Either Party may terminate this Agreement by providing **30 days' written notice** to the other Party.

12. Amendments

Any amendment to this Agreement shall be made in writing and signed by authorized representatives of both Parties.

13. Non-Legal Binding Nature

This Agreement represents a statement of intent and does not constitute a legally binding contract or partnership under Pakistani law.

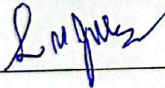
12. Signatures

For Research and Development
Foundation (RDF)



Signature: _____
Name: **Masood Ahmed Mahesar**
Designation: **Executive Director**
Date: **17 February 2026**

Witness 1:



Name: _____

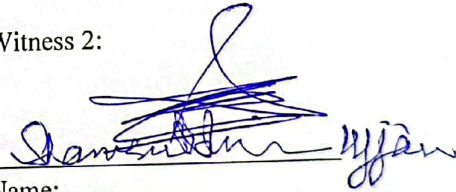
CNIC: _____

For Benazir Bhutto Shaheed Human Resource
Research, & Development Board (BBSHRDB)



Signature: _____
Name: **Munawar Ali Mithani**
Designation: **Secretary**
Date: **17 February 2026**

Witness 2:



Name: _____

CNIC: **41306-7927838-3**