

MEMORANDUM OF UNDERSTANDING (MoU)

“Empowering Youth Through Skills & Innovation”

*By transforming education and Skills through
Artificial Intelligence and Virtual Reality*

Between

BENAZIR BHUTTO SHAHEED HUMAN RESOURCE,
RESEARCH & DEVELOPMENT BOARD (BBSHRRDB)

and

SARA LEARNING GLOBAL LLC (SLG)

Effective Date: 9 February 2026 (for three years)

1. Parties

1.1 Benazir Bhutto Shaheed Human Resource, Research & Development Board (BBSHRRDB)

A statutory body constituted under the Benazir Bhutto Shaheed Human Resource, Research & Development Board Act, 2013 (Sindh Act No. XV of 2013), having its principal office at 5th Floor, State Life Building No. 3, Opposite CM House, Karachi, hereinafter referred to as “BBSHRRDB” or the “Board.”

1.2 Sara Learning Global LLC (SLG) USA

An international learning, capacity-building, and workforce development organization, registered at 18 Schuyler Road, Loudonville, Albany, New York, USA, hereinafter referred to as “SLG.”

BBSHRRDB and SLG are hereinafter collectively referred to as the “Parties” and individually as a “Party.”

2. Recitals

A. Mandate of BBSHRADB

- BBSHRADB is mandated to enhance skills development, employability, and overseas employment opportunities for Sindh-domiciled candidates through structured training and facilitation of lawful and dignified employment; and
- Sindh currently contributes approximately 9% to Pakistan's overseas workforce, and BBSHRADB aims to increase this share to 45-50% through strategic partnerships, market-aligned skills development, and employment generation initiatives.

B. Vision and Expertise of SLG

- SLG's core mission is to contribute meaningfully to youth empowerment and workforce transformation, particularly in developing regions, by deploying its international expertise, innovation, and experience.
- SLG specializes in TVET, agribusiness, workforce development, training of trainers, curriculum design, entrepreneurship promotion, digital learning systems, LMS administration, and immersive learning technologies, including Artificial Intelligence (AI) and Virtual Reality (VR); and
- SLG has implemented programs in collaboration with international development partners including GIZ, UNEP, UNESCO, UNIDO, WMO, ENABEL, and INOVA across Asia and Africa.

C. Purpose of Collaboration

- The Parties desire to establish a strategic public-private partnership to deliver job-oriented, demand-driven training, certification, and employment facilitation for candidates nominated by BBSHRADB; and
- SLG, consistent with its social mission, intends to deploy its expertise on a best-effort and impact-oriented basis to support BBSHRADB in achieving its mandate for the Youth of Sindh.

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3. Purpose and Strategic Objectives

3.1 Purpose

To establish a collaborative framework for the design, delivery, and coordination of skills development, certification, and employment facilitation initiatives in support of Government of Sindh human resource development priorities.

3.2 Strategic Objectives

- Enhance employability, productivity, and workforce readiness of Sindh-domiciled Youth.
- Promote market-aligned, employer-driven training models and effective employer-employee matching.
- Expand access to domestic and overseas employment pathways through innovative and technology-enabled learning solutions; and
- Support BBSHRRDB in achieving its policy objectives and international labor mobility targets.

4. Scope of Work of SLG

4.1 Training & Capacity Building

SLG shall, in coordination with BBSHRRDB:

- Design and deliver job-oriented and market-responsive training programs.
- Provide training to new candidates and BBSHRRDB alumni, including refresher, up-skilling, and re-skilling programs; and
- Deliver soft skills, workplace readiness, professional development, and foreign language training relevant to domestic and overseas employment.

4.2 Certification & Assessment

- Facilitate assessments and, where agreed, internationally recognized certifications.
- Maintain accurate records of training delivery, attendance, assessments, and outcomes.

4.3 Digital & Innovative Learning

- Deploy Learning Management Systems (LMS), digital content, AI-enabled assessment tools, and VR-based immersive learning solutions to enhance training effectiveness and scalability.

4.4 Employment Facilitation (Best-Effort Basis)

- Provide priority job-matching and placement facilitation for candidates nominated by BBSHRADB.
- Support pre-departure orientation, employer coordination, and documentation, in compliance with Pakistani laws.
- Implement language-led employment pathways where foreign language proficiency is a primary employment requirement.

Note: SLG shall use its professional expertise and net works on a best-effort basis; no guarantee of employment placement is implied.

5. Responsibilities of BBSHRADB

BBSHRADB shall:

- M • Identify and nominate eligible candidates and alumni.
- ✓ • Provide agreed financial resources for training, certification, and administrative components.
- Approve training curricula, delivery modalities, and fee structures.
- Monitor implementation to ensure alignment with Government of Sindh priorities.

6. Financial Framework

- Financial arrangements shall be governed by Financial Schedules.
- Payments shall be milestone-based and compliant with applicable government financial regulations.
- SLG shall maintain transparent financial records and allow audit and inspection by BBSHRADB or its authorized representatives.

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7. Monitoring, Reporting, and Performance

- SLG shall submit periodic progress and performance reports.
- Key Performance Indicators shall be mutually agreed and reviewed periodically.
- BBSHRRDB may conduct monitoring visits to training and operational sites.

8. Youth Impact & Social Contribution

8.1 Youth-Centric Mission

The Parties acknowledge that this MoU is driven by a shared commitment to youth empowerment, social inclusion, and sustainable human resource development in Sindh. SLG affirms that, consistent with its organizational mission, it shall deploy its international expertise, innovation, and institutional experience to maximize positive impact for Sindh's Youth.

8.2 Priority to Sindh-Domiciled Youth

All initiatives under this MoU shall prioritize Sindh-domiciled candidates, particularly Youth from underserved, low-income, and high-unemployment districts, as identified by BBSHRRDB.

8.3 Social Value-Driven Interventions

M SLG may, on a best-effort and impact-oriented basis, provide value-added support, including:

- Partial or full fee concessions for deserving candidates, subject to program viability.
- Technical support, curriculum enhancement, or trainers' capacity building.
- Access to digital learning resources, AI-enabled tools, and virtual simulations; and
- Mentorship, career guidance, and employability coaching.

8.4 Equity, Inclusion & Gender Responsiveness

The Parties shall promote equitable access to opportunities, with due consideration to women, differently abled persons, and marginalized communities, in line with Government of Sindh policies.

8.5 Sustainable Impact & Local Capacity Building

SLG shall support institutional strengthening and knowledge transfer to enable long-term sustainability and localization of skills development initiatives in Sindh.

8.6 Youth Impact Measurement

The Parties shall mutually agree on Youth impact indicators, including employability outcomes, job placement trends, income enhancement, digital skills acquisition, and overseas employment pathways.

9. Legal, Compliance, and Risk Provisions

- Each Party shall remain responsible for its own acts and omissions.
- All activities shall comply with Pakistani laws, including labor, emigration, and data protection regulations.
- Provisions relating to confidentiality, data protection, intellectual property, indemnity, and dispute resolution shall apply as agreed.

10. Term, Termination, and Dispute Resolution

- This MoU shall remain effective initially for a period of three years from Effective date.
- Either Party may terminate with prior notice or for material breach; and
- Disputes shall be resolved through amicable negotiation, mediation, and arbitration in Karachi, Pakistan, under applicable law.

11. Legal Status

This MoU constitutes a non-binding framework agreement and does not create enforceable obligations regarding specific funding amounts, training volumes, or guaranteed employment placements, except as agreed through subsequent written instruments.

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12. Signatures

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

Name: Munawar Ali Mithanni

Designation: Secretary-BBSHRRDB

Date: 09th February 2026

Signature: _____

Witness


Shamsuddin Khan

For Sara Learning Global LLC (SLG)

Name: Manzoor Hussain Vistro

Title: Manager Administration

Date: 09 February 2026

Signature: _____

Witness

M. Aliyan H. Qureshi
Manager, IT



13. Contact Information

BBSHRRDB

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