

Government of Pakistan

National Vocational and Technical Training Commission

Prime Minister's Hunarmand Pakistan Program

"Skills for All"



Course Contents / Lesson Plan

Course Title: Artificial Insemination

Duration: 3- Months

## Revised Edition

Trainer Name	
Course Title	Artificial Insemination

<p>Objectives and Expectations</p>	<p>Employable skills and hands-on practice for Artificial Insemination</p> <p>This course offers a broad, cross-disciplinary learning experience for students looking to pursue careers in Artificial Insemination. The trainee will be able to:</p> <ul style="list-style-type: none"> <li>• Describe the bovine reproductive cycle.</li> <li>• Heat detection techniques.</li> <li>• Semen handling.</li> <li>• Artificial insemination techniques</li> <li>• Ability to solve problems using a variety of techniques and methods.</li> <li>• Ability to utilize the technology relevant to the learner’s discipline.</li> </ul> <p>In this course, students are introduced to key aspects of Artificial Insemination, from research/strategy, creative brief development, campaign development to teamwork, presentation, and content creation so that they can enter the Artificial Insemination as strong candidates for beginner to intermediate level design jobs.</p> <p><u>Main Expectations:</u></p> <p>In short, the course under reference should be delivered by professional instructors in such a robust hands-on manner that the trainees are comfortably able to employ their skills for earning money (through wage/self-employment) at its conclusion.</p> <p>This course thus clearly goes beyond the domain of the traditional training practices in vogue and underscores an expectation that a market-centric approach will be adopted as the main driving force while delivering it. The instructors should therefore be experienced enough to be able to identify the training needs for the possible market roles available out there. Moreover, they should also know the strengths and weaknesses of each trainee to prepare them for such market roles during/after the training.</p> <ol style="list-style-type: none"> <li>i. Specially designed practical tasks to be performed by the trainees have been included in the Annexure-I to this document. The record of all tasks performed individually or in groups must be preserved by the management of the training Institute clearly labeling name, trade, session, etc. so that these are ready to be physically inspected/verified through monitoring visits from time to time. The weekly distribution of tasks has also been indicated in the weekly lesson plan given in this document.</li> <li>ii. To materialize the main expectations, a special module on <u>Job Search &amp; Entrepreneurial Skills</u> has been included in the latter part of this course (5<sup>th</sup> &amp; 6<sup>th</sup> month) through which, the trainees will be made aware of the Job search techniques in the local as well as international job markets (Gulf countries). Awareness around the visa process and immigration laws of the most favored labor destination countries also form a part of this module. Moreover, the trainees would also be</li> </ol>
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encouraged to venture into self-employment and exposed to the main requirements in this regard. It is also expected that a sense of civic duties/roles and responsibilities will also be inculcated in the trainees to make them responsible citizens of the country.

iii. A module on Work Place Ethics has also been included to highlight the importance of good and positive behavior in the workplace in the line with the best practices elsewhere in the world. An outline of such qualities has been given in the Appendix to this document. Its importance should be conveyed in a format that is attractive and interesting for the trainees such as through PPT slides +short video documentaries. Needless to say, that if the training provider puts his heart and soul into these otherwise non-technical components, the image of the Pakistani workforce would undergo a positive transformation in the local as well as international job markets.

To maintain interest and motivation of the trainees throughout the course, modern techniques such as:

- Motivational Lectures
- Success Stories
- Case Studies

These techniques would be employed as an additional training tool wherever possible (these are explained in the subsequent section on Training Methodology).

Lastly, evaluation of the competencies acquired by the trainees will be done objectively at various stages of the training and a proper record of the same will be maintained. Suffice to say that for such evaluations, practical tasks would be designed by the training providers to gauge the problem-solving abilities of the trainees.

#### (i) Motivational Lectures

The proposed methodology for the training under reference employs motivation as a tool. Hence besides the purely technical content, a trainer is required to include elements of motivation in his/her lecture. To inspire the trainees to utilize the training opportunity to the full and strive towards professional excellence. Motivational lectures may also include general topics such as the importance of moral values and civic role & responsibilities as a Pakistani. A motivational lecture should be delivered with enough zeal to produce a deep impact on the trainees. It may comprise of the following:

- Clear Purpose to convey the message to trainees effectively.
- Personal Story to quote as an example to follow.
- Trainees Fit so that the situation is actionable by trainees and not represent a just idealism.
- Ending Points to persuade the trainees on changing themselves.

A good motivational lecture should help drive creativity, curiosity, and spark the desire needed for trainees to want to learn more.

The impact of a successful motivational strategy is amongst others commonly visible in increased class participation ratios. It increases the trainees' willingness to be engaged on the practical tasks for a longer time without boredom and loss of interest because they can see in their mind's eye where their hard work would take them in short (1-3 years); medium (3 -10 years) and

long term (more than 10 years).

As this tool is expected that the training providers would make arrangements for regular well planned motivational lectures as part of a coordinated strategy interspersed throughout the training period as suggested in the weekly lesson plans in this document.

Course-related motivational lectures online link is available in Annexure-II.

#### (ii) Success Stories

Another effective way of motivating the trainees is using Success Stories. Its inclusion in the weekly lesson plan at regular intervals has been recommended till the end of the training.

A success story may be disseminated orally, through a presentation, or using a video/documentary of someone that has risen to fortune, acclaim, or brilliant achievement. A success story shows how a person achieved his goal through hard work, dedication, and devotion. An inspiring success story contains compelling and significant facts articulated clearly and easily comprehensible words. Moreover, it is helpful if it is assumed that the reader/listener knows nothing of what is being revealed. The optimum impact is created when the story is revealed in the form of: -

- Directly in person (At least 2-3 cases must be arranged by the training institute)
- Through an audio/ videotaped message (2-3 high-quality videos must be arranged by the training institute)

It is expected that the training provider would collect relevant high-quality success stories for inclusion in the training as suggested in the weekly lesson plan given in this document.

Suggestive structure and sequence of a sample success story and its various shapes can be seen in Annexure III.

#### (iii) Case Studies

Where a situation allows, case studies can also be presented to the trainees to widen their understanding of the real-life specific problem/situation and to explore the solutions.

In simple terms, the case study method of teaching uses a real-life case example/a typical case to demonstrate a phenomenon in action and explain theoretical as well as practical aspects of the knowledge related to the same. It is an effective way to help the trainees comprehend in depth both the theoretical and practical aspects of the complex phenomenon in depth with ease. Case teaching can also stimulate the trainees to participate in discussions and thereby boost their confidence. It also makes the classroom atmosphere interesting thus maintaining the trainee interest in training till the end of the course.

Depending on suitability to the trade, the weekly lesson plan in this document may suggest case studies be presented to the trainees. The trainer may adopt a PowerPoint presentation or video format for such case studies whichever is deemed suitable but only those cases must be selected that are relevant and of a learning value.

The Trainees should be required and supervised to carefully analyze the cases.

	<p>For this purpose, they must be encouraged to inquire and collect specific information/data, actively participate in the discussions, and intended solutions to the problem/situation.</p> <p>Case studies can be implemented in the following ways: -</p> <ol style="list-style-type: none"> <li>i. A good quality trade-specific documentary (At least 2-3 documentaries must be arranged by the training institute)</li> <li>ii. Health &amp; Safety case studies (2 cases regarding safety and industrial accidents must be arranged by the training institute)</li> <li>iii. Field visits (At least one visit to a trade-specific major industry/ site must be arranged by the training institute)</li> </ol>
Entry-level of trainees	Matric (Science)
Learning Outcomes of the course	<p>By the end of this course, students will be able to:</p> <ul style="list-style-type: none"> <li>• Learn the techniques of artificial insemination.</li> <li>• Collect and cryopreservation of gametes and embryos</li> <li>• In vivo and in vitro techniques.</li> <li>• Perform artificial insemination.</li> <li>• Oocyte and embryo recovery</li> <li>• Transfer and or cryopreservation of oocytes and embryos in livestock species.</li> </ul>
Course Execution Plan	<p>The total duration of the course: 3 months (13 Weeks)</p> <p>Class hours: 4 hours per day</p> <p>Theory: 20%</p> <p>Practical: 80%</p> <p>Weekly hours: 20 hours per week</p> <p>Total content hours: 260</p>
Companies offering jobs in the respective trade	<ol style="list-style-type: none"> <li>1. Livestock &amp; Dairy Development Department</li> <li>2. Tyson Foods, Inc.</li> <li>3. ICI Pakistan Private Ltd</li> <li>4. Maxim Agri</li> <li>5. Nestlé Pakistan</li> <li>6. Devex</li> </ol>

Job Opportunities	<ol style="list-style-type: none"> <li>1. Dairy Production Supervisor</li> <li>2. Assistant Dairy Farm Manager</li> <li>3. Cattle Attendant</li> <li>4. Artificial Insemination Technician.</li> <li>5. Breed Improvement Technician.</li> <li>6. Veterinary Assistant.</li> <li>7. Assistant Farm Manager</li> </ol>
No of Students	25
Learning Place	Classroom / Lab /Hospital
Instructional Resources	<p><a href="https://www.youtube.com/watch?v=H_SvuiT3GTk">https://www.youtube.com/watch?v=H_SvuiT3GTk</a> Artificial Insemination</p> <p><a href="https://www.youtube.com/watch?v=stvnGYcKz60">https://www.youtube.com/watch?v=stvnGYcKz60</a> Artificial Insemination in cattle.</p> <p><a href="https://www.youtube.com/watch?v=CzuCWOo4D3M">https://www.youtube.com/watch?v=CzuCWOo4D3M</a> Artificial Insemination in cow</p> <p><a href="https://www.youtube.com/watch?v=3s_qd1EqjAE">https://www.youtube.com/watch?v=3s_qd1EqjAE</a> AI in goat</p> <p><a href="https://www.youtube.com/watch?v=Wd1MX9u9uUU">https://www.youtube.com/watch?v=Wd1MX9u9uUU</a> Advances in Artificial insemination</p>

MODULES

Scheduled Weeks	Module Title		Learning Units	Remarks
Week 1	Introduction to Artificial Insemination, Reproductive Organs, Different breeds of Cow and Buffalo	Day 1	<ul style="list-style-type: none"> <li>Motivational Lecture (For further detail please see Page No: 3&amp; 4)</li> <li>Course Introduction</li> <li>Job market</li> <li>Course Applications</li> <li>Institute/work ethics</li> <li>Introduction to Artificial Insemination</li> <li>Discover the origins of Artificial.</li> <li>Learn about all Artificial Insemination types.</li> <li>Historic Backgrounds</li> <li>Natural Service vs Artificial Insemination</li> <li>Breeds of cow and buffalo</li> <li>Comparison of reproductive cycle</li> </ul>	Home Assignment  • Task 1 • Task 2 • Task 3  <u>Details may be seen at Annexure-I</u>
		Day 2		
		Day 3		
		Day 4		
		Day 5		
Week 2	Female reproductive System, Advantages And disadvantages of A.I	Day 1	<ul style="list-style-type: none"> <li>Motivational Lecture (For further detail please see Page No: 3&amp; 4)</li> </ul> Students will be introduced to use the various tool in Toolbar: <ul style="list-style-type: none"> <li>Female reproductive structure</li> <li>Factors affecting onset of puberty in dairy animals.</li> <li>Breeding seasons.</li> <li>Methods of oestrus detection.</li> <li>Pregnancy diagnosis methods</li> <li>Care and management of dairy animals at parturition</li> <li>Diseases and accidents of postpartum period</li> <li>Advantages and disadvantages of A.I</li> </ul>	<input type="checkbox"/> Task 4  <u>Details may be seen at Annexure-I</u>
		Day 2		
		Day 3		
		Day 4		
		Day 5		
Week 3	Technique of artificial insemination in cattle and buffaloes, Conception rate	Day 1	<ul style="list-style-type: none"> <li>Motivational Lecture (For further detail please see Page No: 3&amp; 4)</li> </ul>	<input type="checkbox"/> Task 5 <u>Details may be</u>



	in A.I	Day 2	Students are introduced to: <ul style="list-style-type: none"> <li>• Different techniques of AI</li> <li>• Collection of semen</li> <li>• Evaluation of semen for General consideration</li> <li>• Extenders and extension of semen</li> <li>• Frozen semen</li> <li>• Cryogenic storage</li> <li>• Transportation</li> <li>• Handling</li> <li>• Custom freezing of semen</li> <li>• Types of insemination</li> <li>• Times of insemination</li> <li>• Removal of placenta</li> </ul>	<u>seen at</u> <u>Annexur</u> <u>e-I</u>
		Day 3		
		Day 4		
		Day 5		

Week 4	Sire Selection, Common reproductive diseases affecting male and female animals.	Day 1	<ul style="list-style-type: none"> <li>• Motivational Lecture (For further detail please see Page No: 3&amp; 4)</li> <li>• Selection for sire for AI use</li> <li>• Health requirements for sires in AI use</li> <li>• Records, Accounting, Regulations</li> <li>• Identifying the problems of animals</li> <li>• Reproductive diseases in females <input type="checkbox"/></li> <li>• Reproductive diseases in males <input type="checkbox"/></li> <li>• Treatment of diseases.</li> </ul>	<input type="checkbox"/> Task06  <u>Details</u> <u>may be</u> <u>seen at</u> <u>Annexur</u> <u>e-I</u>
		Day 2		
		Day 3		
		Day 4		
		Day 5		
Week 5	Reproductive physiology	Day 1	<ul style="list-style-type: none"> <li>• Success stories ( For further detail please see Page No: 3&amp; 4)</li> <li>• Concept of fertilization</li> <li>• Male reproductive system</li> <li>• Sperms production</li> <li>• Female reproductive system</li> <li>• Egg cells production</li> </ul>	<input type="checkbox"/> Task 07  <u>Details</u> <u>may be</u> <u>seen at</u> <u>Annexur</u> <u>e-I</u>
		Day 2		
		Day 3		
		Day 4		
		Day 5		

Week 6	Heat detection method	Day 1	<p>Motivational Lecture (For further detail please see Page No: 3&amp; 4)</p> <ul style="list-style-type: none"> <li>• Visual Observation</li> <li>• Mount detectors</li> <li>• Mucus discharge</li> <li>• Swelling and Redding of vulva</li> <li>• Sniffing genitalia</li> <li>• Head raising and lip curling</li> </ul>	<p>Task 07 <u>Details may be seen at Annexure -I</u></p>
		Day 2		
		Day 3		
		Day 4		
		Day 5		
Week 7	Methods of embryo and egg recovery	Day 1	<ul style="list-style-type: none"> <li>• Success stories ( For further detail please see Page No: 3&amp; 4)</li> <li>• In Vitro Fertilization</li> <li>• Control ovarian hyperstimulation</li> <li>• Egg retrieval</li> <li>• Fertilization and embryo culture</li> <li>• Embryo quality</li> <li>• Embryo transfer</li> <li>• Laser assisted hatching</li> <li>• Testicular sperm extraction</li> </ul>	<p>□ Task 08  <u>Details may be seen at Annexure -I</u></p>
		Day 2		
		Day 3		
		Day 4		
		Day 5		
	Build your CV	<p>Download professional CV template from any good site (<a href="https://www.coolfreecv.com">https://www.coolfreecv.com</a> or relevant)</p> <ul style="list-style-type: none"> <li>• Add Personal Information</li> <li>• Add Educational details</li> <li>• Add Experience/Portfolio</li> <li>• Add contact details/profile links</li> </ul>		
Week 8		<p>Mid term Exams, Marketing /Sales analysis , AI business Techniques, Semen sale to Markets, Boost up AI amongst stakeholders</p>		
Week 9	Embryo transfer techniques	Day 1	<p>Motivational Lecture (For further detail please see Page No: 3&amp; 4)</p> <ul style="list-style-type: none"> <li>• Fresh versus frozen embryo</li> <li>• Uterine preparation</li> <li>• Timing of transfer</li> <li>• Embryo count</li> </ul>	<p>□ Task 09  <u>Details may be seen at Annexure -I</u></p>
		Day 2		
		Day 3		
		Day 4		
		Day 5		

Week 10	Preparation of media Handling og Nitrogen Tank	Day 1	<ul style="list-style-type: none"> <li>• Success stories ( For further detail please see Page No: 3&amp; 4)</li> <li>• Semen collection</li> <li>• Choice of the technique</li> <li>• Sperm count</li> <li>• Sperm morphology</li> <li>• Sperm mortality</li> <li>• Sperm washing</li> <li>• Swim up method</li> <li>• Density gradient centrifugation</li> <li>• Semen Tank management</li> <li>• Frozen semen storage</li> <li>• Semen thawing method</li> </ul>	<ul style="list-style-type: none"> <li>• Task 10</li> <li>• 3<sup>rd</sup> monthly test</li> </ul> <p><u>Details may be seen at Annexure -I</u></p>
		Day 2		
		Day 3		
		Day 4		
		Day 5		

Week 11	Classification of embryos Sanitation of Embryo Storage techniques of Embryo	Day 1	<ul style="list-style-type: none"> <li>• Motivational Lecture (For further detail please see Page No: 3&amp; 4)</li> <li>• Embryo grading</li> <li>• Fresh embryo</li> <li>• Freeze embryo</li> <li>• 2 days embryo</li> <li>• 5 days embryo</li> <li>• Cleaning vs sanitation</li> <li>• Embryo cryopreservation</li> <li>• Procedure of cryopreservation</li> </ul>	<input type="checkbox"/> Task 11  <u>Details may be seen at Annexure -I</u> 2 <sup>nd</sup> monthly test
		Day 2		
		Day 3		
		Day 4		
		Day 5		

Week 12	Management of Infertility Semen evaluation	Day 1	<ul style="list-style-type: none"> <li>• Success stories ( For further detail please see Page No: 3&amp; 4)</li> <li>• Proper timing of insemination</li> <li>• Repetition of insemination</li> <li>• Detection of silent heat</li> <li>• Reduction of heat stress</li> <li>• Volume of semen</li> <li>• Sperm density</li> <li>• Sperm count</li> </ul>	<input type="checkbox"/> Task 12  <u>Details may be seen at Annexure -I</u>
		Day 2		
		Day 3		
		Day 4		
		Day 5		

Week 13	Preparation of insemination equip Reproductive management in Non pregnant animals  Final Exams	Day 1	<ul style="list-style-type: none"> <li>• Success stories ( For further detail please see Page No: 3&amp; 4)</li> <li>• Cleaning of equipments</li> <li>• Sterilization</li> <li>• Fumigation</li> <li>• Proper calibration</li> <li>• Proper handling</li> <li>• Proper diet</li> <li>• Harmonal test</li> </ul>	<input type="checkbox"/> Task 13  <u>Details may be seen at Annexure -I</u>
		Day 2		
		Day 3		
		Day 4		
		Day 5		

Annexure-I:

Tasks For Certificate in Artificial Insemination

Task	Description	Week
Search Top Pakistani Dairy Farmers	Search any three E commerce sites and list down the top 5 profiles related to Artificial Insemination.	Week 1
Find the career path	Prepare a career path related to your course and highlight the emerging trends in the local as well as international market	
Work Ethics	Generate a report on Institute work ethics and professionalism related to your course	
Visit a nearby developed dairy farm.	<ul style="list-style-type: none"> <li>• Enlist at least 5 different breeds of cow.</li> <li>• Enlist at least 5 different breeds of buffalos.</li> <li>• Identify the similarities and differences.</li> </ul>	
Draw female reproductive systems.	<input type="checkbox"/> Draw and label female reproductive structure.	Week 2

Visit dairy farm and note said tasks.	<ul style="list-style-type: none"> <li>• Visit a farm and determine the pregnancy determination methods.</li> <li>• Note breeding seasons.</li> <li>• Learn heat detection methods</li> </ul>	
Draw Male reproductive structure.	<input type="checkbox"/> Draw and label male reproductive structure.	Week 3
Visit Dairy farm and collect semen.	<ul style="list-style-type: none"> <li>• Note techniques of artificial insemination.</li> <li>• Collect semen.</li> <li>• Evaluate semen.</li> <li>• Store semen.</li> </ul>	
Make a flow chart of artificial insemination method and factors effecting it.	<ul style="list-style-type: none"> <li>• Observe the breeding techniques.</li> <li>• Observe the post breeding periods.</li> <li>• Make flow charts.</li> </ul>	Week 4
Visit a Dairy farm and suggest missing management practices.	<ul style="list-style-type: none"> <li>• Note management practices.</li> <li>• Suggest better management practices.</li> <li>• Ensure optimum management practices.</li> </ul>	
Visit a Sire farm.	<ul style="list-style-type: none"> <li>• Check googles sites for the Sire Farms.</li> <li>• Visit the farm.</li> <li>• Note their advances and management.</li> </ul>	Week 5

		<input type="checkbox"/> Enlist the breeds of sire.	Week 5
12.	Visit any dairy farm and Identify at least 5 reproductive Diseases.	<ul style="list-style-type: none"> <li>• Visit any Dairy farm.</li> <li>• Note any 5 Reproductive Diseases and their control.</li> </ul>	
13.	Visit dairy farm	<input type="checkbox"/> Practically demonstrate the male and female reproductive parts.	Week 06
14.	Check the heat in animal.	<ul style="list-style-type: none"> <li>• Track the behavior of animals</li> <li>• Check it,s milk productivity</li> <li>• Check the unhygienic signs</li> </ul>	
15.	Collection of healthy eggs	<ul style="list-style-type: none"> <li>• Visit farm</li> <li>• Take a deep analysis of vagina</li> <li>• Collect eggs</li> <li>• Perform microscopic study of eggs</li> </ul>	Week 07
mid term			

16.	Collection of embryo.	<ul style="list-style-type: none"> <li>• Visit dairy farm</li> <li>• Take the sample from vagina</li> <li>• Check the status of fluid</li> </ul>	Week 08
17.	Prepare embryo transfer media .	<ul style="list-style-type: none"> <li>• Collect semen</li> <li>• Visually inspect it</li> <li>• Place in sterilized bottle</li> <li>• Send it to lab for further analysis</li> </ul>	
18.	Grading of embryos/.	<ul style="list-style-type: none"> <li>• Collect day 1,2, ,4 and 5 embryo</li> <li>• Observe the difference</li> <li>• Record</li> </ul>	Week 09
19.	Sanitation of embryo	<ul style="list-style-type: none"> <li>• Visit lab</li> <li>• Proper cleaning with ethanol</li> <li>• Preserve in proper manner</li> </ul>	
20.	Observe cryopreservation technique	<ul style="list-style-type: none"> <li>• Visit veterinary lab</li> <li>• Understand cryopreservation technique</li> <li>• Perform storage of embryo</li> </ul>	Week 10
21.	Infertility reasons	<ul style="list-style-type: none"> <li>• Met a veterinary doctor</li> <li>• Ask about infertility reasons</li> <li>• Observe on farm</li> </ul>	
22.	Perform semen evaluation	<ul style="list-style-type: none"> <li>• Collect semen in vial</li> <li>• Visual inspect it</li> <li>• Inspect it under microscope</li> <li>• Check the motility of sperm</li> </ul>	Week 11
23.	Search Insemination equipment	<input type="checkbox"/> Search insemination equipment used in Pakistan locally.	
24.	Pregnant Vs non pregnant animals	<input type="checkbox"/> Enlist 5 problems associated with reproduction.	Week 12
25.	Storage of semen	<ul style="list-style-type: none"> <li>• Visit animal insemination lab</li> <li>• Observe nitrogen tank</li> <li>• Read the protocol of nitrogen handling</li> </ul>	
26.	Clinical case diagnose	<ul style="list-style-type: none"> <li>• Visit vet hospital</li> <li>• Observe the way of clinical diagnosis <input type="checkbox"/></li> </ul> Record it	Week 13

27.	Sale your product.	<ul style="list-style-type: none"><li>• Visit your related product market.</li><li>• Prepare list of your products.</li><li>• Take pictures of the products.</li><li>• Prepare related literature.</li><li>• Sale your products.</li><li>• Make strategies to increase your sales.</li></ul> <p>□</p>	
Final Term			

## Artificial Insemination

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What is E commerce and how you can make money online - BBCURDU

<https://www.youtube.com/watch?v=9jCJN3Ff0kA>

What Is the Role of Good Manners in the Workplace? By Qasim Ali Shah | In Urdu

<https://www.youtube.com/watch?v=Qi6Xn7yKIIQ>

Success Story of Shri Mukesh Kumar AI Inseminator & Paravet

<https://youtu.be/cplyqTvsFMU>

Success Story of a Paravet Trained by KVK-IVRI, Izatnagar : Shri Mukesh Kumar

[https://youtu.be/XASnX\\_jj8Lg](https://youtu.be/XASnX_jj8Lg)

Success Story of a 23-Year-Old SEO Expert | How This Business Works | Urdu Hindi Punjabi

<https://www.youtube.com/watch?v=tIQ0CWgszI0>

Failure to Millionaire - How to Make Money Online | Fiverr Superhero Aaliyaan Success Story

<https://www.youtube.com/watch?v=d1hocXWSpus>

## Annexure-II

### SUGGESTIVE FORMAT AND SEQUENCE ORDER OF MOTIVATIONAL LECTURE.

#### Mentor

Mentors are provided an observation checklist form to evaluate and share their observational feedback on how students within each team engage and collaborate in a learning environment. The checklist is provided at two different points: Once towards the end of the course. The checklists are an opportunity for mentors to share their unique perspective on group dynamics based on various team activities, gameplay sessions, pitch preparation, and other sessions, giving insights on the nature of communication and teamwork taking place and how both learning outcomes and the student experience can be improved in the future.



Session- 1 (Communication):

Please find below an overview of the activities taking place Session plan that will support your delivery and an overview of this session’s activity.

Session- 1 OVERVIEW
Aims and Objectives:
<ul style="list-style-type: none"> <li>To introduce the communication skills and how it will work</li> <li>Get to know mentor and team - build rapport and develop a strong sense of a team</li> <li>Provide an introduction to communication skills</li> <li>Team to collaborate on an activity sheet developing their communication, teamwork, and problem-solving</li> <li>Gain an understanding of participants’ own communication skills rating at the start of the program</li> </ul>

Activity:	Participant Time	Teacher Time	Mentor Time
Intro Attend and contribute to the schedule.			
Understand good communication skills and how it works.			
Understand what good communication skills mean			
Understand what skills are important for good communication skills			
Key learning outcomes:	Resources:		Enterprise skills developed:
<input type="checkbox"/> Understand the	<input type="checkbox"/> Podium		<input type="checkbox"/> Communication
communication skills and how it works. • Understand what communication skills mean • Understand what skills are important for communication skills	<ul style="list-style-type: none"> <li>Projector</li> <li>Computer</li> <li>Flip Chart</li> <li>Marker</li> </ul>		<ul style="list-style-type: none"> <li>Self Confidence</li> <li>Teamwork</li> </ul>

Schedule	Mentor Should do
Welcome: 5 min	Short welcome and ask the Mentor to introduce him/herself. Provide a brief welcome to the qualification for the class. Note for Instructor: Throughout this session, please monitor the session to ensure nothing inappropriate is being happened.
Icebreaker: 10 min	Start your session by delivering an icebreaker, this will enable you and your team to start to build rapport and create a team presentation for the tasks ahead. The icebreaker below should work well at introductions and encouraging communication, but feel free to use others if you think they are more appropriate. It is important to encourage young people to get to know each other and build strong team links during the first hour; this will help to increase their motivation and communication throughout the sessions.
Introduction & Onboarding: 20mins	Provide a brief introduction of the qualification to the class and play the “Onboarding Video or Presentation”. In your introduction cover the following: <ol style="list-style-type: none"> <li>1. Explanation of the program and structure. (Kamyab jawan Program)</li> <li>2. How you will use your communication skills in your professional life.</li> <li>3. Key contacts and key information – e.g., role of teacher, mentor, and SEED. Policies and procedures (user agreements and “contact us” section). Everyone to go to the Group Rules tab at the top of their screen, read out the rules, and ask everyone to verbally agree. Ensure that the consequences are clear for using the platform outside of hours. (9am-8pm)</li> <li>4. What is up next for the next 2 weeks ahead so young people know what to expect (see pages 5-7 for an overview of the challenge). Allow young people to ask any questions about the session topic.</li> </ol>
Team Activity Planning: 30 minutes	MENTOR: Explain to the whole team that you will now be planning how to collaborate for the first and second collaborative Team Activities that will take place outside of the session. There will not be another session until

	<p>the next session so this step is required because communicating and making decisions outside of a session requires a different strategy that must be agreed upon so that everyone knows what they are doing for this activity and how.</p> <ul style="list-style-type: none"> <li>• “IDENTIFY ENTREPRENEURS” TEAM ACTIVITY</li> <li>• “BRAINSTORMING SOCIAL PROBLEMS” TEAM ACTIVITY”</li> </ul> <p>As a team, collaborate on a creative brainstorm on social problems in your community. Vote on the areas you feel most passionate about as a team, then write down what change you would like to see happen. Make sure the teams have the opportunity to talk about how they want to work as a team through the activities e.g., when they want to complete the activities, how to communicate, the role of the project manager, etc. Make sure you allocate each young person a specific week that they are the project manager for the weekly activities and make a note of this. Type up notes for their strategy if this is helpful - it can be included underneath the Team Contract.</p>
Session Close: 5 minutes	<p>MENTOR: Close the session with the opportunity for anyone to ask any remaining questions.</p> <p>Instructor: Facilitate the wrap-up of the session. A quick reminder of what is coming up next and when the next session will be.</p>

### MOTIVATIONAL LECTURES LINKS.

TOPIC	SPEAKER	LINK
How to Face Problems in Life	Qasim Ali Shah	<a href="https://www.youtube.com/watch?v=OrQte08MI90">https://www.youtube.com/watch?v=OrQte08MI90</a>
Just Control Your Emotions	Qasim Ali Shah	<a href="https://www.youtube.com/watch?v=JzFs_yJt-w">https://www.youtube.com/watch?v=JzFs_yJt-w</a>
How to Communicate Effectively	Qasim Ali Shah	<a href="https://www.youtube.com/watch?v=PhHAQEGehKc">https://www.youtube.com/watch?v=PhHAQEGehKc</a>

Your ATTITUDE is Everything	Tony Robbins Les Brown David Goggins Jocko Willink Wayne Dyer Eckart Tolle	<a href="https://www.youtube.com/watch?v=5fS3rj6eIFg">https://www.youtube.com/watch?v=5fS3rj6eIFg</a>
Control Your EMOTIONS	Jim Rohn Les Brown TD Jakes Tony Robbins	<a href="https://www.youtube.com/watch?v=chn86sH0O5U">https://www.youtube.com/watch?v=chn86sH0O5U</a>
Defeat Fear, Build Confidence	Shaykh Atif Ahmed	<a href="https://www.youtube.com/watch?v=s10dzfbozd4">https://www.youtube.com/watch?v=s10dzfbozd4</a>
Wisdom of the Eagle	Learn Kurooji	<a href="https://www.youtube.com/watch?v=bEU7V5rJTtw">https://www.youtube.com/watch?v=bEU7V5rJTtw</a>
The Power of ATTITUDE	Titan Man	<a href="https://www.youtube.com/watch?v=r8LJ5X2ejqU">https://www.youtube.com/watch?v=r8LJ5X2ejqU</a>
STOP WASTING TIME	Arnold Schwarzenegger	<a href="https://www.youtube.com/watch?v=kzSBrJmXqdg">https://www.youtube.com/watch?v=kzSBrJmXqdg</a>
Risk of Success	Denzel Washington	<a href="https://www.youtube.com/watch?v=tbnzAVRZ9Xc">https://www.youtube.com/watch?v=tbnzAVRZ9Xc</a>

### Annexure-III

#### SUCCESS STORY

S. No	Key Information	Detail/Description
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1.	Self & Family background	<p>Saleem, who lives in Sahiwal, is an example of how hard work and perseverance can reap rich rewards when bidding for projects of Dairy farm manager exclusively on an online E commerce platform and has earned, on average, US\$38,000 per month for the past several months by the selling of Dairy products. But this isn't a story of overnight success – Saleem has had to work hard to differentiate himself and stay true to his goal.</p> <p>It was a full year later, in, when Saleem finally decided to jump in. He signed up for one of the numerous sites that connect landowners with people or companies that have small projects, like designing a Dairy Farm or management of Dairy reproductive seasons.</p> <p>He had already started a small business to help pay for his college education, so he was nervous and apprehensive about the decision. “I gave myself two or three months at most. If I didn't succeed, then I would go back to running the business as it was showing potential,” he says.</p> <p>If at first, you don't succeed, try try again.</p>
2.	How he came on board NAVTTC Training/ or got trained through any other source	Certification in Artificial Insemination from STEPS (NAVTTC partner institute)
3.	Post-training activities	<p>Saleem area of expertise is in Artificial Insemination. In his first month, he pitched mostly for projects centered around semen production. But it wasn't so simple. In the first few weeks, he didn't hear back from even a single client, despite pitching for dozens of projects.</p> <p>“I needed to understand what worked, so I read blogs, participated in forums, and analyzed profiles of successful Dairy farmers. It was an uphill struggle, but I didn't want to give up,” he explains.</p> <p>Saleem says he understands why clients would be apprehensive giving projects to untested Dairy</p>

		<p>managers. They have hundreds of options to choose from, he explains, and to give a project to someone with no experience requires a strong leap of faith.</p> <p>A slow stream of projects started to come Saleem’s way. Within a few months, he was landing an average of a hundred projects every month, with a large number of repeat clients. He also expanded the range of his professional services, branching out from logo design to business cards, banners, Facebook cover pages, letterheads, and stationery.</p> <p>But he’s had to face his fair share of challenges too. The shoddy state of internet infrastructure in his city, Sahiwal, threatened to derail his E commerce career. “Sometimes I haven’t had connectivity for two days straight,” he explains. “That’s unthinkable for someone who makes his livelihood on the internet.”</p>
4.	Message to others (under training)	<p>Take the training opportunity seriously Impose self-discipline and ensure regularity Make Hard work pays in the end so be always ready for the same.</p>

Note: Success story is a source of motivation for the trainees and can be presented in several ways/forms in a NAVTTC skill development course as under: -

1. To call a passed out successful trainee of the institute. He will narrate his success story to the trainees in his own words and meet trainees as well.
2. To see and listen to a recorded video/clip (5 to 7 minutes) showing a successful trainee Audio-video recording that has to cover the above-mentioned points. \*
3. The teacher displays the picture of a successful trainee (name, trade, institute, organization, job, earning, etc.) and narrates his/her story in the teacher’s own motivational words.

\* The online success stories of renowned professional can also be obtained from Annex-II

Annexure-IV:

## Workplace/Institute Ethics Guide

Work ethic is a standard of conduct and values for job performance. The modern definition of what constitutes good work ethics often varies. Different businesses have different expectations. Work ethic is a belief that hard work and diligence have a moral benefit and an inherent ability, virtue, or value to strengthen character and individual abilities. It is a set of values-centered on the importance of work and manifested by determination or desire to work hard.

The following ten work ethics are defined as essential for student success:

1. Attendance:

Be at work every day possible, plan your absences don't abuse leave time. Be punctual every day.

2. Character:

Honesty is the single most important factor having a direct bearing on the final success of an individual, corporation, or product. Complete assigned tasks correctly and promptly.

Look to improve your skills.

3. Team Work:

The ability to get along with others including those you don't necessarily like. The ability to carry your weight and help others who are struggling. Recognize when to speak up with an idea and when to compromise by blend ideas together.

4. Appearance:

Dress for success set your best foot forward, personal hygiene, good manner, remember that the first impression of who you are can last a lifetime

5. Attitude:

Listen to suggestions and be positive, accept responsibility. If you make a mistake, admit it. Values workplace safety rules and precautions for personal and co-worker safety. Avoids unnecessary risks. Willing to learn new processes, systems, and procedures in light of changing responsibilities.

6. Productivity:

Do the work correctly, quality and timelines are prized. Get along with fellows, cooperation is the key to productivity. Help out whenever asked, do extra without being asked. Take pride in your work, do things the best your know-how. Eagerly focuses energy on accomplishing tasks, also referred to as demonstrating ownership. Takes pride in work.

7. Organizational Skills:

Make an effort to improve, learn ways to better yourself. Time management; utilize time and resources to get the most out of both. Take an appropriate approach to social interactions at work. Maintains focus on work responsibilities.

8. Communication:

Written communication, being able to correctly write reports and memos.

Verbal communications, being able to communicate one on one or to a group.

9. Cooperation:

Follow institute rules and regulations, learn and follow expectations. Get along with fellows, cooperation is the key to productivity. Able to welcome and adapt to changing work situations and the application of new or different skills.

10. Respect:

Work hard, work to the best of your ability. Carry out orders, do what's asked the first time. Show respect, accept, and acknowledge an individual's talents and knowledge. Respect's diversity in the workplace, including showing due respect for different perspectives, opinions, and suggestions.