

## **Need Assessment of S&T Human Resources for Driving Innovation and Achieving Vision 2025 (N.A.H.R)**

Pakistan Council for Science & Technology (PCST), an organization of Ministry of Science & Technology, is mandated to provide advice to Government of Pakistan on matters related to S&T development in the country. This function, inter alia, entrusted to PCST through an Act of the Parliament, as reproduced below:

***“Collect, update statistics and maintain database on Science and Technology potentials of the country”.***

Government of Pakistan has put great emphasis on education and knowledge creation in its development agenda for the next decade, which aims to increase higher education coverage from 7% to 12%, and number of Ph.Ds.’ from 7,000 to 15,000 by 2025. Steps are being taken for production of highly qualified manpower so that they can play their multiple academic and research roles with an ultimate objective of socio-economic development of Pakistan. All the programs/schemes initiated by Higher Education Commission (HEC) of producing highly qualified individuals need huge investments, and hence, call for a well thought utilization of scarce financial resources. But unfortunately, there is a major gap in the relevance of the highly qualified manpower produced and the socio-economic development priorities of the country.

PCST in line with its mandate is conducting a PSDP project “Need Assessment of S&T Human Resources for Driving Innovation and Achieving Vision 2025”.

The key objectives of the study are to: 1) Review and update current status of highly qualified science and technology (S&T) human resources i.e. PhDs and M.Phil / MS (minimum 18 years of education), working in all public / private sector universities, all S&T / research and development organizations and selected industrial units; 2) Track PhDs produced in different disciplines during last 5 years to gauge their gainful employment / un-employment status; and 3) Carryout future need assessment of human resources to pace with vision 2025. Expected outputs of the project are following

- 1) Updated data on human resources on in universities, S&T/R&D organizations, industries and PhD graduates
- 2) Updated data on future needs of human resources in the above mentioned entities
- 3) Updated data on employment/unemployment status of PhDs graduated during last five years
- 4) An updatable software for data entry, analysis and record keeping.

PCST has contracted **Management & Development Center (MDC)**, to conduct a national level survey on reviewing current status of human resources working in all public/private sector universities, all S&T / R&D organizations, Ministries / Divisions and in the selected unit of industry on behalf of PCST. The findings of this survey would provide a strong basis to policy makers and relevant stakeholders in the Government for formulation of more appropriate strategies for development and utilization of S&T human resource.

For any queries in this regard feel free to contact Project Coordinator, NAHR or email at [info@pcst.gov.pk](mailto:info@pcst.gov.pk) and Phone: 051- 9220323, 9205157