



IRIS EDUCATION AND TRAINING SERVICES PVT LTD

INSTITUTE FOR RESEARCH AND INTEGRATED SUSTAINABILITY

EDUCATION & TEACHER

EDUCATION SERVICES

EMPOWERING EDUCATORS
TRANSFORMING CLASSROOMS

IRIS is committed to improving the quality of education by strengthening teachers, enhancing teaching-learning practices and promoting inclusive, equitable and sustainable education for all.



ACCREDITED BY STEDA
GOVERNMENT OF SINDH FOR
TEACHER EDUCATION PROGRAMS

IRIS is proudly accredited by the Sindh Teacher Education Development Authority (STEDA) to deliver teacher education programs that meet provincial standards and contribute to quality education reforms.



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PEDAGOGICAL SKILLS & CLASSROOM INNOVATION



CURRICULUM SUPPORT & INSTRUCTIONAL STRATEGIES



MENTORING & COACHING FOR EDUCATORS



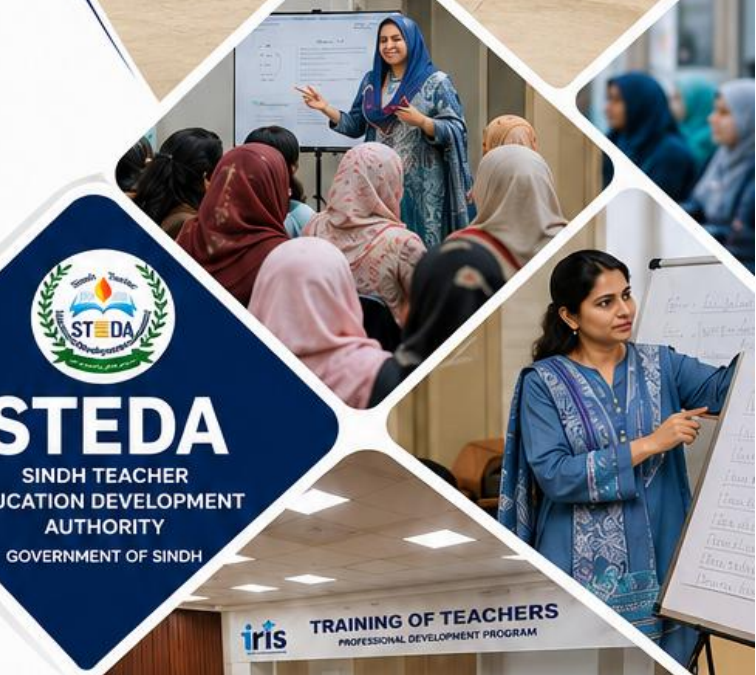
ASSESSMENT & LEARNING OUTCOME IMPROVEMENT



CERTIFICATION & ACCREDITED PROGRAMS

STRONG TEACHERS • INSPIRED STUDENTS • BETTER FUTURES

CONTRIBUTING TO SUSTAINABLE DEVELOPMENT GOALS



QUALIFIED TRAINERS & SUBJECT EXPERTS

EVIDENCE-BASED TEACHING PRACTICES

INCLUSIVE & GENDER RESPONSIVE APPROACH

CONTINUOUS LEARNING & PROFESSIONAL GROWTH

SCHOOL PARTNERSHIPS & SYSTEM STRENGTHENING

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Executive Summary

Sindh continues to face significant challenges in ensuring equitable access to quality education, with a high number of out-of-school children (OOSC), persistent gender disparities, and gaps in foundational literacy and numeracy (FLN). Adolescents, particularly girls, often lack access to relevant learning and skilling opportunities, limiting their transition from education to sustainable livelihoods.

IRIS Education and Training Services is an evidence-driven organization working to address these challenges through integrated approaches in education systems strengthening, adolescent skilling, research, and digital innovation. Since its establishment in 2019, IRIS has implemented programs across multiple districts of Sindh, supporting teachers, schools, and communities through capacity building, applied research, and technology-enabled solutions.

*IRIS has trained over **500+ teachers across 8+ districts of Sindh**, including Jamshoro, Hyderabad, Mirpurkhas, Umerkot, Sanghar, Badin, and surrounding areas. The organization's work focuses on improving teaching quality, strengthening school systems, supporting foundational learning, and creating pathways for adolescents especially girls to access skills development and livelihood opportunities.*

*In addition to its education system strengthening work, IRIS has demonstrated strong capacity in large-scale technical and vocational education and training (TVET) and green skills development. The organization has trained over **3,000+ youth across Sindh**, including **1,550 trainees in 2024–2025 alone** across districts such as Mirpurkhas and Sanghar through EU-funded programs. These interventions covered diverse trades including solar systems, e-commerce, stitching, and technical services, and demonstrated strong gender inclusion, with a significant proportion of female participation in livelihood-focused skills. This experience reflects IRIS's ability to design and deliver market-aligned, multi-district skilling programs on a scale.*

IRIS contributes to building inclusive, gender-responsive, and scalable solutions aligned with provincial priorities and development partner frameworks. The organization is well-positioned to support initiatives that strengthen education systems, enhance learning outcomes, and promote sustainable opportunities for children and adolescents across Sindh.

1. IRIS AT A GLANCE

IRIS Education and Training Services is a specialized division of the Institute of Research and Integrated Sustainability (IRIS), established in 2019 by experienced professionals from Pakistan's development sector. The organization was founded to address critical gaps in education, research, and skills development, particularly in underserved regions of Sindh.

IRIS operates as an evidence-driven institution that integrates education, research, technical skills development, and digital innovation to strengthen systems, improve learning outcomes, and expand livelihood opportunities. The organization has built a strong track record of delivering practical and scalable solutions in collaboration with government departments, NGOs, and development partners.

IRIS is registered with the Securities and Exchange Commission of Pakistan (SECP) under the Companies Act 2017 and holds accreditation from the Sindh Teachers Education Development Authority (STEDA) for delivering Continuous Professional Development (CPD) programs. The organization maintains a strong commitment to transparency, accountability, and measurable impact.

IRIS brings together a set of integrated functional divisions that work in synergy to deliver end-to-end solutions across education, skills development, and institutional strengthening:

- **Education & Training Division:** *Focused on teacher professional development, school improvement, curriculum innovation, and education system strengthening.*
- **Research & Assessment Division:** *Provides evidence generation through baseline studies, evaluations, policy research, and monitoring frameworks.*
- **Technical & Vocational Division (IITVT):** *Delivers market-driven skills training, entrepreneurship development, and youth employability programs.*
- **Digital Solutions Division (IRISXoft):** *Develops and deploys LMS, ERP systems, and digital learning platforms to support data-driven education systems.*
- **Creative & Communication Unit (HSN Design Studio):** *Produces learning materials, behavior change communication content, and awareness campaigns.*

This integrated structure enables IRIS to bridge the gap between policy, practice, and technology, positioning the organization as a capable partner for large-scale, multi-sectoral education and skilling initiatives.

Organizational Snapshot

- **Year Established:** 2019
- **Legal Status:** Registered with SECP under Companies Act 2017
- **Accreditation:** STEDA-accredited for teacher training and CPD programs
- **Head Office:** Jamshoro, Sindh
- **Regional Presence:** Hyderabad and Karachi
- **Operational Reach:** Multiple districts across Sindh including Jamshoro, Hyderabad, Mirpurkhas, Umerkot, Sanghar, Badin, Larkana, and surrounding areas
- **Core Sectors:**
 - Education Systems Strengthening
 - Teacher Professional Development
 - Technical & Vocational Education (TVET)
 - Research, Monitoring & Evaluation
 - Digital Learning & EdTech Systems

1.1. Organizational Identity



Vision

To transform education, skills, and research into sustainable solutions that empower individuals and institutions in an inclusive and resilient society.



Mission

IRIS advances quality education, evidence-based research, and market-relevant skills through integrated training, technical expertise, and digital innovation.

The organization focuses on building the capacities of teachers, youth, and institutions to achieve measurable and sustainable impact.



Governance & Leadership Summary

IRIS Education and Training Services is guided by a multidisciplinary leadership team with expertise in education, research, technical and vocational training, and digital systems. The organization is led by professionals with strong experience in academia, development practice, and institutional capacity building, ensuring both strategic direction and effective program delivery.

IRIS is supported by an advisory network of senior academics, education specialists, and policy experts who provide guidance on program design, research quality, and institutional development. This structure strengthens

the organization's ability to deliver evidence-based, high-quality, and scalable interventions aligned with national and provincial priorities.

Key Features of Governance

- **Multidisciplinary Leadership:** Expertise across education, research, TVET, digital systems, and development practice
- **Strategic Advisory Support:** Advisory board comprising experts in education, policy, research, and social development
- **Evidence-Based Decision Making:** Integration of research and field insights into program planning and execution
- **Accountability & Transparency:** Strong institutional commitment to ethical standards, compliance, and results-based management

2. Education Systems Strengthening Experience.

IRIS Education and Training Services has developed strong expertise in strengthening education systems through integrated, evidence-based, and scalable interventions. The organization works across multiple levels of the education ecosystem teachers, school leadership, communities, and institutional systems to improve learning outcomes and ensure inclusive, equitable access to quality education.

Teacher Professional Development (CPD)

IRIS delivers structured and standards-aligned Continuous Professional Development (CPD) programs aimed at enhancing teachers' pedagogical skills, subject knowledge, and classroom practices. These programs emphasize student-centered learning, inclusive education, formative assessment, and digital teaching competencies. Through ongoing coaching, mentoring, and reflective practices, IRIS supports sustained improvements in teaching quality.

School Improvement and Leadership Support

IRIS adopts a whole-school improvement approach, working closely with head teachers, school management committees, and education officials to strengthen governance, planning, and accountability systems. This includes school improvement planning, instructional leadership development, and community engagement strategies to enhance school performance and student retention.

Early Childhood Education (ECCE) and Foundational Learning (FLN)

IRIS supports the development and scaling of Early Childhood Education (ECCE) and Foundational Literacy and Numeracy (FLN) interventions. This includes the design and improvement of teaching and learning materials, classroom-based support, teacher training, and learning assessments aimed at improving early grade reading and numeracy outcomes.

Assessment and Quality Assurance Systems

IRIS designs and implements robust assessment frameworks, including formative and summative assessment tools, item banks, and student learning outcome

tracking systems. These are complemented by quality assurance mechanisms, data-driven monitoring, and performance analysis to support continuous improvement in teaching and learning.

Contribution to UNICEF Priority Thematic Areas

IRIS contributes to UNICEF's priority thematic areas through integrated, evidence-based, and scalable education system interventions.

- **District Education Planning:** Supports the development of training systems, capacity building of education officials, and evidence-based planning processes at district level.
- **Social and Behavioral Change:** Strengthens school-community engagement, SMC capacity, and enrollment/retention strategies through training and awareness approaches.
- **Early Childhood Education and Foundational Learning :** Contributes to ECCE expansion, FLN improvement, teacher capacity building, and development of learning materials and assessment tools.
- **Digital Learning Initiatives:** Integrates digital pedagogy, LMS platforms, and data-driven systems to enhance teaching, monitoring, and learning outcomes

2.1. Core Service Areas we Provide:

IRIS Education and Training Services delivers a focused set of core services designed to strengthen education systems, improve learning outcomes, and support institutional development. These services are built on practical experience, evidence-based approaches, and alignment with national and provincial education priorities.

1. Teacher Development

IRIS provides structured Continuous Professional Development (CPD) programs that enhance teachers' pedagogical skills, subject knowledge, and classroom practices. The approach emphasizes inclusive education, formative assessment, and student-centered learning, supported by ongoing coaching and mentoring.

2. School Leadership and Governance

IRIS works with head teachers, school leaders, and management committees to strengthen school governance, planning, and accountability. This includes leadership training, school improvement planning, and strategies to improve stakeholder engagement and institutional performance.

3. Curriculum and Teaching & Learning Materials (TLMs)

IRIS develops and contextualizes curricula and learning materials that are aligned with national standards and local needs. This includes teacher guides, student workbooks, and activity-based learning resources designed to support effective and inclusive classroom practices.

4. Assessment and Quality Assurance Systems

IRIS designs and implements assessment frameworks that support both formative and summative evaluation of student learning. These systems include item banks, performance tracking tools, and quality assurance mechanisms that enable data-driven decision-making.

5. Digital Learning and EdTech Integration

IRIS integrates digital solutions into education systems through the deployment of Learning Management Systems (LMS), school ERP platforms, and digital content. These tools enhance teaching, monitoring, and communication, while supporting data-driven and technology-enabled learning environments.

2.2. Technical Advisory Support

IRIS is supported by a multidisciplinary advisory council comprising senior academics, education specialists, and policy experts from leading institutions, including the University of Sindh and other recognized academic and professional bodies. The advisory structure provides strategic guidance on teacher education, curriculum development, research methodologies, and quality assurance, ensuring that IRIS interventions are aligned with national standards and global best practices.

2.3. IRIS Selected Relevant Experience

Category and Institutes	Details
Core Training Areas ZabEd MDF LRF RDF CSSP Nexus School Systems	<ul style="list-style-type: none"> • Continuous Professional Development (CPD): Progressive, structured in-service training • Pedagogy & Methodologies: Active, student-centered, and evidence-based teaching. • Assessment Training: Formative and summative design, moderation, and data-driven teaching. • Digital Competency: Use of LMS, blended learning, ICT in classrooms. • Inclusive Education: Gender-responsive, special education, and diversity-sensitive practices. • Classroom Relationship Management (CRM): Tools for positive engagement and behavior management. • Leadership Development: Capacity building for head teachers and principals.
Training Reach & Impact. ZabEd LRF MDF RDF CSSP Nexus School Systems	<ul style="list-style-type: none"> • 500+ Teachers trained across Sindh and KP. • 6000+ Students reached with new teaching materials. • 12+ Training Modules developed and implemented. • 8+ Districts covered (Jamshoro, Hyderabad, Mirpurkhas, Umerkot, Larkana, Badin, Sanghar, Jacobabad, etc.). • 95% Positive Trainer Feedback on capacity-building programs. • 100+ Head Teachers trained in school planning and supervision. • 20+ Schools implementing IRIS Classroom Relationship Management frameworks.
Government Teacher Trainings (with STEDA Support)	<ul style="list-style-type: none"> • STEDA-accredited CPD Programs: Delivered multiple certified CPD trainings for government school teachers across Sindh. • Focus Areas: Modern pedagogy, inclusive education, formative assessment, digital teaching, and safeguarding. • Impact: Hundreds of government school teachers trained and upgraded through provincial endorsement, ensuring institutional sustainability. • Integration: Supported Sindh Education & Literacy Department in improving teacher quality and aligning with provincial reforms.
Institutional Training Projects	<ul style="list-style-type: none"> • Farida Model School (2130): Transformative & evidence-based pedagogy (1 training).

	<ul style="list-style-type: none"> • Foundation Assisted Secondary School: Innovative & effective methodologies (1 training). • Inqlab Model School, Larkana (2128): Evidence-based pedagogy (1 training). • Mathini Women Development Org: Research-based, learner-centered pedagogy (1 training). • Legal Rights Forum (LRF): Training on Non-Formal Education (1 training). • Al-Jalil Premier School System: Multi-session program on pedagogy, CRM & assessments (5 trainings). • Creative Public School, Larkana: Pedagogical & digital training (1 training). • The Nexus School, Jamshoro: Teacher empowerment & academic planning (1 training) • NEXUS Schooling System (Karachi): Academic & pedagogical development (4 trainings). • Kainat Girls Public High School, Umerkot: Academic transformation & teacher training (1 training).
Special Features	<ul style="list-style-type: none"> • Evidence-based methodology integrating action research into trainings. • Localized manuals (Sindhi/Urdu/English) for context-driven teaching. • Curriculum and assessment redesign support for schools. • Digital learning integration through LMS/ERP support. • Community-school partnership model to sustain teacher development. • Government integration ensures reforms are institutionalized and recognized at provincial level.

IRIS own Education Institutes

1. **IRIS Girls College & Higher Secondary School (Jamshoro):** Serves as a live lab for pedagogy and leadership innovation.
2. **IRIS Academy (Jamshoro):** Dedicated training hub with blended learning labs, CPD modules, and non-formal educator programs.
3. **Creative Public School Larkana.** Serves as a live lab for pedagogy and leadership innovation.

Both institutions act as **practicum and demonstration sites** for scalable teacher professional development.

3. Research Evidence & Policy systems:

IRIS Education and Training Services places strong emphasis on evidence-driven programming as a foundation for effective and sustainable development interventions. Through its Research and Assessment Division, IRIS generates high-quality data, analysis, and insights that inform program design, strengthen implementation, and support policy development at both district and provincial levels.

The division integrates social science expertise with advanced analytical tools to conduct baseline studies, evaluations, and impact assessments across education, skills development, governance, and community-based programs. This approach ensures that all interventions are grounded in real needs, measurable outcomes, and continuous learning.

IRIS has extensive experience in designing and implementing Monitoring, Evaluation, Accountability, and Learning (MEAL) systems, including digital dashboards and data visualization tools that enable real-time tracking, performance analysis, and adaptive programming. These systems support evidence-based decision-making and strengthen accountability across all stages of project implementation.

In addition to research and evaluation, IRIS contributes to policy development and institutional strengthening through analytical studies, situational assessments, and stakeholder consultations. The organization works closely with government departments, development partners, and communities to translate research findings into practical, scalable solutions.

Contribution to UNICEF Priority Thematic Areas

IRIS's research and evidence systems directly support key UNICEF priorities by strengthening planning, implementation, and learning processes:

- **District Education Planning (TA1):** *Supports evidence-based development of District Education Plans through needs assessments, data analysis, and policy-informed planning processes.*
- **Cross-Cutting Evidence Generation:** *Contributes to UNICEF's focus on results-based management by generating data, learning documentation, and operational research that inform adaptive programming and system-level improvements.*

Selected Relevant Research Experience

IRIS has successfully implemented a range of research and assessment projects with government and development partners. Selected examples include:

- **Market Assessment for Alternative Livelihoods (Mirpurkhas District)** *Conducted detailed labor market and livelihood analysis to inform youth and women-focused skilling interventions.*

- **Community-Based Climate Vulnerability Assessment & Adaptation Planning (KP & Sindh)** Led participatory assessments and developed localized adaptation strategies in collaboration with international partners.
- **Situational Analysis and Vulnerability Assessment (Sukkur District)** Conducted district-level analysis to inform resilience planning and policy integration.
- **Disaster Risk Management Planning (Umerkot & Tharparkar)** Designed and implemented large-scale surveys and developed community, UC, and district-level disaster management plans.
- **Advocacy and Policy Development Support (Sindh)** Contributed to development of advocacy briefs, strategic plans, and policy recommendations in collaboration with government and development organizations.
- **Baseline Studies and Monitoring Frameworks (Multiple Districts)** Designed and implemented baseline studies, KPIs, and monitoring systems to support project planning and performance tracking.

This integrated research and evidence-driven approach enables IRIS to support not only project-level implementation but also broader system strengthening, policy influence, and long-term sustainability of development interventions.

4. Technical Skilling & TVET Systems

IRIS Education and Training Services delivers market-driven technical and vocational education and training (TVET) programs, Registered with Government of Sindh, STEVTA and Trade and Technical Board, designed to equip adolescents and youth particularly girls and out-of-school populations with practical skills, livelihood opportunities, and pathways to sustainable employment and entrepreneurship.

Through its Technical and Vocational Division (IITVT), IRIS implements competency-based training programs aligned with national standards and labor market demands. The approach integrates technical skills, enterprise development, and career guidance to support a transition from learning to earning, with a strong focus on inclusion, gender equity, and local economic relevance.

IRIS has successfully implemented large-scale TVET and green skills programs across multiple districts, training more than **1,500 adolescents annually** in high-demand trades. Recent programs (2024–2025) alone reached **1,550 trainees**, while previous completed initiatives engaged over **1,800 participants**, with strong representation of adolescent girls, particularly in dressmaking, embroidery, and beauty-related trades. These programs were implemented in partnership with international donors, including EU-funded initiatives, and demonstrate IRIS's

capacity to deliver inclusive, market-driven skilling interventions linked to employment and enterprise opportunities.

Women-Focused and Inclusive Skilling Programs

IRIS places a strong emphasis on engaging adolescent girls and young women in skills development. Tailored training programs are designed to overcome socio-cultural barriers and enable participation in both traditional and non-traditional trades. These include home-based enterprises, digital skills, and income-generating activities that promote financial independence and social empowerment.

Green Skills and Climate-Responsive Training

IRIS integrates environmentally sustainable and climate-responsive skills into its training portfolio. This includes trades such as solar energy systems, energy-efficient technologies, and environmentally responsible production practices. These initiatives align with emerging market trends and support the development of green livelihoods for youth.

Entrepreneurship and Enterprise Development

Beyond technical training, IRIS equips participants with entrepreneurship skills, including business planning, financial literacy, and market analysis. Enterprise Development Training (EDT) enables trainees to establish and manage small businesses, fostering self-employment and local economic growth.

Market Linkages and Employment Pathways

IRIS actively facilitates connections between trainees and market opportunities through partnerships with industry actors, local businesses, and service providers. This includes job placement support, exposure visits, and product development initiatives that help trainees transition into employment or entrepreneurship.

Contribution to UNICEF Priority Thematic Areas

IRIS's TVET and skilling systems directly contribute to UNICEF's focus on adolescent development and green skilling:

- **Green Skilling for Adolescents:** Supports the design and delivery of learning-to-earning pathways through skills training, enterprise development, and market linkage, with a focus on out-of-school adolescents and girls.
- **Social and Behavioral Change :** Encourages community engagement and behavioral change by promoting girls' participation in skills development and economic activities.

- **Digital Learning Initiatives:** *Integrates digital literacy and ICT-based skills into training programs, expanding access to modern and technology-driven livelihood opportunities.*

Selected Skilling Experience

IRIS has successfully implemented large-scale vocational and skills development programs across Sindh in collaboration with national and international partners. Key areas of implementation include:

- *Training of youth and women in textile, ICT, engineering, and service-oriented trades across multiple districts*
- *Delivery of competency-based certification programs aligned with national TVET frameworks*
- *Implementation of EU-funded skills development initiatives focused on livelihood resilience*
- *Integration of digital skills, entrepreneurship, and market linkage support within training programs*
- *Engagement with local industries and partners to facilitate employment and enterprise opportunities.*

4.1. Partnerships, Policy Engagement & Knowledge Platforms

*IRIS actively contributes to sector-wide dialogue, knowledge exchange, and policy engagement through the organization of conferences, forums, and collaborative platforms. As part of this commitment, IRIS is organizing the **Encourage Conference**, a multi-stakeholder platform that brings together policymakers, academics, development partners, and practitioners to discuss emerging challenges and solutions in education, youth development, and skills ecosystems.*

The conference serves as a space for sharing evidence, promoting innovation, and strengthening partnerships across sectors, contributing to informed policy dialogue and scalable development solutions aligned with national and provincial priorities.

4.2. Digitalization and Technological Integration

Digital Learning & EdTech Systems.

IRIS Education and Training Services integrates digital innovation into education and skills development systems to enhance access, efficiency, and learning outcomes. Through its digital solutions division, IRIS designs and deploys technology-enabled platforms that support both teaching and institutional management.

IRIS has developed and implemented **Learning Management Systems (LMS)** and **Enterprise Resource Planning (ERP)** platforms that enable schools and training centers to manage academic processes, track learner progress, and improve communication between teachers, administrators, and stakeholders. These systems support blended and online learning environments, making education more accessible and adaptable.

In addition, IRIS utilizes **interactive dashboards and data visualization tools** to provide real-time insights into performance, attendance, and learning outcomes. These tools support evidence-based decision-making and strengthen transparency across education systems.

IRIS is also expanding the use of **AI-supported and data-driven approaches** to enhance personalized learning, predictive analysis, and system efficiency. These innovations are designed to complement classroom teaching while improving monitoring, planning, and scalability of education interventions.

4.3. Contribution to UNICEF Priority Thematic Areas

IRIS's digital systems directly contribute to strengthening inclusive and technology-enabled education:

- **Digital Learning Initiatives:** Supports the development and strengthening of digital learning platforms, content delivery systems, and ICT-enabled education environments.
- **District Education Planning:** Enables digitization of planning processes, tracking of district-level performance, and real-time monitoring of education indicators.
- **Cross-Cutting Innovation:** Promotes scalable, cost-effective, and data-driven solutions that enhance system efficiency and learning outcomes.

5. Monitoring, Evaluation & Learning (MEAL) Systems

IRIS adopts a robust Monitoring, Evaluation, Accountability, and Learning (MEAL) approach to ensure that all interventions are results-oriented, transparent, and continuously improving. The organization integrates both quantitative and qualitative methods to track progress, measure impact, and generate actionable insights.

IRIS designs and implements comprehensive MEAL frameworks that include **baseline, midline, and endline assessments**, along with continuous monitoring systems. Using digital tools and dashboards, IRIS enables **real-time**

tracking of activities, outputs, and outcomes, allowing for timely identification of gaps and adaptive program adjustments.

The organization utilizes advanced **data analytics and visualization tools** to transform complex data into clear, actionable insights for stakeholders. These systems support performance monitoring, reporting, and evidence generation, ensuring alignment with results-based management approaches.

IRIS also emphasizes **learning and feedback mechanisms**, incorporating inputs from beneficiaries, partners, and field teams to improve program design and delivery. This continuous learning process strengthens accountability, enhances program quality, and contributes to long-term system strengthening.

6. Enterprise Development and Creer Pathways.

IRIS extends its technical and vocational training model beyond skills acquisition by supporting adolescents and youth in transitioning into sustainable livelihoods. This is achieved through integrated enterprise development and career support systems that connect training outcomes with real economic opportunities.

IRIS provides structured support in **business development and entrepreneurship**, including the preparation of tailored business plans aligned with local market demands. Trainees are guided through market analysis, financial planning, and operational strategy development, enabling them to establish and manage small-scale enterprises.

To strengthen sustainability, IRIS facilitates **access to financial resources and market opportunities** by linking trainees with microfinance institutions, local businesses, and service providers. This is complemented by mentorship and advisory support, where experienced professionals guide trainees in refining business ideas, managing risks, and navigating market challenges.

In parallel, IRIS delivers **career counseling and employability support** to help trainees make informed career decisions. This includes skills assessment, individualized career pathways, and development of soft skills such as communication, teamwork, and leadership.

IRIS also works closely with industry partners to provide **job placement and internship opportunities**, ensuring that trainees gain practical exposure and transition effectively into the workforce. Continuous learning and upskilling opportunities are promoted to help youth remain competitive in evolving labor markets.

7. Implementation Approach.

IRIS Education and Training Services adopts a practical, evidence-based implementation approach designed to deliver sustainable, inclusive, and scalable outcomes across education and skills development interventions. The organization's approach is grounded in field experience, community

engagement, and continuous learning, ensuring that programs are both contextually relevant and results oriented.

Community-Based Engagement

IRIS places communities at the center of its interventions. Programs are designed and implemented in close collaboration with local stakeholders, including teachers, school management committees, parents, and community leaders. This participatory approach strengthens ownership, improves relevance, and enhances long-term sustainability of outcomes.

Localized and Context-Responsive Design

IRIS emphasizes the importance of tailoring interventions to local contexts. Training content, learning materials, and implementation strategies are adapted to reflect local languages, cultural practices, and socio-economic realities. Wherever possible, IRIS engages local trainers and facilitators, ensuring that programs are accessible, relatable, and effective.

Inclusive and Gender-Responsive Programming

Inclusion is a core principle across all IRIS interventions. The organization actively promotes equitable access to education and skills development for girls, out-of-school children, marginalized groups, and individuals with diverse needs. Gender-sensitive approaches and safe learning environments are integrated into program design and delivery to ensure meaningful participation for all.

Scalable and Systems-Oriented Solutions

IRIS focuses on developing interventions that can be scaled and integrated into existing systems. By working closely with government departments and institutional stakeholders, IRIS supports the institutionalization of successful models, ensuring that interventions extend beyond project cycles and contribute to long-term system strengthening.

Adaptive Learning and Continuous Improvement

IRIS integrates monitoring, feedback, and learning mechanisms throughout the implementation process. Data-driven insights and stakeholder feedback are used to refine approaches, address emerging challenges, and improve overall program effectiveness.

8. Geographic Coverage

IRIS Education and Training Services has established a strong operational presence across Sindh, with experience in implementing education, research, and skills development interventions in diverse geographic and socio-economic contexts. The organization's work spans urban, peri-urban, and rural areas, including underserved and climate-vulnerable districts.

IRIS has successfully implemented programs in multiple districts, including **Jamshoro, Hyderabad, Karachi, Mirpurkhas, Umerkot, Sanghar, Badin, Larkana, Jacobabad, Sukkur, Thatta, and Tharparkar**, among others. This extensive field presence enables IRIS to design and deliver context-responsive interventions that address local needs while aligning with provincial priorities.

With its head office in Jamshoro and regional presence in Hyderabad and Karachi, IRIS maintains strong coordination with district authorities, local institutions, and community stakeholders. The organization's operational model allows for flexible deployment of teams across districts, ensuring effective implementation, monitoring, and stakeholder engagement.

IRIS is well-positioned to support interventions across all districts of Sindh through a combination of direct implementation capacity and strategic partnerships with local organizations and institutions.

9. Institutional Capacity

IRIS Education and Training Services has developed a robust institutional structure that supports the design and delivery of large-scale, multi-sectoral programs. The organization brings together a multidisciplinary team with expertise in education, research, technical and vocational training, and digital systems.

Human Resources and Technical Expertise

IRIS maintains a diverse team of professionals, including education specialists, researchers, trainers, IT experts, and field coordinators. The organization engages a pool of **certified trainers and subject specialists** with experience in teacher professional development, skills training, and community-based interventions.

Field Implementation Capacity

IRIS operates through dedicated field teams that are experienced in program delivery, community engagement, training facilitation, and monitoring. These teams work closely with district-level stakeholders to ensure effective implementation and timely reporting across multiple locations.

Training and Learning Infrastructure

IRIS has established physical and digital infrastructure to support its programs, including training centers, demonstration sites, and learning facilities such as the IRIS Academy and partner institutions. These facilities are equipped to deliver both in-person and blended training programs.

Digital and Operational Systems

The organization utilizes integrated digital systems, including LMS platforms, ERP systems, and data dashboards, to manage operations, track

performance, and support decision-making. These systems enhance efficiency, transparency, and scalability of interventions.

10. Partnerships and Collaboration

IRIS Education and Training Services actively works in partnership with government institutions, development organizations, and civil society actors to design and implement impactful, scalable, and sustainable programs. These partnerships enable IRIS to combine technical expertise with field-level insights, ensuring that interventions are both contextually relevant and aligned with broader sector priorities.

IRIS has collaborated with **government departments**, including the School Education and Literacy Department and related institutions, particularly in areas of teacher training, capacity building, and education system strengthening. These engagements support alignment with provincial policies and contribute to institutional development.

The organization also partners with a range of **national and international NGOs**, implementing joint initiatives in education, livelihoods, climate resilience, and community development. Through these collaborations, IRIS contributes to program design, research, training delivery, and monitoring systems.

In addition, IRIS has experience working with **donor-funded projects and international development partners**, supporting evidence generation, capacity building, and implementation of multi-district programs. These engagements reflect IRIS's ability to meet donor standards, deliver results, and maintain accountability across projects.

IRIS further contributes to sector dialogue and knowledge exchange through collaborative platforms and initiatives, bringing together stakeholders from academia, government, and development sectors to promote innovation and shared learning.

11. Safeguarding, Child Protection and PSEA

IRIS Education and Training Services is committed to ensuring that all its programs are delivered in a safe, respectful, and protective environment, particularly for children, adolescents, and vulnerable populations. The organization integrates safeguarding principles across all stages of program design and implementation.

IRIS maintains a **Child Safeguarding and Protection approach** that promotes the safety, dignity, and well-being of all participants. Staff, trainers, and partners are expected to adhere to clear standards of conduct that prevent any form of abuse, exploitation, or harm.

The organization is committed to **Protection from Sexual Exploitation and Abuse (PSEA)** and takes proactive measures to raise awareness, build staff capacity, and ensure zero tolerance for any form of misconduct. Safeguarding considerations are integrated into training programs, community engagement, and operational practices.

IRIS has established **complaint and feedback mechanisms** that allow beneficiaries, staff, and stakeholders to safely report concerns or incidents. These mechanisms are designed to be accessible, confidential, and responsive, ensuring that all complaints are handled with seriousness and appropriate action.

Through these measures, IRIS ensures compliance with ethical standards and contributes to creating safe and inclusive environments across all its interventions.

12. Financial Management & Compliance

IRIS Education and Training Services maintains strong financial management systems to ensure transparency, accountability, and efficient use of resources across all programs. The organization follows standardized financial procedures aligned with national regulatory requirements and donor expectations.

The organization's financial statements are **regularly audited by an independent chartered accounting firm**, ensuring compliance with applicable financial reporting standards and providing assurance on the accuracy and integrity of financial records.

IRIS has established internal financial controls, including budgeting, expenditure tracking, and reporting mechanisms, which support effective financial planning and oversight. These systems enable the organization to manage multi-district programs and donor-funded projects in a compliant and accountable manner.

IRIS is committed to meeting all financial and fiduciary requirements of development partners and maintains readiness to provide detailed financial documentation, including audited statements, during due diligence and formal partnership stages.

Thank You!

We extend our heartfelt gratitude for taking the time to learn about **IRIS Education and Training Services**. Your interest in our mission and services inspires us to continue empowering communities through education, skills development, and sustainable solutions.

We look forward to collaborating with you and being a part of your journey toward success. Together, let's create a brighter, more prosperous future.

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