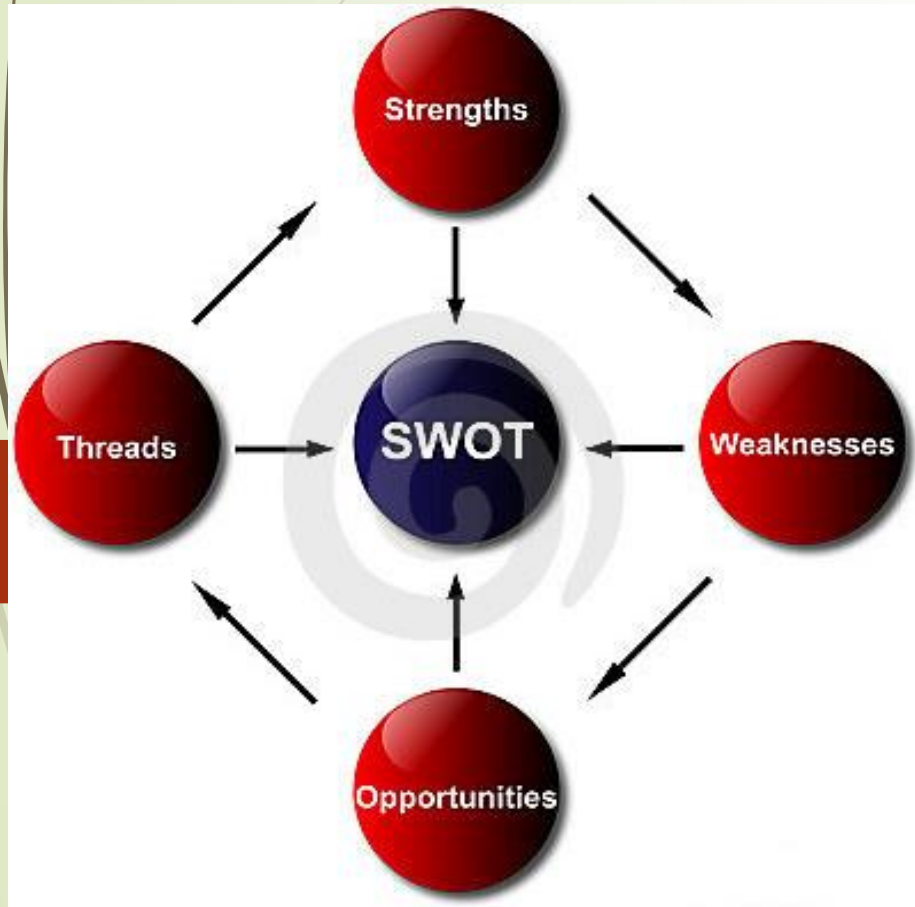


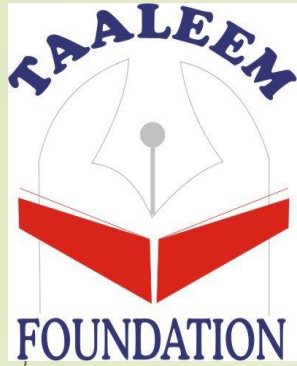


# SWOT ANALYSIS

# Areas covered under SWOT Analysis



- Fiscal/Budget/Economic
- Political
- Legislative
- Facilities
- Technology
- Partnerships
- Competition
- Time/Location
- Personnel  
Resources/Knowledge/Experience  
(Collective Rather Than Individual)
- Philosophical
- Attitudinal
- Reputation



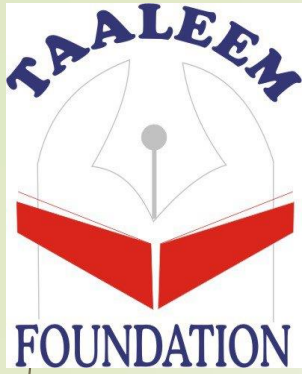
## STRENGTHS

1. 25 years of experience of successful operations
2. Effective governance structure; BOD with 3 councils
3. Public-Private-Corporate Partnership at strategic level
4. Public-Private-Academic Partnership at operational level (School Syndicates)
5. Committed and passionate members of the BOD; with a professional Secretary recently inducted
6. Sustained growth over a period of time
7. No dependence on external donors for field operations
8. Respectable brand image in Balochistan; being the largest NGO in the province outside Quetta.



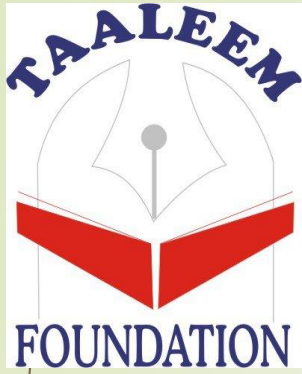
## STRENGTHS Contd...

9. Self-sustaining model, running on user charges (fees)
10. Political support of parliamentarians
11. Admin support by beaurocracy in the field
12. Community ownership of the process: supportive parents body at each school
13. Low cost high quality service delivery solutions
14. Providing jobs to around 250 female graduates
15. Nation-wide and merit-based selection of faculty and management staff
16. Encouraging girls participation in mainstream education
17. Balanced sociological change through co-education

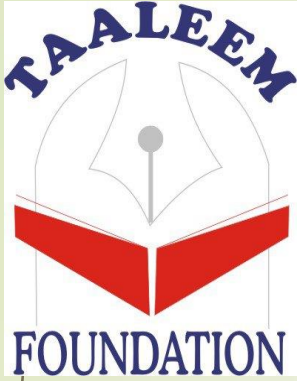


## STRENGTHS Contd...

18. Institutional strength: policies, rules and procedures
19. Improved budgeting and financial management system
20. Strong administrative controls through Head Office
21. Good physical infrastructure at each school
22. On-campus semi-furnished housing for the teachers
23. Good playgrounds, laboratories and libraries
24. Efficient and effective Board of Examinations since 1995

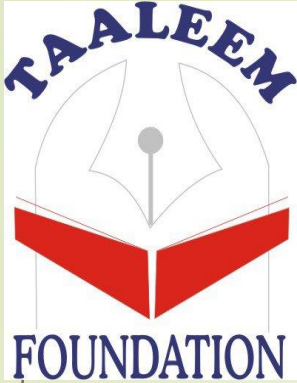


25. Institutional linkages with leading bodies like Government of Balochistan, Pak-Turk, Intel Corporation, NCRD, PPL, NIMSS, Akhuwat, Socio-Techno Associates and IPH Quetta
26. Good team of volunteers actively supporting the organization
27. CSR partners gradually increasing their partnership and contributions with every passing year
28. HR Committee / Academic Committee from among senior staff members to support BOD through Head Office
29. More than 1000 TF alumni deployed on professional jobs
30. Credibility: Established brand name in delivery of social services at an affordable cost



## WEAKNESSES

1. Distantly located schools in Balochistan
2. Remoter areas with low HDI and socio-cultural taboos
3. General negative perception about Balochistan
4. Capital cost of expansion and maintenance remains a constant concern
5. Limited capacity of parents to pay enhanced fees
6. Lack of trained female educational HR in Balochistan
7. Difficult to tap good faculty and management



## WEAKNESSES Contd...

8. TF Head Office currently depending on the schools' income to operate and survive; being financial burden on poor communities
9. Retention of good staff in the schools is a challenge: around 10-15% turn over of staff each year
10. Poor physical infrastructure affects communication network and access to schools from other provinces
11. Capping of schools on 8<sup>th</sup> grade causing concern
12. Limited monitoring & evaluation of the schools due to distance / time / budgetary constraints





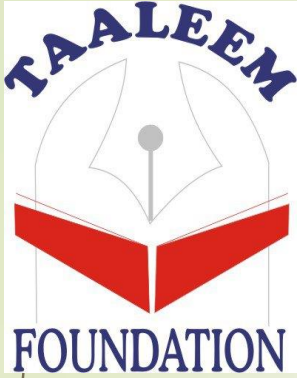
# OPPORTUNITIES

1. Big infrastructural facilities can help upgrade the educational levels
2. TF being the single largest social change agent in rural Balochistan, having established a respectable brand name; is thereby able to undertake new interventions with adequate credibility
3. Broadband Tele-connectivity at each location of TF school has enabled us to deploy e-learning platforms and maximize the utilization of technology
4. Customized ERP roll-out is going to add transparency operational and efficiency in the organization
5. Government of Balochistan willing to finance and replicate TF Smart School Project across the province upon its successful launch & completion this year
6. Multiple use of technological platform possible for adding products of e-Health and e-Skills



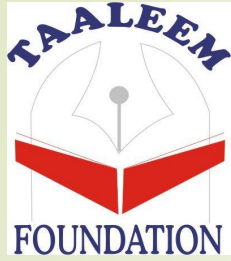
## OPPORTUNITIES Contd...

- 9.7. TF Head Office has the potential to run professional training center in collaboration with NCRD to train teachers and raise resources for the organization
- 10.8. Institutional collaboration with Intel Corporation and NIMSS is leading to collaboration with Cambridge University UK for certification in teachers training, English language, O-level and A-level courses through e-learning platform
9. Institutional linkage with Government of Balochistan, IPH Quetta and NIMSS is leading to setting up a university in Balochistan, focusing on education and health (Taaleem-o-Sehat University) offering courses in collaboration with Cambridge University UK and Harvard Medical School USA
10. Replication of TF Smart School Project and University has great potential for franchise-based expansion and replication across the country



# THREATS

1. Political unrest and growing security concerns in Balochistan
2. Increasing trend of crime in Balochistan
3. Lack of education and developmental needs on part of tribal leadership and opinion makers
4. Inflation: Increasing cost of living to maintain good staff in the long run
5. Declining resources from the donors and increasing dependence on tuition revenue
6. Growth of admin and service functions for unfunded mandates



**THANKS**