



IMPROVING GRADUATE EMPLOYABILITY THROUGH **ADVANCING LEADERSHIP, GOVERNANCE AND MANAGEMENT**

The Higher Education System Strengthening Activity (HESSA) project aims to strengthen the capacity of Pakistan's higher education leaders to reform policies, manage organizational transformation, and improve global rankings and graduate success.

To accomplish these objectives, HESSA will:

- Conduct a baseline study of higher education institutions to better understand their growth potential and associated challenges and opportunities
- Provide assistance in creating stakeholder engagement offices
- Bolster 5-year strategic business plans and implementation targets
- Address HESSA equity, diversity, and inclusion goals
- Develop and deliver leadership training workshops
- Build partnerships for resource mobilization
- Prepare sustainable market-driven higher education policy framework

HIGHER EDUCATION SYSTEM STRENGTHENING ACTIVITY

THREE FOCAL AREAS

The capacity development interventions will focus on soft skills and their application, with the audience comprising vice chancellors, rectors, pro-vice chancellors, deans, department heads, registrars, and directors/heads of the HESSA-partner HEIs (Higher Education Institutions). The training domains are grouped into three focal areas:

Strengthening Strategic
Planning Capacities of
HEI leaders

Strengthening Capacities
of HEC and HEI
Leadership and Governance

Improving HEI Resource
Mobilization through Private
Sector Engagement



Under this Component, HESSA will organize the following in-country capacity-building training workshops, complemented by study tours to the U.S.:

Study Tour for Leadership Development & Institutional Governance

*Benefiting **75 Leaders, including Vice Chancellors/Rectors,**
of HESSA partner HEIs*

Study Tour for Women's Leadership in Higher Education

*Benefiting **150 Women Leaders**
of HESSA partner HEIs*

Hybrid Workshops on Leadership Development Program (New Leadership Academy)

*Benefiting **125 Mid-Level Leaders**
of HESSA partner HEIs*

Hybrid Workshops on Women's Leadership Summer Immersion Program

*Benefiting **60 Women Leaders** of HESSA partner HEIs*