



**SINDH AJRAK WELFARE TRUST**  
**Working Plan & Budget FY - 2026 & FY – 2027**

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**APPROVED ON JULY 01, 2025**



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### Objective:

- 1. Educational support:** To enhance access to quality education for underprivileged children by providing academic support, resources, and mentorship.
1. The Nursing Education Support Program aims to empower underprivileged students by providing financial assistance for pursuing nursing education at existing, accredited nursing schools near their home. This strategy eradicates the need to establish new institutions, while maximizing accessibility, cost-efficiency, and leveraging local infrastructure.

### CONTEXT & RATIONALE

Pakistan grapples with a profound nursing shortage and workforce gaps:

According to the Pakistan Nursing & Midwifery Council (PNMC), active registered nursing professionals include approximately:

No. of Registered	Category
115,881	Registered Nurses
26,771	Lady Health Visitors
18,490	Midwives
13,019	Community Midwives
3,022	Certified Nursing Assistants (CNA/LPN).

Pakistan faces an estimated shortfall of roughly 1.3 million (1,300,000) nurses.

The nurse-to-population ratio stands at just 5.2 per 10,000 people, significantly below WHO's recommended benchmark of 30 per 10,000.

WHO data shows Pakistan had only 0.483 nurses and midwives per 1,000 people, far below the minimum of 2.5 per 1,000 required for adequate care delivery.

These statistics underscore the depth of the healthcare workforce crisis and the pressing need for scalable solutions to grow the nursing profession.



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### PROJECT OBJECTIVES

#### PROVIDE SCHOLARSHIPS AND FINANCIAL SUPPORT

Provide scholarships and financial support for admission, tuition, supplies, and fees at accredited nursing schools.

The project will offer financial assistance to cover admission, tuition and related academic costs, enabling deserving students to pursue nursing education without economic barriers.

#### SUPPORT IN ADDITIONAL COST/FEEES

Support ancillary costs including uniforms, textbooks, transportation, and stipends.

The project will cover essential non-tuition expenses to ensure students can fully participate in their nursing education without financial stress.

#### PROMOTE GENDER EQUITY

Promote gender equity by prioritizing female students from low-income, rural, and semi-urban communities.

The project will give preference to financially disadvantaged women from underserved areas, helping them access nursing education and build professional careers, thereby reducing gender and regional inequalities.

#### NURSING PROFESSIONALS' SHORTFALL COVERAGE

Contribute to closing the nursing workforce gap in Pakistan.

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The project will help reduce the severe shortage of nurses in the country by supporting more students to enter and complete nursing education, thereby increasing the number of qualified nurses available for hospitals and communities.

#### LONG-TERM OPPORTUNITIES IN THE HEALTHCARE SECTOR

Create sustainable, gender-inclusive career paths in healthcare.

Developing long-term opportunities in the healthcare sector that are open and accessible to both women and men, with a special focus on empowering women who are often underrepresented in professional fields.

Ensure that women from low-income and rural communities can enter the nursing profession by removing financial barriers.

Encourage gender equality by providing equal opportunities for male and female students in nursing education.

Contribute to the creation of a stable and inclusive healthcare workforce that reflects the needs of the entire community.

In short, the program will not just provide temporary support but will open doors to lasting, dignified, and gender-balanced careers in healthcare.



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### **PROJECT SCOPE**

Program components include

- Needs-Based Selection of candidates based on merit and financial vulnerability.
- Direct Scholarship Disbursement to partner nursing schools for tuition.
- Provision of Essentials such as uniforms and study materials.
- Ongoing Mentorship & Monitoring including academic reviews and attendance tracking.
- Support for Job Placement with partner hospitals, clinics, and NGOs post-graduation.

### **TARGET BENEFICIARIES**

- Women from economically challenged households in rural or underserved Sindh.
- Aspiring nursing students who face financial or logistical barriers to enrollment.

### **Project Activities**

- Candidate Outreach & Selection in rural districts of Sindh.
- Partnership Agreements with nearby accredited nursing schools.
- Scholarship Program Deployment, covering fees and resources.
- Progress Tracking, with quarterly academic performance updates.
- Graduation Success & Employment Support, ensuring placement in healthcare sectors.

### **Anticipated Outcomes**

- Increased enrollment and retention of underprivileged students in nursing education.
- Growth in the number of qualified nurses serving regional and national healthcare.
- Women's socio-economic empowerment through stable healthcare careers.
- Reduction of workforce shortages in Sindh's health facilities.

### **Monitoring & Evaluation (M&E)**

- Quarterly Academic Tracking via school reports.
- Beneficiary Follow-Up on attendance, grades, and scholarship utilization.
- Graduate Outcome Surveys, tracking employment status and professional progress.
- Annual Project Impact Review to inform donors and guide scaling.