

INTERNATIONAL

Swiss Excellence for Pakistan

- Workforce readiness and skills development
- Education excellence and professional standards
- Global and corporate language solutions



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INTRODUCTION



For over three decades, Flying Teachers has been helping public institutions, international organizations and companies to develop competencies that increase productivity, employability, and competitiveness.

We work across borders with government agencies, educational institutions, and project partners in the areas of multilingualism, skills development, migration and labour market integration. Our scalable, modular educational programmes are tailored to the requirements of public tenders.

The core competencies include vocational education and training, basic skills development, teachers training and global certifications as well as the development of intercultural competencies. These services are delivered flexibly and can be implemented on site, transnationally, or in hybrid formats.

With strong organizational capacity, established networks, and extensive experience in international project management, we are a competent partner for public procurement procedures and international funding programmes.

Warm regards,

Edit Adrover
CEO
Flying Teachers GmbH

PROVEN PRACTICES

Language courses for adults

We offer a wide range of language courses for adults, including German, French, English, and Italian. Our courses are tailored to meet the needs of individuals and are available in various formats, including face-to-face, online, hybrid in groups or individual tuition.

Corporate language and training services

We deliver tailored language solutions for corporate clients, addressing industry-specific communication needs to enhance workplace effectiveness, collaboration, and productivity.

In parallel, we ensure instructional excellence through accredited teacher training programmes, including SVEB/EUROLTA, CELTA and DELTA with a strong emphasis on modern pedagogy and intercultural competence.

As a co-developer and accredited provider of the Swiss fide* framework for linguistic integration, we contribute to national quality standards and offer certified training modules in:

- Foreign and second language teaching
- Scenario-based instruction
- Migration and intercultural competence

*fide manages operations on behalf of the State Secretariat for Migration (SEM) as a coordination point for language training, assessment and quality assurance across Switzerland.

Integration programmes

In partnership with public authorities, we deliver targeted integration programmes that enable asylum seekers and migrant workers to participate sustainably in the Swiss labour market. Our initiatives focus on employability, social integration, and long-term workforce readiness for young people and adults.

Public partners:

- State secretariat for migration (fide sponsor)
- Social Services of the city of Zurich
- Integration promotion of the canton of Zurich (IAZH)

Strategic focus:

- Labour-market-oriented language proficiency
- Intercultural competence and social integration
- Practical readiness for professional and civic life

Addressing integration risks and value creation

Our programmes systematically address key integration risks, including language barriers, cultural differences, and limited access to education. Through practical language training, intercultural competence development, and digitally supported learning environments, we enable effective communication, inclusion, and equal access to opportunity.

At the same time, our initiatives create measurable value by strengthening workforce participation, productivity, and diversity. They contribute to social cohesion and economic resilience while fostering cultural exchange and mutual understanding across communities.



VOCATIONAL EDUCATION AND TRAINING

Partnership for progress: Swiss VET system for Pakistan

A strategic partnership shaping Pakistan's future

Pakistan's greatest opportunity lies in its youth. To realize its potential, a forward-looking system needs to create a skilled workforce ready to meet the requirements of the economy. The Swiss Vocational Education and Training (VET) system is globally renowned for its effectiveness in matching the needs of businesses with the required skillset of the future, keeping youth unemployment remarkably low.

The Swiss VET model: a proven blueprint for success

The Swiss system is a unique public-private partnership where learning happens across three interconnected environments:

- **The company:** apprentices work 3–4 days a week, earning a salary while mastering practical skills. Apprentices work increasingly independent and provide a financial net-positive to the company
- **The vocational school:** they attend school 1–2 days a week, learning relevant theoretical knowledge
- **Industry courses:** they gain sector-wide, standardized skills at dedicated training centres organized by trade associations ensuring skills standardization and employability across the entire sector

This model ensures that education is directly driven by the evolving needs of the economy. Over 250 federally recognized professions are born from this system, ranging from technical trades to advanced service sectors.

Our tailored cooperation strategy for Pakistan

Following the Swiss State Secretariat for Education, Research and Innovation (SERI) framework, our cooperation focuses on:

- **Sharing Swiss expertise:** transferring core principles of the Swiss VET system according to the needs of our partners in Pakistan
- **Developing tailor-made solutions:** adapting the system to Pakistan's unique, economic, institutional and cultural landscape
- **Fostering exchange:** building bridges between Swiss and Pakistani institutions
- **Systematic adaptation:** co-creating curricula for high-priority Pakistani sectors (e.g., textiles, manufacturing, IT, hospitality, logistics)
- **Cultural and linguistic sensitivity:** all programmes are designed with deep respect for the local context

A concrete partnership pathway:

- **Needs analysis:** working with Pakistan's industry to identify skill gaps
- **Co-design:** developing a tailored VET program curriculum with Swiss principles
- **Capacity building:** certifying Pakistani instructors and company trainers
- **Pilot and implementation:** launching a VET programme with partner companies
- **Evaluation and scaling:** ensuring quality and planning for sustainable expansion

Why partner with us?

- **Proven model:** our partners gain access to a system recognized for high-tech skills development and effective labour market integration of the youth
- **Official Swiss mandate:** our work aligns with Switzerland's strategic international VET cooperation goals
- **Reduced risk:** we apply hard-won lessons from global implementations to ensure project sustainability and impact in Pakistan
- **Economic catalyst:** creates a direct pipeline of qualified, productive employees, boosting company competitiveness and national economic growth

"We partner to adapt the proven Swiss principles of quality, partnership, and practicality to build a skilled future for Pakistan, driven by Pakistani industry."

EMPLOYABILITY

Pakistan's talent on the world stage: Swiss-Pakistani pathways to global employment

With nearly 64 % of its population under the age of 30, Pakistan possesses one of the world's most dynamic youth demographics globally. This represents an unparalleled opportunity and a critical responsibility. With a national vision to skill and prepare 800,000 Pakistanis for high-quality employment abroad, the challenge is one of quality, recognition and integration. Flying Teachers operates at this crucial intersection. We transform raw potential into global professional success through integrated pathways that make Pakistani talent competitive, confident, and sought-after in international labour markets, particularly in Europe, North America and beyond.

Our integrated employability framework: more than just a certificate

Success abroad requires a fusion of hard skills and human skills. Our programmes are built on a holistic three-pillar model, ensuring candidates are truly job-ready.

1. Technical and vocational mastery: **building the skill that gets you the job.** Leveraging the Swiss VET system's ethos, we provide sector-specific training aligned with international standards (e.g., construction, healthcare assistance, hospitality, IT support, logistics). This ensures Pakistani candidates possess the certified, practical competencies that foreign employers actively seek.
2. Linguistic and cultural fluency: **building the confidence to keep the job and thrive.**
 - **Targeted language training:** intensive courses in German, French, or other destination-country languages, moving beyond basics to workplace-specific communication
 - **Country-specific integration:** core social etiquette, norms, and practical life skills for the destination country. Understanding direct vs. indirect communication styles to navigate daily social and professional interactions effectively
 - **Company culture and professional communication:** decoding workplace hierarchy, decision-making, and professional expectations. Applying appropriate communication styles for giving feedback, participating in meetings, and conflict resolution to prevent on-the-job misunderstandings and build strong team relationships

3. Practical integration and soft skills: **navigating the ecosystem of work and life abroad.**

Modules cover:

- CV writing and job interview skills for international employers
- Understanding employment contracts, workers' rights, and social security systems abroad
- Digital literacy for daily life (housing, banking, transport)
- Resilience and self-management in a new environment
- Critical thinking, communication, collaboration, and creativity to solve problems and innovate in diverse teams

Our partnership approach:

1. Demand mapping: with European partners, we identify high-demand sectors and precise skill profiles.
2. Candidate selection and screening: partnering with Pakistani institutions to identify motivated candidates.
3. Integrated curriculum delivery: delivering our three-pillar training in Pakistan.
4. Pre-departure certification and briefing: final preparation, including certification recognized by destination-country chambers and industry bodies.
5. Post-placement support (optional): providing initial in-country orientation and check-in services to ensure smooth settlement.

Why partner with Flying Teachers?

- **Swiss credibility and quality:** our standardized and certified programmes are designed to meet the high expectations of European employers and authorities
- **Holistic preparation:** we address the entire ecosystem of employability, drastically increasing the success rate and retention of placed professionals
- **Risk mitigation:** well-prepared, culturally aware employees reduce risks for both sending and receiving partners, leading to more sustainable and ethical recruitment channels
- **Dignity and prosperity:** we focus on creating pathways for skilled, dignified employment that benefits the individual, their family, and the Pakistani economy through remittances and enhanced skills

TEACHER TRAINING AND GLOBAL CERTIFICATION

Building linguistic bridges: global certifications for Pakistani educators

The foundation of global connectivity

In an interconnected world, language is the ultimate tool for opportunity – it unlocks education, fuels commerce, and enables cultural understanding. It also removes barriers for European partnerships, facilitates transfer of tech, and enables Pakistani professionals to lead on the global stage. Flying Teachers delivers two of the world's most prestigious and practical teaching certifications, creating a robust pipeline of qualified teachers for both English and key European languages.

1. The Cambridge CELTA: mastering English, the Global Lingua Franca

(Awarded by Cambridge Assessment English, University of Cambridge)

The Cambridge CELTA (Certificate in Teaching English to Speakers of Other Languages) is the world's leading qualification for English language teaching. This intensive, practical course is for those with little or no previous teaching experience, as well as for experienced teachers seeking a formal, internationally recognized qualification.

- **Global gold standard:** recognized by employers worldwide, it is the passport to teaching opportunities across the globe
- **Practical hands-on focus:** the intensive course centers on teaching practice with real learners, observed by expert Cambridge-approved trainers. Candidates master lesson planning, language analysis, and reflective teaching

Impact for Pakistan: creates confident, world-class English teachers who can prepare Pakistani students and professionals for international study, business, and collaboration, elevating the standard of English education nationally.

"We don't just certify teachers; we build a national infrastructure for global dialogue. From mastering English to unlocking Europe, we empower Pakistani educators to open the world for their students."

2. The EUROLTA Certificate: Pakistan's gateway to European languages

(Awarded by the International Language Association (ICC), a Council of Europe NGO)

The EUROLTA (European Certificate in Language Teaching to Adults) is a flexible, competence-based certification for teaching English, Spanish, German, Greek and more, forming a strategic bridge between Pakistan and Europe.

- **Our flagship initiative:** we have launched a pilot project to certify 50 new German language teachers and establish Pakistan's first EUROLTA master trainers (runs from 2025–2027)
- **Structured tracks:** tailored to experience levels, from a Foundational Track for newcomers (CEFR A2/B1) to a Standard Track for experienced teachers (CEFR B2+/C1), each combining teaching methodology with language enhancement
- **Practical and strategic:** the 320-hour curriculum develops skills in lesson planning, cultural integration, and adapting teaching to learner needs. This initiative means high-quality language education can be delivered in Pakistan, by Pakistanis, for Pakistanis

Impact for Pakistan: builds sovereign capacity for teaching European languages, directly supporting students aiming for European universities, professionals engaging with EU markets, and fostering deeper diplomatic and technical exchange.

A unified vision for Pakistan's future

Together, CELTA and EUROLTA represent a comprehensive strategy for linguistic empowerment:

- **Economic and intellectual sovereignty:** Pakistan controls the gateway to global and European opportunities, reducing dependency on external institutions
- **A replicable model:** starting with German (EUROLTA), this model can expand to French, Spanish, and Italian, creating a national network of master trainers
- **Catalysing communities:** certified teachers become multipliers of opportunity within their communities, opening doors for the next generation

CORPORATE LANGUAGE SOLUTIONS

For over three decades, Flying Teachers has partnered with leading Swiss companies to deliver tailored language solutions that strengthen professional communication and operational effectiveness.

We provide customized in-house and online programmes in English, German, French, and additional languages, precisely aligned with industry requirements, workforce profiles, and business objectives.

Our proven experience spans key sectors including healthcare, finance, IT, legal services, engineering, hospitality, retail, logistics, construction, and customer services.

Delivery model and quality framework

Our engagement model follows a structured, end-to-end process: we begin with a targeted needs analysis and placement assessment, followed by the design of a fully customized programme aligned with business objectives. Delivery is flexible, on-site, online, or hybrid, and scaled to individual or small-group formats.

Ongoing reporting and quality assurance ensure transparency, measurable progress, and consistent outcomes. Our services are certified to ISO 21001:2018, eduQua, and ICC standards.

Selected programme focus areas:

- Professional business communication in international environments
- Customer service communication for client-facing roles
- Business correspondence and email effectiveness
- Sector-specific English (insurance, healthcare)
- Business German for meetings and reporting
- Business French, including DFP affaires preparation



Professional development and workforce upskilling

We deliver targeted continuing education programmes that strengthen communication, teaching, and digital competencies in professional environments. Our offerings enhance inter-cultural effectiveness, presentation and facilitation skills, business writing, and certified adult education qualifications (SVEB).

In the area of digital capability, we provide internationally recognised qualifications (ICDL/ECDL) and practical training in professional social media communication.

Through the federally funded “Simply better!... at the workplace” programme, companies can access subsidised workplace training in languages, mathematics, and IT.

“Flying Teachers manages the full lifecycle, from needs analysis and programme design to administration and evaluation, delivering measurable outcomes with minimal administrative effort for HR.”



INTERCULTURAL COMPETENCE

Navigating the global stage: Swiss expertise in intercultural competence

The critical skill for the 21st century

As Pakistan forges deeper economic, educational, and diplomatic ties worldwide, success depends on more than technical knowledge or language skills. The ability to build trust, communicate effectively, and collaborate across cultures is what separates fruitful, long-term partnerships from costly misunderstandings. Intercultural competencies are not just soft skills but a strategic necessity.

The Swiss laboratory of intercultural success

Switzerland, with its four national languages, direct democracy, and population from over 190 nations, is a global model for successful intercultural coexistence and collaboration. Flying Teachers draws directly from this living laboratory to provide Pakistan with practical frameworks for global interaction.

Our training philosophy: beyond theory

We move beyond abstract concepts to deliver actionable skills.

Our training is built on a three-pillar approach:

- **Awareness:** understanding one's own cultural biases and learning to recognize the values, beliefs, and communication styles of other cultures
- **Knowledge:** gaining concrete insights into specific cultural contexts relevant to Pakistani professionals (e.g., Germany, Austria, Switzerland, the UK, the EU, China, the Middle East)
- **Skills:** developing practical techniques for negotiation, teamwork, conflict resolution, and leadership in multicultural settings

"In the global arena, cultural awareness is your strategic advantage. We provide the map and the compass to help you build meaningful connections worldwide."

Our program portfolio: tailored for Pakistani excellence

We offer modular workshops and consultancy for corporations, universities, government bodies, and NGOs. Core modules include:

- **Foundations of intercultural communication:** decoding direct vs. indirect communication, perceptions of time and hierarchy, and building cross-cultural rapport
- **Executive briefings for international markets:** deep-dive preparation for professionals engaging with specific regions, covering business etiquette, negotiation norms, and relationship-building
- **Managing global virtual teams:** strategies for effective leadership, communication, and project management across time zones and digital platforms
- **Pre-departure and re-entry training:** equipping Pakistani students, scholars, and professionals for success abroad and helping them reintegrate their global experience upon return
- **Creating an inclusive institutional culture:** helping Pakistani universities and companies attract, retain, and leverage international talent and partnerships

Why this investment transforms outcomes for Pakistan?

- **For businesses:** secures joint ventures, smooths technology transfer, builds stronger client relationships, and enhances the success of exports and overseas operations
- **For higher education:** increases the success of international partnerships, improves the experience for foreign faculty and students, and prepares outbound scholars to become effective ambassadors
- **For professionals and diplomats:** builds the confidence and skill to lead in international forums, represent Pakistan effectively, and navigate complex multilateral environments
- **National reputation:** positions Pakistan as a sophisticated, reliable, and understanding partner on the world stage

BASIC SKILLS

Building strong foundations: essential skills for life and work

In Pakistan's dynamic economy, basic skills bridge the gap between potential and success. Inspired by Swiss excellence in foundational education, Flying Teachers delivers practical programs that empower adults to thrive at work, participate fully in society, and navigate the digital world with confidence.

For organizations: building a competitive workforce

Program: "Simply Better!... at the Workplace"

We partner with Pakistani businesses, trade associations, and public institutions to strengthen core competencies, directly boosting productivity, adaptability, and employee satisfaction.

Tailored partnership approach:

- Needs analysis to evaluation
- Co-design customised courses
- Flexible delivery and impact measurement

Core training pillars for employees:

- Oral communication
- Practical literacy and workplace numeracy
- Digital systems for daily tasks

Business impact:

- Increased productivity and fewer errors
- Future-proof workforce ready for new technologies
- Higher employee satisfaction and retention
- Improved operational quality and safety

Two Pathways for Adult Learners: Empowerment for Everyday Life

A) Short focused workshops

(2–4 hours)

Sample topics: digital safety, e-navigation, smart technology, sustainability.

B) Structured in-depth courses

Modules include: fit for the workplace, fit for gastronomy, fit for public authorities, and a digital skills suite.

Why this is transformative for Pakistan?

- Drives inclusion in the digital economy
- Enables lifelong learning and adaptation
- Supports economic growth through a skilled workforce
- Builds personal agency and confidence

CASE STUDIES



Building sustainable teacher training capacity in Pakistan

Context

Pakistan's growing engagement in international labour markets and education cooperation highlighted the need for locally anchored, internationally recognised teacher training structures, particularly in language education.

Intervention

Organised by ZME/EU Talent Partnership Pakistan, and co-funded by BMZ and the EU, Flying Teachers is currently implementing Pakistan's first cost-free EUROLTA teacher training programme, combined with advanced language upskilling. Additionally, high-performing participants are selected for a train-the-trainer pathway, leading to EUROLTA Master Trainer certification.

Outcome

The initiative will lay the foundation for a national pool of certified trainers capable of training future teachers locally. By embedding international standards within local institutions, the project supports long-term capacity building and system sustainability beyond individual programmes.



Supporting healthcare education and skills development in the Philippines

Context

In the context of international cooperation and skills development, the Philippines plays a key role in the global healthcare workforce. Strengthening foundational competencies and professional language skills is essential for quality assurance, mobility and international collaboration in the healthcare sector.

Intervention

Flying Teachers supported government-related education projects focused on basic skills development and professional language education in the healthcare sector. The programmes were implemented in cooperation with Sana Kliniken, Germany, aligning educational content with sector-specific requirements and institutional standards.

Outcome

The initiative contributed to improved foundational competencies and professional communication skills among healthcare professionals. The project demonstrates Flying Teachers' ability to operate in international development and cooperation contexts, supporting sector-specific education aligned with institutional and workforce needs.

SECTOR EXPERTISE AND REFERENCES

Flying Teachers has a long-standing track record of delivering measurable outcomes in language training and integration. Our programmes demonstrate proven impact across corporate, public-sector, and educational contexts, supporting both workforce performance and social integration.

We provide industry-specific language training across all major business and public-service sectors, delivered by specialist instructors with relevant professional backgrounds. Key sectors include HR, finance and insurance, technology and IT, healthcare, hospitality, sales, logistics, transport, and customer service.

Selected institutional and corporate references

- **Swiss Post:** exclusive language training partner since 2018 for 40,000 employees across Switzerland
- **RUAG Switzerland/Germany:** technical and business language training since 2001
- **Empa/Eawag/Paul Scherrer Institute:** multilingual training on-site and online since 2017
- **HFZ Hotelfachschule Zürich:** outsourced English training for approx. 200 students annually since 2005
- **Helvetia with over 100 locations in Switzerland:** customised language and certificate preparation courses
- **ZKB Zürcher Kantonalbank:** comprehensive business language programmes since 2003
- **Implenia Switzerland/Germany:** corporate business language programmes and certifications since 2004
- **IU International University of Applied Sciences:** business English for bachelor students

REFERENCES

Flying Teachers works successfully with many of Switzerland's largest companies. Over 96 % of our customers are satisfied and recommend us!



WHY FLYING TEACHERS?

Three decades of experience

Through expert needs analyses and a strong network of qualified educational specialists, we create programmes that match your personal and professional goals, ensuring learning that truly makes a difference.

Flexibility and personalisation

Our focus is always on tailor-made learning programmes and courses with maximum flexibility, aligned with your schedule, learning style and specific communication needs.

High quality standards

Our teachers are certified and trained according to quality and best practice standards. They combine professional expertise with intercultural sensitivity, helping you learn effectively and with cultural understanding.

Blended learning approach

Whether you prefer to study face-to-face, online, or in a hybrid format, all our courses can be combined. Our blended-learning model gives you the flexibility to continue learning wherever you are, in the office, at home, or on the move.

Accredited examination centre

As a recognised examination centre, we offer a wide range of officially accredited language exams.

Single point of contact

You'll have a dedicated contact person who takes care of all your course coordination and administrative needs. We make the process simple, efficient, and personal.

Our teaching concept: "Integrated Learning"

Our Integrated Learning concept is designed for real-world success.

It combines three interconnected modules that allow learners to integrate new language skills directly into daily and professional life, making learning both practical and sustainable.



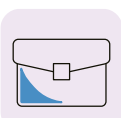
Basic course

Vocabulary and grammar



E-learning

Flexible online support of the learning progress



Business modules

Specialised language training: banking, insurance, commerce, production etc.

Faculty excellence and international delivery capability

We ensure optimal learning outcomes through the targeted selection of instructors from a broad, qualified talent pool, matched precisely to client requirements in terms of expertise, professional background, and instructional experience.

Our educational services and delivery models are continuously developed in line with international best practices and emerging trends. This is supported by a strong, Europe-wide partner network that enables systematic knowledge exchange, innovation, and the development of advanced learning solutions.

With an established international faculty network, we deliver consistent, high-quality training across borders. Learners benefit from instructors who understand local business contexts, cultural frameworks, and, where appropriate, the participants' native language.

Our proven experience in managing cross-border and multi-time-zone virtual training programmes ensures smooth implementation and minimal administrative effort for client organizations.



CERTIFICATIONS AND ACCREDITATIONS

Flying Teachers offers building blocks for a teaching career with first-class qualifications and continuous professional development opportunities. Ideal for professionals and accompanying spouses who are looking for a rewarding career in education.

Cambridge English teaching qualifications

CELTA (Certificate in teaching English to speakers of other languages)

The CELTA is the world's leading initial teaching qualification, trusted by employers in over 100 countries. No prior experience is needed, making it ideal for career changers, recent graduates and aspiring educators.

Since 2001, Flying Teachers has certified over 1,000 teachers, connecting them to a global alumni network.

DELTA (Diploma in teaching English to speakers of other languages)

The DELTA builds on the CELTA foundation, focusing on advanced teaching practice, theoretical knowledge and curriculum development.

Flying Teachers is an official examination centre for DELTA Module 1.

Pathway to Swiss certification

Bridge to SVEB certificate

SVEB/FSEA (German/French) is the certificate of the Swiss Federation for Adult Learning. Flying Teachers offers CELTA graduates a direct pathway to this qualification through a two-day bridge course held in English.

Flying Teachers is the only centre in Switzerland offering this bridge course.

Professional development workshops

Designed for educators aiming to refine their craft, our sessions provide practical, hands-on strategies for today's classroom challenges. Master essential skills, from teaching mixed-ability classes to incorporating digital tools that help create dynamic, engaging lessons.

- Association of Swiss Private Schools VSP
- Cambridge CELTA Teacher Training
- Cambridge Preparation Center Certificate
- Centre CCIP (Chambre de commerce et d'industrie de Paris)
- Certificate of Quality Assurance (ICC)
- ECDL European Computer Driving Licence
- EduQua:2021
- EUROLTA (European Certificate in Language Teaching to Adults)
- fide Testzentrum
- ISO-21001:2018
- SVEB Teacher Training
- TELC Exam Center (German, English, Spanish and other languages)



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