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IN THE ARAB STATES - BEIRUT

المشروع الدولي للتعليم التقني والمهني

**UNEVOC**

International Project on Technical and Vocational Education  
Project international pour l'enseignement technique et professionnel

**A plan of Action: National and Regional  
Plan d'Action: National et Régional**

**Workshop on Enhancement of Learning and  
Training Opportunities for Youth in the Arab States**

**Atelier de travail  
Renforcement des Occasions favorables à  
l'apprentissage et à la formation professionnelle  
des jeunes dans les pays arabes.**

**Amman, 2-4 March/ Mars 1997**

**Studies in Technical and Vocational Education  
in the Arab States**

**Etudes Techniques et Professionnelles  
dans les Pays Arabes**

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## **Executive Summary in English**

**A plan of Action: National and Regional**  
**Workshop on Enhancement of Learning and**  
**Training Opportunities for Youth in the Arab States**

**Amman, 2-4 March 1997**

**A. Introduction:**

According to UNESCO's Programme and budget for 1996-1997, UNESCO Regional Office - Beirut, in cooperation and coordination with Jordan National Commission for UNESCO and the Vocational Training Corporation - Jordan, the Workshop on Enhancement of Learning and Training Opportunities for Youth in the Arab States, was organized in Amman, 2-4 March 1997 at Jerusalem International Hotel.

The goal of this programme is to enhance different learning and training opportunities for marginalized youth, especially those not going to schools or training centres, such as: youth groups living in the post war arena, or countries suffering from social, economic and political rapid changes.

This programme is implemented in coordination with the following UNESCO's activities: Education for the 21st Century, the International project on TVE (UNEVOC), Youth and Social Development.

The objectives of the project on Enhancement of Learning and Training Opportunities for Youth in the Arab States are as follows:

- Starting the implementation of pilot projects pertaining to marginalized youth in selective Arab Countries, i.e. Algeria, Egypt, Lebanon, Yemen, and Gaza and West Bank.

- Selecting of advanced curricula/ areas of specialization in continuous education and training to acquire experiences and skills, taking into consideration the labour market needs and initiation of small business.
- Prepare examples of educational materials to guide the teachers and trainers in the field of teaching and training of the marginalized youth groups.

A group of the UNEVOC Centres in the Arab States was selected to prepare national studies pertaining to identification of needs for marginalized youth and suggestions for adequate action plans. A workshop was held to develop the studies into national and regional action plans in cooperation with consultants and specialists from International and Regional Organizations and representatives of the private sector.

The national studies on the training needs of the selective countries had emphasized on the analysis of the current situation, methods of planning programmes and activities, the implementation procedure, cost and budget of programmes, and how to acquire sustainable financial resources for the programmes and activities.

Examples of NGO's participating in solving the problems of marginalized youth were presented and discussed during the workshop. One of these examples is the project implemented by CARE International - Jordan in Zerka - Jordan for the unemployed youth in Zerka area.

H.E. Dr. Munther Al-Masri, Minister of Education, Chairman of National Commission for UNESCO - Jordan, and Member of the International Advisory Committee for UNEVOC was officially involved in the opening of the workshop and the activities in Jordan. He attended the closing session and declared the official launching of the project (4/3/1997) in the participating UNEVOC Centres.

## **B. National Needs and Assessment:**

Determination of training needs is one of the most important steps that should be carried out for designing training programmes needed to the community.

These needs can be classified as follows:

- Individual needs.
- Enterprises needs.
- Community needs.

Training needs can be identified through different methods such as:

- analyzing of demand and supply systems for manpower, and job opportunities.
- job analysis: such as the quality and quantity of products, work accidents, turnover, etc.
- comparative national, regional, international studies.
- future development plans.

Vocational guidance counseling can play important role for directing marginalized individuals to join training programmes according to their capabilities, attitudes and personnel development.

UNESCO's workplan on the topics was presented by Mr. S. Suleiman, UNESCO Regional Office - Beirut, the aim of the project is to reinforce and promote new technologies to learning and training of youth, and more precisely, how to execute the project in the Arab Member States during a period of 6 years, with initiation phase during 1996-1997 budget. This project is directed towards the marginalized young generation due to social, economic and sometimes political circumstances. Participating Member States experiences can be summarized as follows:



- **Algeria:**

Mr. Abdel Kader Al-Hachimi explained the Algerian experience and talked about the insufficiency in professional training in respect to the great number of learners, and the necessity of professional training and recycling for the people in the rural area who represent half of the society, and who can not progress by their own.

- **Egypt:**

The Egyptian experience was presented by Mr. Rouchdi Zahran. He declared that the success was limited to 50% of the students (1.7 million students) and the remaining half was faced with unemployment and a lot of other problems in the programmes. Also, He talked about the "Transfer Education" which will make learning easier and will permit its progress depending on the market needs.

- **Iraq:**

The Iraqi experience was presented by Mr. Saad Abdel Rahim who explained the affiliation principles and treating procedures, and the training in relation to capacities, qualifications and technical potentials.

- **Jordan:**

The Jordanian experience was initiated by the speech of Mr. Ahmad Chedid who attracted the attention of the assistants on the levels of work training and the importance of being aware of what is newly happening in the field of work. Also, the continuous modification and modernization of the programmes, and the analphabetisation of women.

Mr. M. Joumaa UNESCO's Consultant, raised the problem of the marginalized youth in the society, stressing on the collaboration of the private sector, Professional Organizations and the Unions in the finance of training.

- **Lebanon:**

Mr. Khalil Haddad stated the Lebanese experience and stressed on the importance of professional training in the terms of supply-demand to diminish the increasing number of unemployed instructors, and noted the need of Lebanon in the training of nurses, specifying the presence of 12000 doctors and 4000 nurses. Also he mentioned insufficiency in the Hotel sector and mechanics, and exposed the plan prepared by the Minister concerned. At the end of his speech, he pointed out the necessity of making the programmes easier and more flexible with a strong base in order to adapt in the progressed working market.

- **Yemen:**

Mr. Mohamad Ahmad Mozfer explained the Yemeni experience. They suffer from unemployment and the incapacity for integrating the Yemenis after the Gulf war, also he emphasized on varying the domain of professional training and learning and discussing the problem of ADEN who suffers from insufficient trainers.

Mr. Joumaa determined the training needs as follows:

- The human needs,
- Centers and schools,
- Equipments,
- Costs.

- **Gaza and West Bank (Palestinian Authority):**

Mr. Mazen Al Hachwa stated the Palestinian needs and training procedures, where the market does not absorb the man power due to very small number of investments. The result is the orientation of 50% of workers to the service sector.

### **C. Fields and Specializations for Training:**

Mr. Nasrallah, president of the workshop declared that the needs are numerous but the aim is to find a minimum of common points in the projects to be accepted and remunerative to all countries.

Then, Mr. Rouchdi Zahran, briefed the domains of the programmes and projects which aim at assuring work occasions to marginalized people away from teaching, and the possibility of giving them scholarships or loans to start a professional career.

Types of training projects were elaborated by the participants in these fields:

- Sewing and making of clothes.
- constructions.
- Agriculture.
- Hotels and tourism.
- Art of making business.
- Creation of small projects.
- Productive business.

The second stage of this session was centered on the costs and the sources of finance; The participants concluded that the training costs are much higher than the costs of academic education and that the government should essentially participate on the side of other sectors like the sector of Business men, the Unions, the International Organizations and the dual collaboration between countries.

The role of public and private sectors regarding the execution of the projects related to marginalized youth and the role of the Governmental and Non-Governmental Organizations, Associations, Unions, Syndicates, Societies and factories in the frame of the training and the creation of new working occasions were presented and discussed.

The project under implementation by CARE International - Jordan in Zerka - Jordan had received attention and thorough discussion as a mechanism to solve the problems of marginalized youth in Urban/ city areas.

The project activities consist of three steps:

- 1- Integration of the association and permanent evaluation model at work.
- 2- Preparation for studies on small projects.
- 3- Professional training.

Local associations and International organizations collaborated in the execution of this project which succeeded in assuring work for a part of the youth.

Implementation of the project is explained in the attached Flow Chart.

Training capacity of NGO's (i.e. CARE International) could include the following:

**Package One: Training in Business & Credit**

- Business Plans & Feasibility Studies
- Entrepreneurial skills
- Business ideas generation
- Market Research and Marketing
- Operation Plan
- Financial Management
- Bookkeeping
- Design of Individual and Group Enterprises
- How to Manage a savings and Credit Fund
- Gender and Business

**Package Two: Institutional Development and Capacity Building**

- Strategic Planning
- Operational Planning and Budgeting

- Funding and Proposal Writing
- Financial Systems and Management
- Monitoring and Reporting
- Teamwork & Leadership
- Administration
- Organisational Development and Transformation
- Building and Documenting Knowledge and Skills

### **Package Three: Staff Management and Human Resource Development**

- Leadership
- Time Management
- Teamwork
- Participatory Staff Management
- How to Manage Your Boss
- Training Needs Assessment
- Style and Communication Skills

### **Package Four: Project Cycle Management**

- Factors Affecting Project Management
- Project Development Process
- Logical Framework
- Log Frames and Management
- Evaluation Design
- Evaluation Process

### **Package Five: Participatory Techniques For Community Development**

- Participatory Training Techniques and Methodology
- Application of Participatory Methodology
- Design of Training Materials
- Participatory monitoring and evaluation

## **Package Six: Research Methods**

- Participatory Rapid Appraisal
- Design of Research Methods and Tools
- Sample Surveys and Quantitative Methods

## **Other Areas of Technical Expertise**

- Mother and Child Nutrition
- Agricultural Extension
- Gender
- Drama & Self-expression
- Permaculture
- Community water resource management

Other examples of national projects which had been discussed during the workshop/ (Jordan) are:

- **Training of Unemployed Youth at West Area of Amman:** UNRWA Training Centre, Wadi Al-Sair, and the Christian Youth Association, Training centre -Wadi Al-Sair.

The target of this project is the unemployed youth at the west of Amman and is executed in collaboration with the Training Centre of Wadi Al Sir annexed to the UNRWA.

The training is made in sessions of 3 to 6 months assuring adequate work for the youth:

- 90% work in the field of their studies.
- 5% work in a field other than their specialty.
- 5% are unemployed, looking for a job.

Knowing that the approximate cost of learning in this programme is between 500 and 700 Jordanian Dinar.

- **Moubarak - Koul Project (Egypt):**

The project is combining Training and production in one unit, where the Egyptian government in collaboration with Federal

Germany is charged to create a relation between the Teaching and training Institutes and the works in the residential and industrial modern agglomerations, such as the city of 6 October, the city of 10 Ramadan, and the city of Sadat.

#### **D. A Plan of Action: National and Regional:**

The Arab countries, similar to other developing countries, face the problem of the young population of the age group 18-45 who have not had the chance to acquire sufficient learning and training that enables them to obtain job opportunities. This situation demands setting up national and regional programmes that can handle the task of qualifying this type of age group.

The aims and goals of the proposed programmes for marginalized youth are:

- 1- preparing qualified work force capable of joining the job market.
- 2- improving the living conditions of the trainees by securing jobs of better service to the citizens.
- 3- offering a better service to the citizens.
- 4- reducing the unemployment rate within the identified groups.

The identified groups of marginalized youth for the action plan will include the following categories:

- drop-outs of basic education.
- secondary school graduates.
- graduate of vocational schools who have not found job opportunities.
- groups not in categories 1-3 above who have not found jobs because of availability of labour in their fields of specialty.

The programme duration depend on the category of participants , they range between 2-3 months, 3-6 months and 6-12 months.

The requirements for developing sound training programmes are:

- Material requirements: including equipment, machines, tools and financial resources.
- Human resources: particularly qualified trainers, and administrators.
- Training locations: lecture halls, workshops, laboratories and facilities.

The fields and specializations in which programmes can be developed are:

1. Industrial professions.
2. Health and nursing professions.
3. Tourism and hotel management professions.
4. Agricultural professions and food industry.
5. Service professions.

The developed national programmes, which are designed for the use in the Arab countries, can be used at the regional and international levels, with some modifications and adaptation that make them compatible with the demands, material, and human resources available.

### **E. Cost and Financing of Activities:**

The costs of training programmes (direct and indirect) will include the following:

- determination of training needs.
- preparation of curricula, syllabi, training of learning materials.
- equipment and raw materials.



- wages and salaries of Instructors, trainees, supervisors, and administrators.
- tests and certifications.
- textbooks.
- transportation, other services.

The financing sources of activities are:

- Government budget.
- Taxes paid by employers.
- Trainees' fees.
- Products by training institutions.
- Grants and loans.
- Technical assistance.
- Services done by training centers.

#### **F. Official Launching of the Project Activities, (Amman, 4 March 1997)**

According to the results and recommendations of the workshop on Enhancement of Learning and Training Opportunities for Youth in the Arab States, Amman 2-4 March 1997, and after reviewing the achievements within the project, which included 7 National need assessment studies and reports, workshop program, and UNESCO approved program on budget for 1996-1997, 28/C5, para 01128), the participating institutions and centers declared the following:

1- Enhance the learning and training Opportunities for marginalized youth groups in the society, or for those whose circumstances hindered their educational pursuit, in the aim of finding and assuring better work opportunities, and insuring effective participation in the social and economical development.

2- Coordination between the institutions and centers concerned with the project, including UNEVOC network (National, Regional and International levels), for the implementation of the suggested programs and courses in order to achieve a high level of efficiency, and to exchange information and experiences on activities and programs.

3- Provide possible technical and financial support for the suggested activities within the project and the action plan.

4- Enhance fixed financial sources for activities, through coordination with beneficiaries, International and Regional Agencies and Organizations.

5- Assure participation and representation of the private sector and Professional Associations in designing and implementing the activities for better relationships, and generating balance between preparation and Labour Market requirements.

6- The participants emphasized on the importance of creating administrative structure, and task forces, on an appropriate level, in which all the concerned parties in Education and Training will be represented and which will have the authority to insure the success of such a project for the planning purposes, organization, follow-up.

7- A Steering Committee was formulated for 3 years (1997-1999) within UNEVOC Project Regional Network in the Arab States, to facilitate supervision and follow-up of activities as follows:

- **Mr. Ali Nasrallah, D.G., VTC - Jordan, President.**

- **Mr. Mazen Jommah**, President, Tech. Institutes Foundation - Iraq, Member.
- **Mr. Rouchdi Zahran**, Sec. General Vocational Education/ MOE - Egypt, Member.
- **Mr. Mohamad Al-Hazwara**, Sec. General, GAVTT - Yemen, Member.
- **Mr. Abdul Rahman Sawalmi**, Director, VTC - Alger, Member.
- **Mr. Mohamad Hoddib**, Director, IPNET/ MOVTE - Lebanon, Member.
- **Mr. Hisham Kahil**, D. G., Tech. Ed. - Palestinian Authority, Member.
- **Mr. Sulieman Sulieman**, Program Specialist, TVE - UNESCO, Rapporteur.

The concerned International and Regional Organizations and Agencies, such as ILO, ALO, and AFTE will be contacted to nominate representatives for the Steering Committee of the project.