



Sector Skill Needs Analysis in Egypt and links with migration

Paris, 22 May 08

Overall objectives

- **Support the continuing development of partner country capacities in human resource development and the creation win-win migration scenario**
- **Support the European Commission in the development and deployment of external assistance in the area of human resource development and migration;**

Results from the stock-taking by sector

■ **Agriculture**

- ✓ Technical education - curricula last update 1990-91
- ✓ USAID Agriculture Export Rural Income (AERI) Project - 70% skill gap between supply and demand, results from 50 schools in Upper Egypt

Needs: need occupational standards; job descriptions; no horizontal and vertical mobility in VET

■ **Tourism**

- ✓ Technical Education – curricula from 1997
- ✓ Tourism Federation, HRD Unit – training based on crash courses
- ✓ TVET – curricula development, training of trainers
- ✓ National Skills Standards Programme (NSSP) - *occupational standards levels 1,2 and 3*

Needs: occupational standards levels 4 and 5; no skill gap analysis and approach for practical training (Ministry)

Results from the stock-taking by sector

■ **Construction**

- ✓ Technical Education – curricula last updated 1990
- ✓ Federation of Building and Construction
- ✓ Building and Construction Training Council
- ✓ Arab Contractors Training Unit
- ✓ TVET
- ✓ NSSP – standards development

Needs: diagnostic tool/methodology for skill needs analysis; training of trainers

■ **Mechanics**

- ✓ Technical Education – curricula last updated 1990
- ✓ PVTD – provide basic skills and the private sector will complete the training, new occupational classification with the Arab League; certification for industrial sectors; cooperation with GTZ
- ✓ TVET
- ✓ NSSP – standards develop

Needs: skill standards do not always correspond to international standards

General Observations

- One formula fits all sectors approach cannot be used;
- Need for clarity and lack of common language -different understanding from different actors
- ✓ Occupational standards
- ✓ Occupational profiles
- ✓ Occupational specification
- ✓ Occupational classification (there are 3 of them)

- Skill Needs Analysis – different methodologies, no systemic approach
- National occupational standards vs international
- Coordination among national stakeholders and the international community in the HRD should be strengthened

Project Implementation Approach

- Stocktaking
- Build on the what has been already done
- Focus on certain occupational profiles in the selected sectors of interest to both local and international employers, e.g.welder
- Compare national and international (Italian) occupational standards for the selected profiles, including a practical test for the level of acquired competencies;
- Measure/assess the skill gap of Egyptian graduates, in levels..... , vis-a-vis employment opportunities in the EU
- Provide the Ministry of Manpower with a methodology for skill needs assessment
- Provide the Ministry of Manpower with a methodology for linking international labour demand with local labour supply, to be used together with the other relevant stakeholders