

Role of the Entrepreneurs in Dual System Pilots in Arab Countries

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Introduction:

Definitions

- Dual System: Type of education where the practical training (occupational skills) is taking place in the firms not only in schools. It is highly relevant for industry.
- Pilot: small scale project
 - a proof of concept
 - fine-tuning and tailoring a policy or process

Introduction:

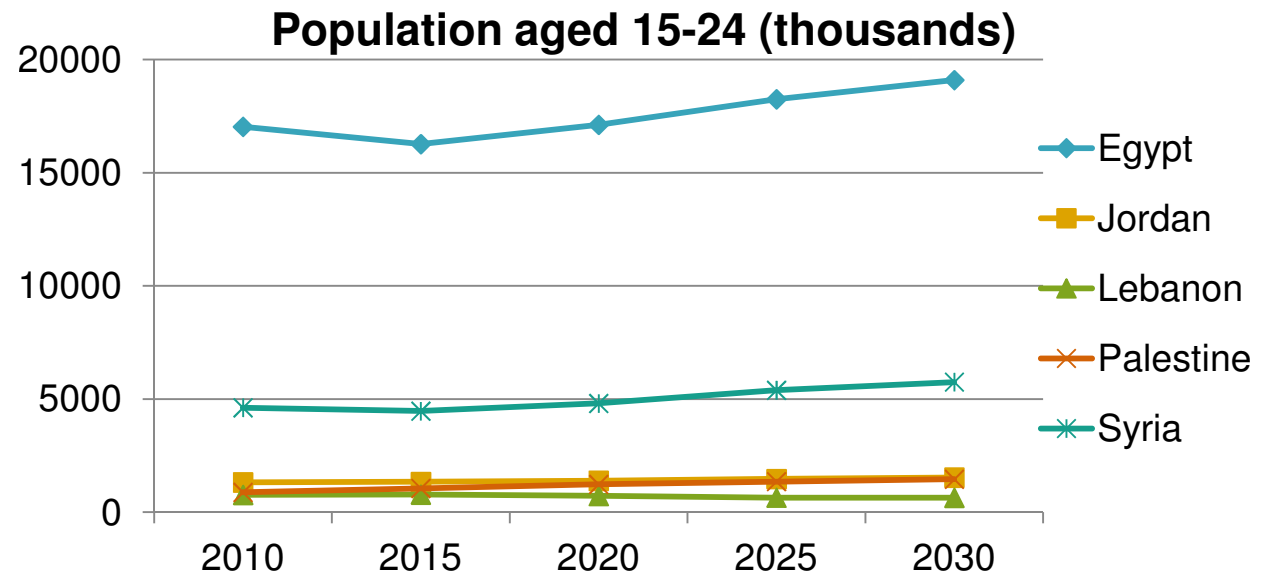
Typology of skill formation regimes

State involvement	High	<u>Statist regime</u> State-run training Sweden, France	<u>Collective regime</u> Austria, Denmark, Germany, the Netherlands, and Sweden
	Low	<u>Liberal regime</u> On the job training USA	<u>Segmentalist regime</u> Self-regulation Japan
		Low	High

Firm involvement

Introduction: The problem in the MENA region

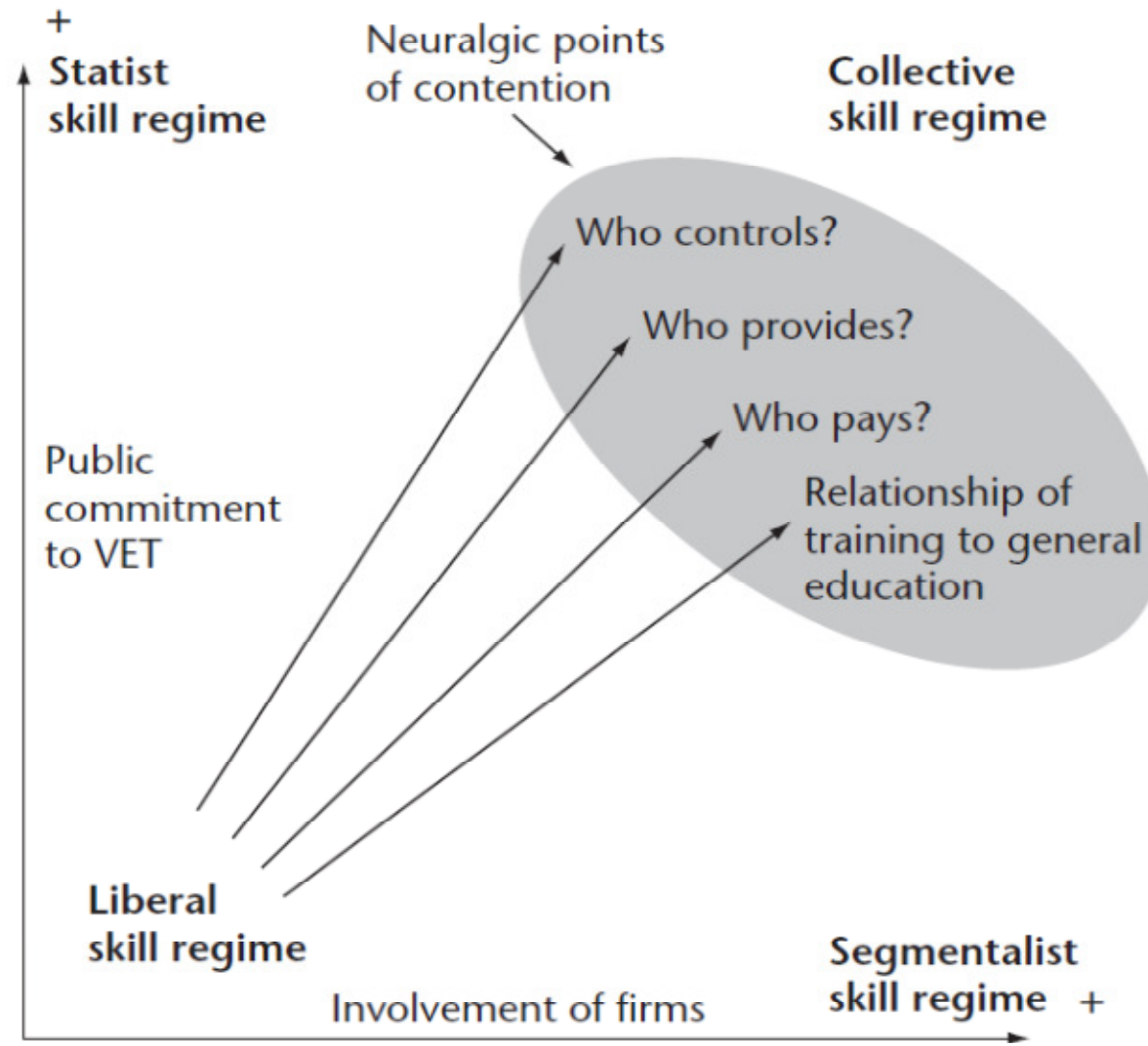
- Demographic challenges



Source: World Population Prospects: 2008 revision, <http://esa.un.org/unpp>

- School based formal systems often available
- Inclusion of companies is very low, no mutual trust of state and firms
- The image of TVET is often poor

Introduction: The Role-Model of Germany



Introduction:

The Development Cooperation Pilots

- **Egypt:**
 - German International Cooperation Programs (MKI, EEDS)
 - Support: 1993-2007 & 2016 onwards
- **Lebanon:**
 - German International Cooperation Programs (Cooperative VET)
 - Support: 1995-2014
- **Syria:**
 - European Training Foundation (Apprenticeship Scheme)
 - Support: 2000-2004

Case I- Egypt

MKI

Pilot DS in Egypt

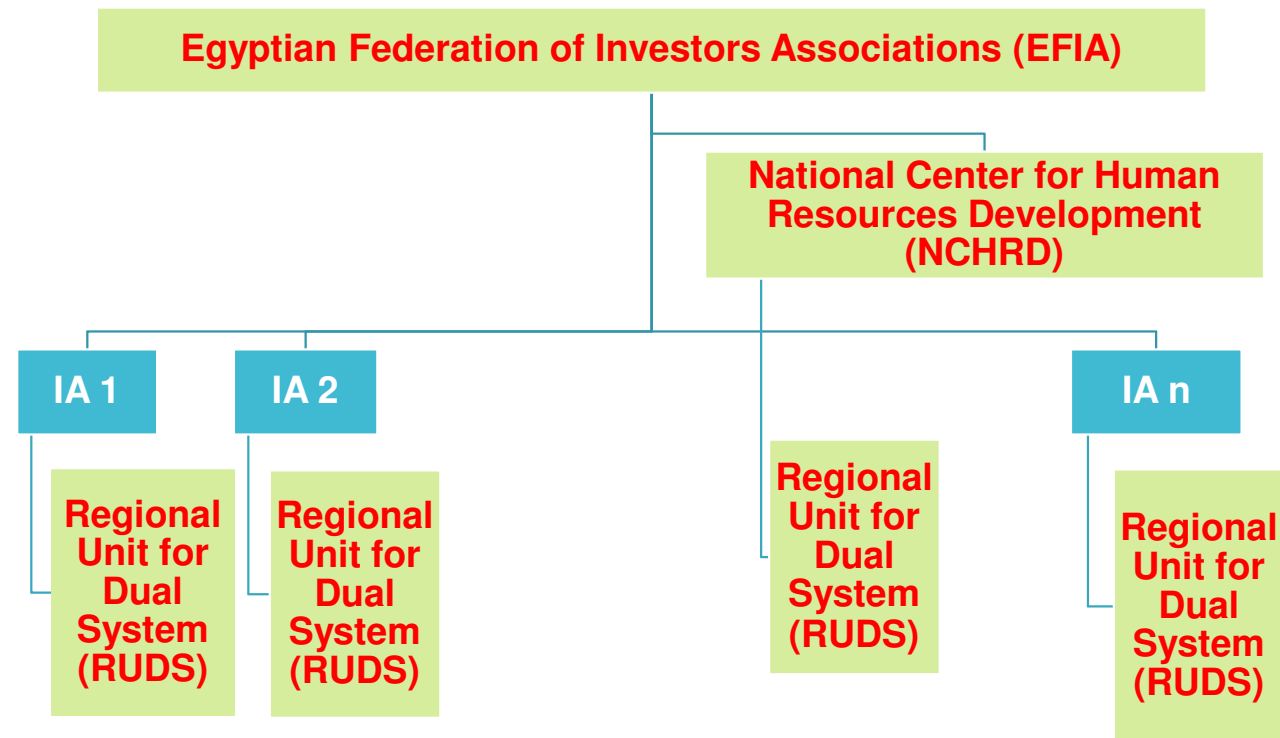
- **Partners:**
 - Ministry of Education
 - Employers' organizations:
 - Regional: Investors Associations (NGO)
 - National: Egyptian Federation of Investors Association (NGO)
- **Legal framework:** Law No. 62/2007
 - Integrated at Ministry of Education: Decree Nr. 361 in 2008

Pilot DS in Egypt

- **Finance:**
 - State: “Budget” for the equipment, the teachers training, the teaching material,...etc.
 - Firms: trainer, training in the work place, monthly allowance for the trainees, ...etc.
 - Investors Associations: new fund
 - Application for the students.
 - Firms contribution per trainee.

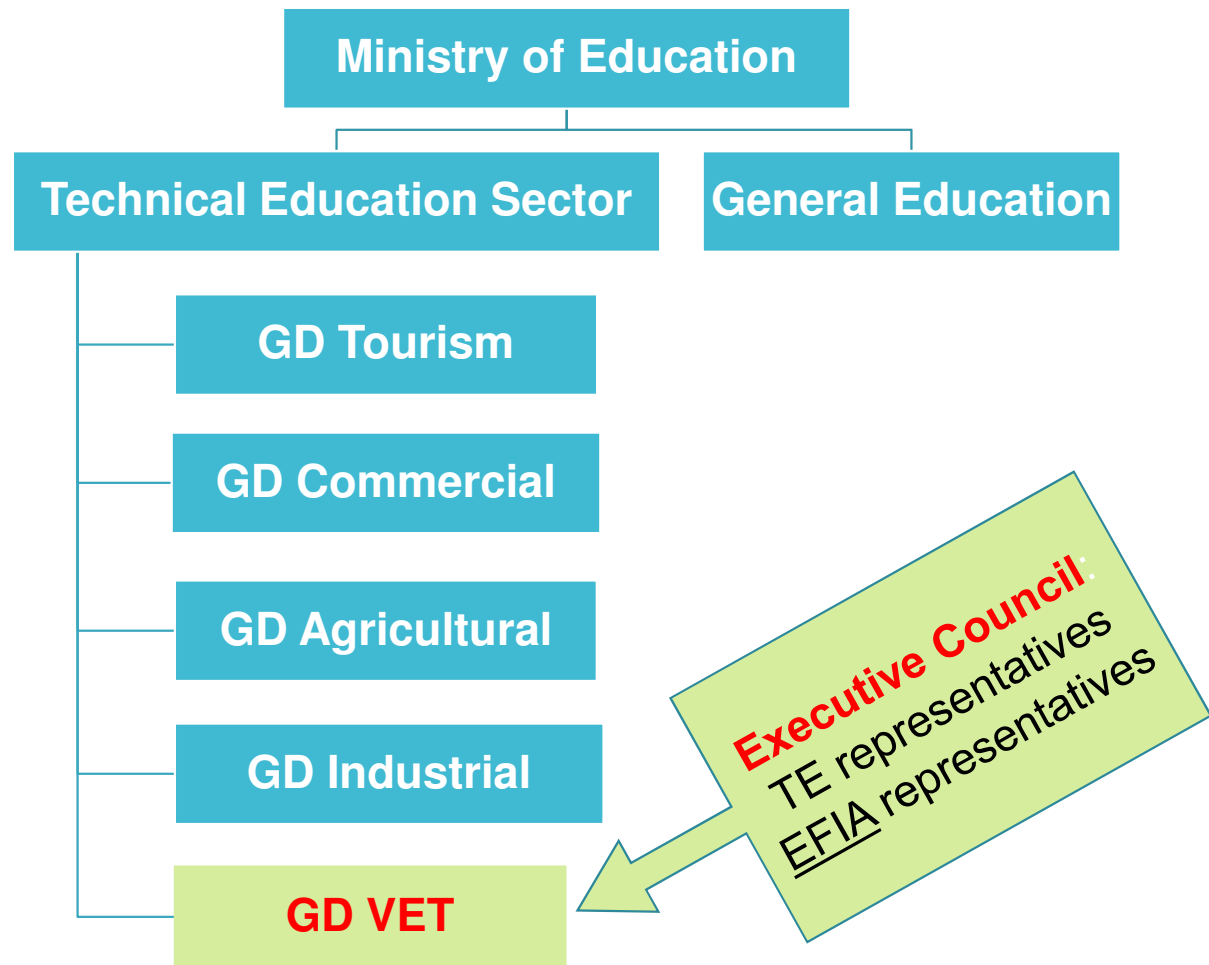
Pilot DS in Egypt

- **Structures:**
 - Employers' side



Pilot DS in Egypt

- Structures:
 - State side



Pilot DS in Egypt

- Roles:

	Ministry	Firms
Supervising and reforming the system	The Executive Council	
Issuing decrees/regulations	Minister	
Relaying regulations and supervising implementation	GD-VET (schools)	RUDS (firms)
Administering training contracts and student relationship with the firm		RUDS
Introducing new vocation	GD-VET (process)	RUDS (needs)
Curricula development	GD-VET	
Theoretical education	Schools	
Practical training	Schools*	Firms
Practical exams		Firms
Theoretical exams	Schools	
Certification	MOE	RUDS

* Basic training before students go to firms

Pilot DS in Egypt

- Figures (2010)
 - 32 trades in 22 governorates
 - 1,900 training firms, 76 schools
 - 24,000 graduates (13% females)
 - 6,000 students/year entering the system
- Tracer studies for the graduates:
 - GIZ contracted a consultancy firm
 - Two studies in 2007, 2008, 2009
 - Main results:
 - 84% are pursuing further studies
 - 59% are employed (one third in the same firm)
 - 11% see themselves working in their field in a firm after 10 years

Pilot DS in Egypt

- Program Evaluation (2010):
 - A brand respected by firms, teachers, schools, and students
 - Scaling up is possible (50,000-60,000 students/year)
 - MOE budget is embedded within the larger budget for TVET.
 - Capacities of new structures needs to be strengthened.
 - Information flows within the governance structure needs to be improved (for management and policy levels).

Case II- Syria

Apprenticeship Scheme

Pilot DS in Syria

- **Partners:**
 - Ministry of Education
 - Employers' organizations:
 - Regional: Chambers of Industry
- **Legal framework:**
 - Memorandum of Understanding with established procedures

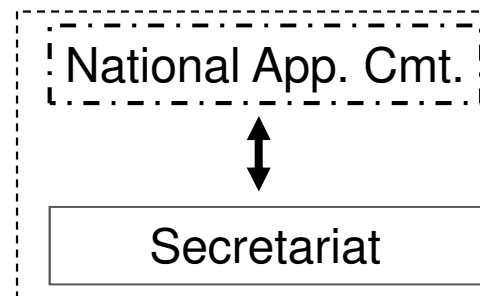
Pilot DS in Syria

- **Finance:**
 - State: VET “budget” for the equipment, the teachers training, the teaching material,...etc.
 - Firms: trainer, training in the work place, monthly allowance for the trainees, ...etc.
 - Chambers of Industry: new fund
 - Firms contribution (proposed levy ~0.5% of the total wages).

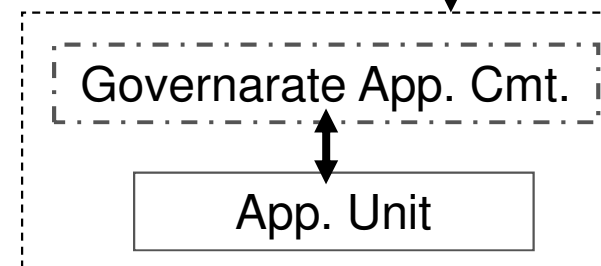
Pilot DS in Syria

- Structures:

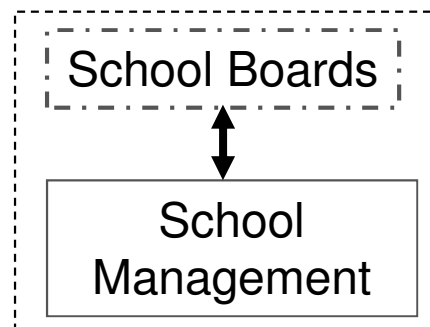
National Level



Governorate Level



School Level



Pilot DS in Syria

- Roles:

	Ministry	Firms
Supervising and reforming the system	National App. Cmt.	
Issuing decrees/regulations	Minister	
Relaying regulations and supervising implementation	VET Dir. (schools)	App. Unit (firms)
Administering training contracts and student relationship with the firm		App. Unit
Introducing new vocation	Governorate App. Cmt.	
Curricula development	Curricula Dev. Unit	
Theoretical education	Schools	
Practical training		Firms
Practical exams	3-partite committees	
Theoretical exams	Schools	
Certification	MOE	Chambers

Pilot DS in Syria

- Figures (2013)
 - 4 trades in 5 governorates (11 schools/institutions)
 - >2000 students enrolled in Damascus
 - >200 training firms
- Tracer studies for the graduates:
 - Chamber of Industry function
 - Two studies in 2005, 2010 for Damascus, and one study in 2009 in Aleppo
 - Main results:
 - 1/2 graduates employed
 - 1/3 male graduates in the Military Service
 - 1/10 inactive (mostly females)
 - 1/5 continuing studies
 - 1/10 seeking a government job

Reflection

Common challenge in the two pilots

Commonalities:

**Lack of
internalization**

- Possible causes:
 - Static view of the VET system in Arab countries and centralization of the system.
 - Associations (esp. capacities in representing the interests).
 - Image of VET (historical and cultural)
 - Limited industrialization?

References

- Publications:
 - The Comparative Political Economy of Collective Skill Formation (2011); Busemeyer, and Trampusch
- Egypt Case:
 - The Mubarak Kohl Initiative-Dual System in Egypt (2010), Arvil V. Adams.
- Syria Case:
 - Tracer Study: Evaluation of Apprenticeship System in Damascus, Syria (2005); Damascus Chamber of Industry.
 - Report: The Apprenticeship System in Damascus & Countryside, Syria (2010), GTZ.
 - Reports from the Apprenticeship Unit in Damascus Chamber of Industry (*Thank you very much*).