

**Terms of Reference:
Position Paper on
The Egyptian Technical Education System
Under the USAID-funded WISE Subcontract with ENCC**

The Egyptian National Competitiveness Council (ENCC) and USAID's Workforce Improvement and Skill Enhancement (WISE) project issued a new study entitled, "Labor Skills, Productivity, and Human Resources Management," which was prepared in cooperation with the Egyptian Center for Public Opinion Research (BASEERA). The study aimed at evaluating the efficiency of the Egyptian labor market and the ability of related institutions to formulate and implement policies to achieve the objectives of economic growth, competitiveness, and development-planning in an equitable manner by matching labor market needs with the technical skills of Egyptian labor in sectors capable of supporting the Egyptian economy.

The study includes an analysis of labor market imbalances in Egypt, low productivity, and human resource management. The study presents bottlenecks experienced by private sector companies in targeted governorates and economic areas. The objective was to identify the most important procedures and regulatory frameworks related to the labor market that require intervention in order to improve the efficiency and competitiveness of the Egyptian labor market and define the professional competencies that meet the needs of the business sector.

The issues of youth employment, female participation in the labor market, the quality of technical education, vocational training, and informality were at the top of the challenges identified by the study. To tackle these challenges, the study produced a rich set of conclusions and recommendations on developing and empowering Egyptian workers. In addition, the results showed the importance of factors related to the business climate and governing policies to raising the efficiency of the Egyptian labor market.

In order to ensure the sustainability of the work on the recommendations of the study, the Enabling Environment Advisory Group (EEAG) was established to exchange the wide range of experiences with all related parties and identify the necessary priorities to move forward with the required reforms in order to provide an enabling environment for improving the efficiency of the labor market. The EEAG has chosen the topic of the **technical education system** as one of the reform priorities.

Technical education system:

The study has shown the following facts:

- One-third of employers/enterprises do not offer formal training.
- TVET outcomes do not match the skills employers look for, particularly practical skills and workplace-ready attitudes.
- However, more than 80 percent of workers acquire the needed skills in their workplace, confirming the study phone poll finding that TVET graduates have a general perception that further formal TVET training is unnecessary.

- In 2014, Egypt's unemployment rate reached its highest level in more than a decade. Young people between the ages of 15 and 30 constitute around 90 percent of the unemployed in Egypt. Despite growing job vacancies, the skills available do not match the available positions. Across all sectors, companies are complaining about the low quality of young job seekers.
- Weak link between TVET institutions and the private sector. The private sector is reluctant to link to the technical education system by providing funds to enhance its performance, train and employ students and job seekers, or contribute to curricula, training programs and course content, which is crucial for the formulation of different occupations. They are also reluctant to participate in the follow-up and evaluation processes. In general, the private sector contributes little to vocational training system in terms of ownership, and management of vocational training institutions.

Scope of Work

The required position paper will tackle the issue of **technical education system** based on the following recommendations from the "Labor Skills, Productivity and Human Resources Management" study:

1. Incentivizing greater involvement of the private sector in in the Dual Education System.
2. Establishing, on a national level, an accurate, valid, and updated LMIS that can be used to enhance efficiencies and match employers to job seekers.
3. Improving employment services and matchmaking mechanisms to bridge the gap between supply and demand. Design special programs for females who lack higher education.
4. Promoting lifelong learning through the recognition, validation, and accreditation of the outcomes of non-formal and informal learning.

In tackling these recommendations, the consultant will:

- Provide a baseline review of the progress achieved in the field of TVET¹.
- Provide an estimate of potential increases in employment if these recommendations were adopted based on international best practices.
- Propose means of increasing the involvement of the private sector in the Dual Education System based on the opinion of stakeholders from the private sector and based on literature review of best practices in countries that attained a high rate of private sector involvement in Dual Education.
- Review current attempts to institutionalization of an LMIS and how to establish the system taking into consideration how to overcome the inconsistencies between the different institutions.
- Review all existing employment services and matchmaking mechanisms in Egypt.

¹ Based on the information derived from the "Labor Skills, Productivity and Human Resources Management" study, the Consultant will provide an update on progress achieved in the field of TVET since the Labor Study was issued in March 2017. ENCC will furnish the Consultant with an update on progress achieved in the field through February 2017.

- Provide a complete guide for institutionalizing a national career guidance system in Egypt.
- Include a road map of activities for implementing the above mentioned recommendations drafted in consultations with stakeholders' representatives
- Categorize the recommendations according to timeframe required for their implementation.
- Meet the following requirements for length and formatting: 25 pages; Times New Roman 12p font; single spacing; 1-inch margins.

Tasks and Deliverables

- The consultant will work under the supervision of the Senior Advisor of the Enabling Environment Unit (EEU) and the director of the Unit.
- S/he will conduct meetings with relevant stakeholders.
- S/he will incorporate necessary changes as per consultations with EEU senior advisor and director.
- The first draft of the Position Paper will be delivered within a month from the recruitment date of the consultant.
- S/he will prepare a presentation of the Position Paper to be delivered to the Enabling Environment Advisory Group (EEAG).
- S/he will incorporate feedback from EEAG members into the final version of the Position Paper.
- The final Position Paper will be delivered within three weeks from receipt of EEAG's feedback

QUALIFICATIONS

- Egyptian citizenship required.
- Minimum of a Master's Degree in economics, social sciences, or a related field.
- Minimum of 15 years' experience in the field of technical education, including prior experience in the Egyptian context and a strong familiarity with international best labor market practices and global trends.
- Knowledge of regulatory issues for private sector development in Egypt.
- Strong analytical and organizational skills.
- Ability to work in a team environment is vital.
- Proficiency with Excel and other MS Office software packages.
- Excellent writing and presentation skills in both Arabic and English.