



**Tunisian Republic**  
Ministry of Vocational Training and  
Employment

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# Vocational Training in *Tunisia*

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## *3rd German-Arab Education and Vocational Training Forum*

Monia Rais Mghirbi

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# Strengths and challenges for Education System

- 👍 ***Educated youth*** *who led the revolution* (97% scolarisation rate)
- 👍 ***VT Upgrading program*** since 1996: *Training for employment* (demand driven system)
- 👍 *360.000 university students, more than 60% women...*

But

- 👎 ***Alarming unemployment rate*** : challenges for the labor market and for the training system with ***employment highest priority*** for the next period :
  - ***Short term*** : emergency employment program
  - ***Medium/ Long term*** : in-depth reforms of the training and educational systems

## The *unemployment* situation

- **14%** = ~ 520,000 unemployed (2010)

**increasing towards 700,000 unemployed**

(lost/ threatened jobs + impact of the crisis in Libya + new graduates July 2011 + growth of active population)

- Important *disparities* :

- **by education level**: much higher rates for university graduates (~ **24%**)
- **by gender** : **33%** of unemployed graduates are women
- **by regions**: In particular, regions of Kébili, Gafsa, Sidi Bouzid, Tataouine or Jendouba have graduates unemployment rates exceeding **40%**
- **by sectors**: shortages of qualified personnel /vs/ higher unemployment rates reaching three times the

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## ***Emergency plan to maintain and re-launch Employment :***

***Short term*** strategy, for ***rapid*** and ***sustainable*** responses to the employment challenges, based on 4 axis:

***1.creation of new jobs*** in all sectors (public, private, PPP, civil society, overseas employment). Public-private partnerships will be promoted to create new firms and new jobs, especially in the *western regions*,

2.promotion of ***entrepreneurship***, by providing special support to new ideas and small business promoters,

***3.preserving current jobs*** in threatened sectors, through the support of the enterprises (***fiscal, social and financial*** ) and their workers (***further training***),

4....

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## 4<sup>th</sup> axis : Actively accompany job-seekers :

I

Create new salaried jobs

II

Develop  
entrepreneurship  
and micro-  
enterprise

III

Support  
enterprises to  
preserve existing  
jobs

IV

Actively  
accompany  
job-seekers  
and develop  
their  
employability

**Coaching:** Skills audit; development of life skills;  
employability path tracking: *personalized accompaniment*

**Training:** according to the needs of each path,  
if possible **certified**

**&/or Conversion :** Towards higher employability  
occupations ; **6 fields are pre-identified :**  
ITO/BPO, Logistics, sustainable tourism, food  
industry, Renewable energies, health

Mentored **internships** within companies or institutions

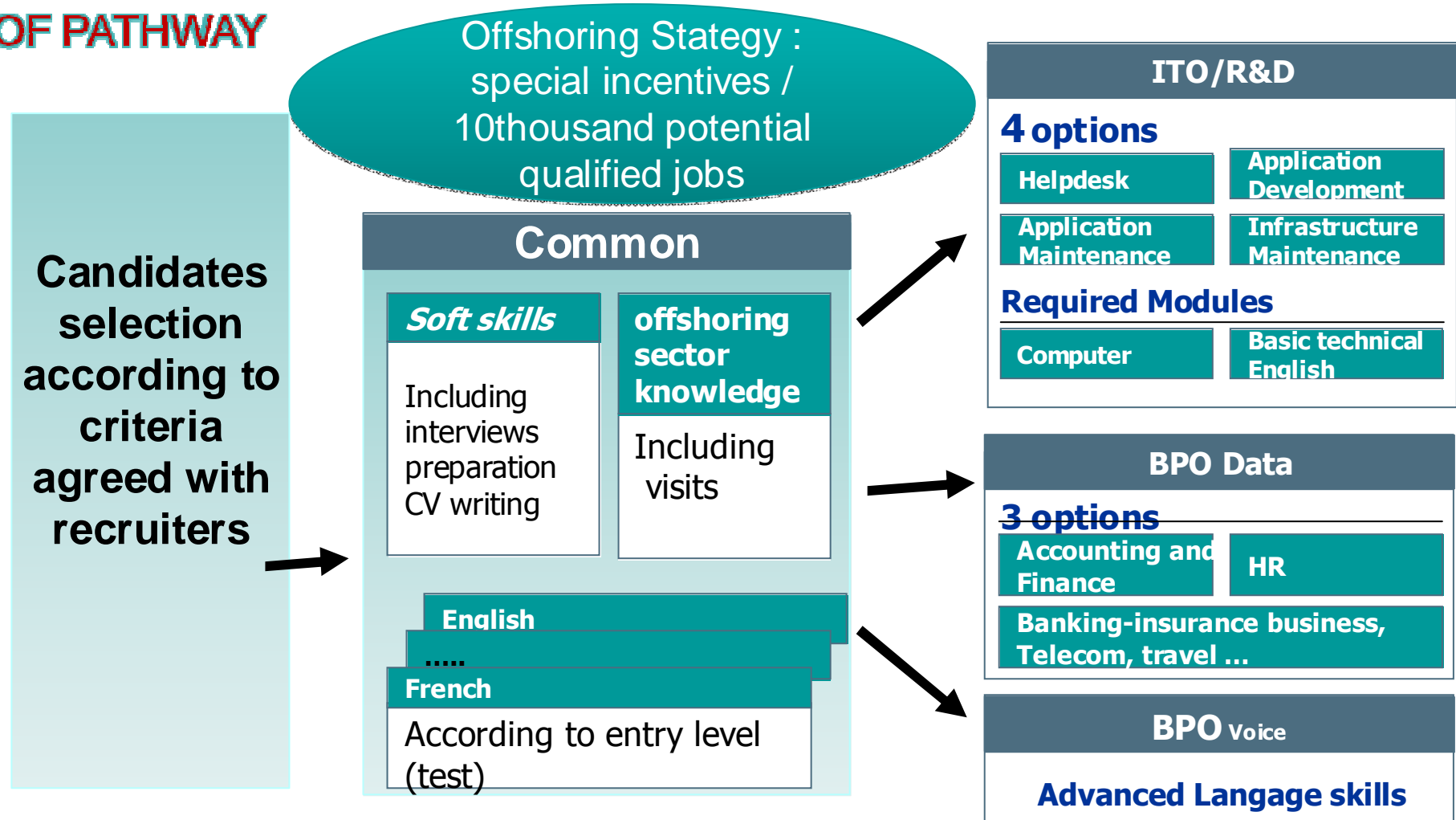
Training for  
unoccupied  
employees  
(technical  
unemployment)

A path is the  
combination of 1 or  
more elements  
Ex: coaching +  
training

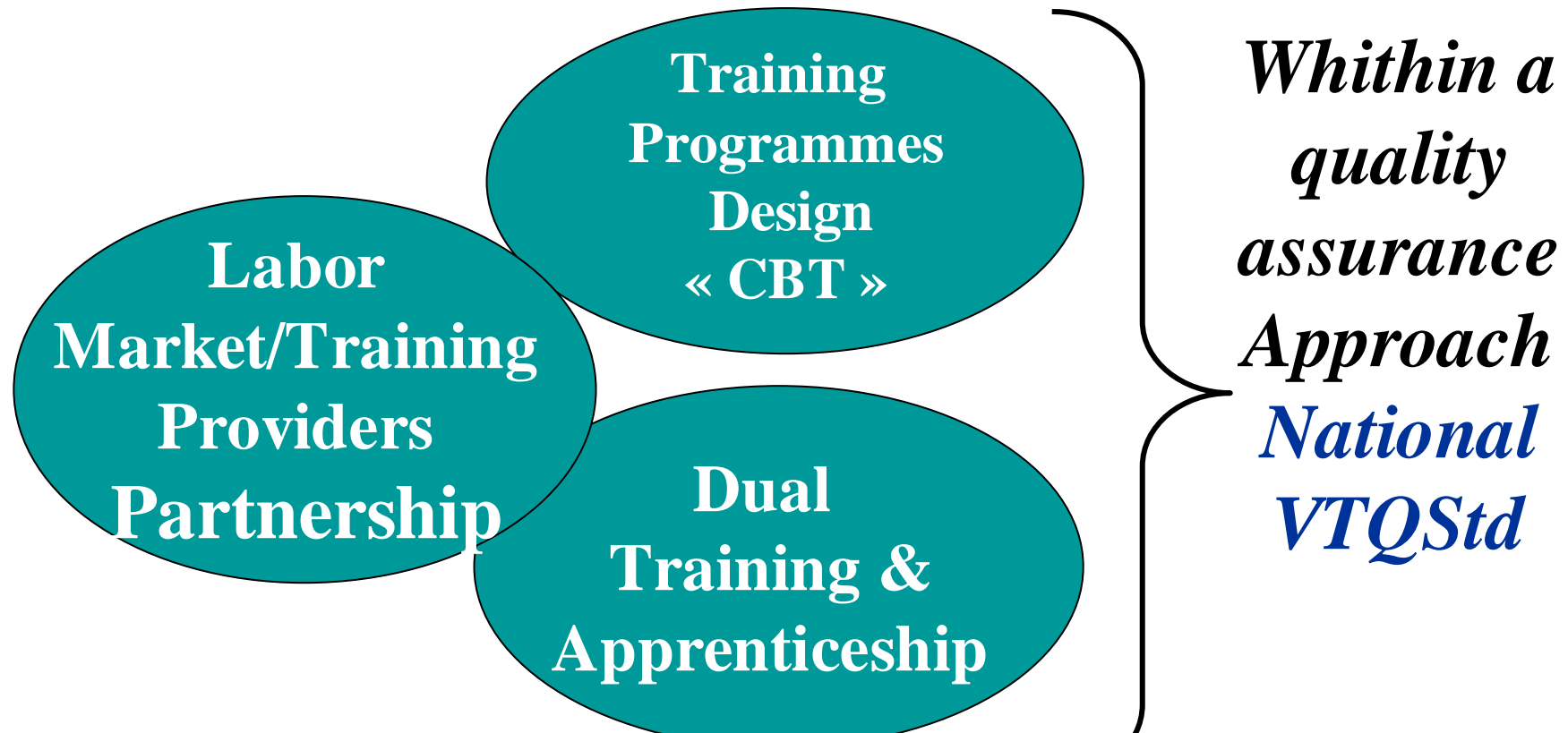
Employability paths built with employers and experts

# Axis I. Create new salaried jobs / private sector Offshoring pathways

## EXAMPLE OF PATHWAY



*Medium term* : consolidate the pillars of the  
VT upgrading programme **MANFORME**



**& Consolidate VT provision (*quantity and quality*) especially in the western regions**  
**(*Regional development*)**

## *Med / long term : VT strategy to support the national employment policy and increase productivity (1/2)*

- Developing **regional steering and governance** of the vocational training system, with improved **partnerships** with employers
- Enhancing the capacity of **economic sectors** and the business community to formulate their **skill needs and requirements** (sectoral occupations repertories, training-support units within professional bodies, ...)
- Promoting and improving the **quality of dual training and apprenticeship**, by developing the capacity of centres and enhancing the partnership commitments of companies to contribute to training.
- Promoting **entrepreneurial learning** at all levels

## *Med / long term : VT strategy (2/2)*

- Making vocational training ***an attractive option***, mainly by
    - instituting ***more effective and flexible linkage*** between education and vocational-training systems
    - Establishing a performing system ***of information*** about trades and occupations, and ***guidance (VT and higher education)***
  - ...Implementing the ***National Qualifications Framework (NQF)*** based on ***Learning Outcomes (2009)*** :
    - Improve ***links*** between Qualification system / Labour market
    - Improve ***access*** to learning and to qualifications, and consider ***all learning contexts*** to sustain ***Life long learning***
    - Improve transparency and «convertibility» of qualifications /other countries in the region and the UE (especially with regard to EQF)
- ... Attract more foreign investors***

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## German Cooperation contributed to development of VT

Such as :

- promotion of dual training (1991-2010)
- promotion of entrepreneurial competencies (1995-2005)
- promotion of training for rural girls (1993-98)
- development of a controlling system for VTCs
- Consolidation of VTC (Training of trainers, Equipment, ...)
- ....

**and is present in the emergency plan**

- Road show / AHK
  - Regional fund for promotion of training and employment in MENA regions, ...
  - Others underway....
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*Thank you*

monia.mghirbi@mfpe.gov.tn