

Inter-company training with the private sector creates prospects for young Tunisians

Innovation for vocational schools - training with perspective

Challenge

Tunisia continues to face significant social and economic challenges. The economy is developing slowly, and the official rate of unemployment is on average around 15 per cent, and 23 per cent among women. This is similarly high to the level prior to the start of the revolution.

One way to potentially stimulate the economy is to develop vocational training in Tunisia. The current system is struggling with challenges: Training is heavily school-based; practical elements in schools are rather rare, despite some exemplary initiatives such as in the textile sector, and have so far had too little impact. For example, after their training, job starters do not have the necessary skills for the labour market. In most cases, training is not appropriate for the actual market requirements.

Companies are currently rarely used as a venue for learning in vocational training. There are hardly any incentives for them to get involved in vocational education and training, either financially or in terms of content.

However, politicians, businesses and administrations have recognised that vocational education and training needs to be revamped and have taken initial steps. At the end of 2013, a vocational education and training reform was adopted, but it has so far failed to adhere to the schedule it set itself.

Objective

The project improves the quality and labour market relevance of initial and continuing vocational training with the participation of the private sector in selected sectors.

Project title	Inter-company training with the private sector in Tunisia
Implemented by	Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH
Commissioned by	Federal Ministry for Economic Cooperation and Development (BMZ)
Partner	Ministère de la formation professionnelle et de l'emploi (MFPE)
Country	Tunisia
Regional Focus	Bizerte, Nabeul, Monastir, Sfax
Target group	Youths and young adults with secondary school qualifications, young job seekers and trainees
Laufzeit	2019 - 2022

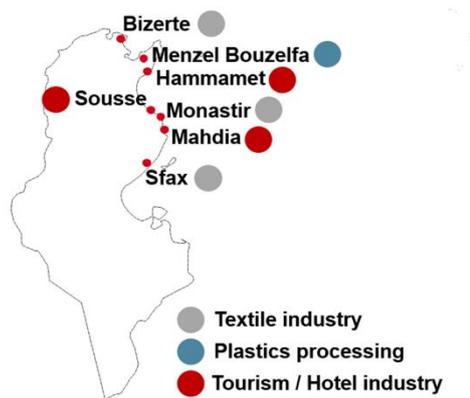
Approach

The project "Inter-company training with the private sector in Tunisia" takes up the challenges mentioned above, tackles the labour supply side and aims, in close cooperation with the private sector, to improve the quality of vocational training. The aim of the project is to increase the quality and labour market relevance of vocational education and training and to improve the participation of private enterprises in selected sectors on an exemplary basis through the work and dialogue of all relevant actors (Tunisian state, trade unions, private sector, civil society).



The practical experience in the company is a valuable component of vocational training.

Key regions and sectors of the project:



The project develops in cooperation and with financial contribution of the written economy and individual companies technical training courses in the textile sector, in plastics processing and the tourism industry. Specifically, the project the establishment and further development of training courses at vocational schools in several regions Tunisia and is involved in the development of this model of inter-company training in the country as a pilot project to strengthen dual vocational training.

Tunisian companies that have a need for qualified employees* are central intermediaries in the project. In order to achieve the greatest possible impact on employment, the project aims to address sectors with high employment potential. An example of this is the textile sector, in which 1,880 companies are active and nearly 200,000 people are employed in the value added. In 2018 alone, 10,000 jobs were to be filled here.



In particular the textile sector is in Tunisia an important industry for vocational training.

Companies in Tunisia should be encouraged to become more involved in vocational education and training, while the specific needs of the labour market articulate. Only a leading role for the private sector in Governance of the training courses ensures their long-term Operation. Furthermore, the commitment of the companies covers also their self-interest in a well-trained workforce which is why the probability of a takeover of the trainees after the training and thus their Employability increases.

Furthermore, the project supports the anchoring of Approaches of cooperative vocational training in the state system. The project contributes to capacity development and more effective provision of services to the private sector. Training formats should help to improve the capacities and Knowledge of the employees* of the government agencies of the further develop vocational training.

Success factors

- **Increase employability:** With the help of the desired high-quality vocational training, the young people acquire practical skills and knowledge that are in demand on the labour market and which increase their overall employability in the pilot sectors.
- **Improve practical orientation:** By involving the private sector in the design and implementation of the training content, the training is tailored directly to the qualification needs of the participating companies and they can subsequently fill vacant positions according to their needs.
- **Increasing competitiveness:** The companies improve their position in recruiting personnel trained to meet their needs and thus increase their competitiveness on the Tunisian and international market.
- **Further develop vocational training:** The project strengthens the joint responsibility of government and business, learning in the work process and the qualification of training personnel in Tunisia.

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