

## ILO conference puts apprenticeships on the national agenda



The ILO's Decent Jobs for Egypt's Young People project funded by the Department of Foreign Affairs, Trade and Development (DFATD) Canada, held a national conference on improving the apprenticeship system in Egypt.

The two-day conference was held in Cairo from 27 – 28 April 2015 and included 75 participants from over 15 national entities including the new Ministry of Technical and Vocational Education and Training (TVET), the Ministry of Manpower and Immigration, the Ministry of Trade and Industry, and employers and workers organizations.



The discussions included a dynamic social dialogue between stakeholders on ways to strengthen the apprenticeship system in Egypt by drawing on successful national, regional and international models.

The Global Apprenticeship Network (GAN) presented international experience on how to mobilize employers to offer more apprenticeships and discussed how Egypt could benefit from this experience.



During the conference working groups identified the key challenges facing the different types of Egyptian apprenticeship systems and placed forth a set of comprehensive recommendations for reforming and strengthening the system. The recommendations included the need for a coherent legal framework and uniform definitions, standardizing contracts and working conditions, clarifying supervisory roles, improving training for teachers and company trainers, assuring quality of both on- and off-the-job training, and strengthening dialogue between the government, employers, and workers/apprentices.

The recommendations developed from the conference were also agreed upon by stakeholders to serve as a starting point to upgrade the informal apprenticeship system.

The conference also aimed to promote the expansion and outreach of apprenticeships to more companies in the country, including small businesses and to promote the existence of apprenticeships at different levels of skill development including higher skill levels.

Consensus was built amongst stakeholders to establish a taskforce committee in order to continue collaboration between government bodies and address the need to establish a solid apprenticeship system with a consistent legal basis for implementation. The committee will also serve to follow up on the implementation of the recommendations developed from the conference and to support the Ministry of TVET in upgrading, unifying and formalizing the Egyptian apprenticeship system.

The taskforce committee will be chaired by the Ministry of Technical and Vocational Education and Training, and comprise of experts from the ILO, the Ministry of Manpower and Migration, the Ministry of Trade and Industry, Enterprise Training Partnerships, the National Centre for Human Resources Development, and employers and workers organizations.