

**Career Guidance, Migration,  
Labour Markets' Efficiency,  
Quality of Training, and  
Democracy: Is There a Link?**

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# Acknowledgement

- CSEND, Understanding and appreciating the topic (CG);
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- You, Interest and devoting time.

# Career Guidance (CG): the Concept

## Life Long Career Guidance and Counselling

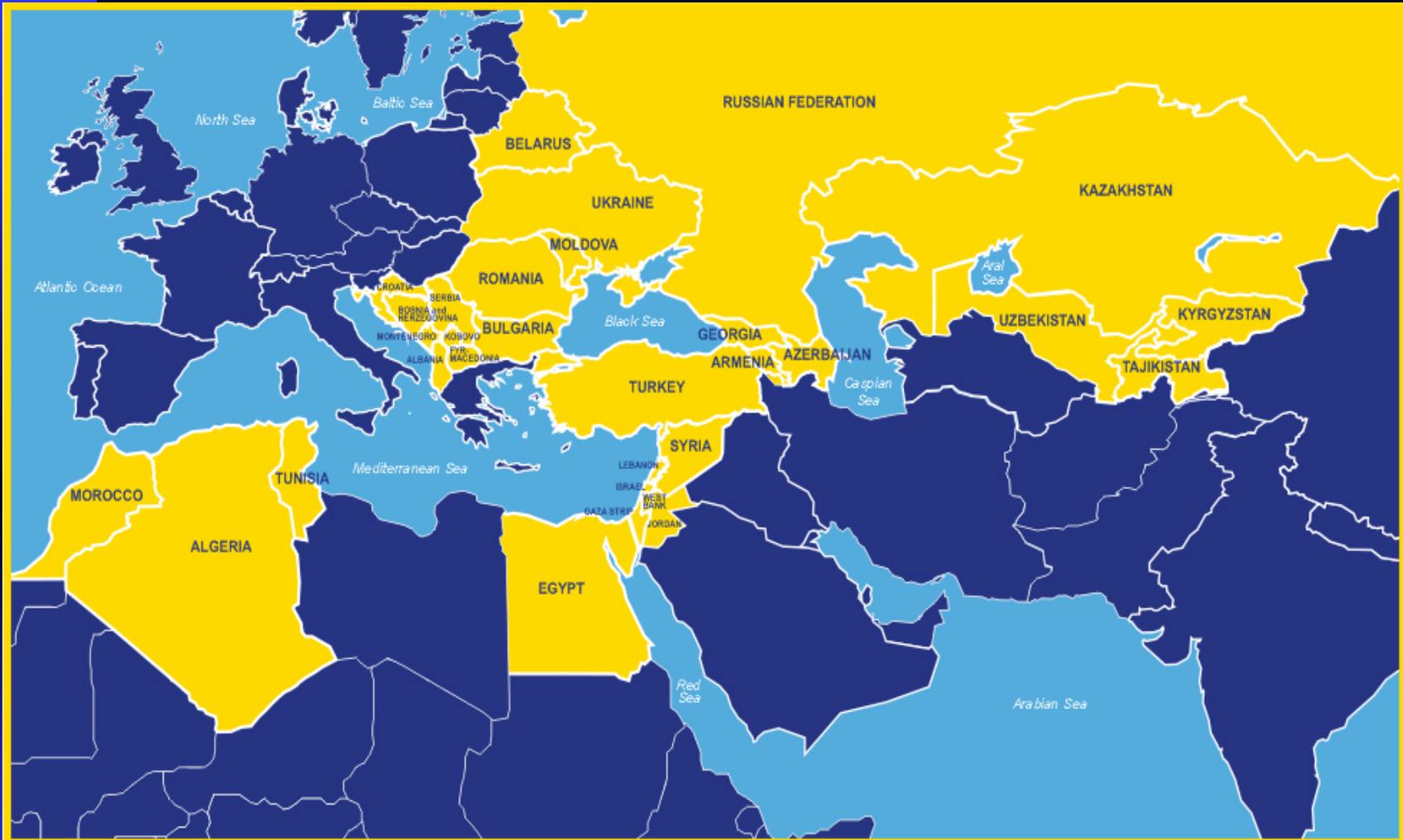
- *helping individuals of ALL ages to choose between the full range of available education, training and employment opportunities, in relation to what is likely not only to utilize their abilities but also to meet their interests and values, so leading to greater fulfillment and satisfaction".*

## So CG Includes:

- Career information,
- Assessment and self-assessment tools,
- Counselling interviews,
- Group guidance programmes,
- Career education programmes,
- Work-experience programmes, and
- Job-search skills training programmes.

# Is there a Problem?!

- European demographic trends and the need for migrants;
- European Workforce's Skills and Education;
- Middle East and North Africa young population and scarcity of employment opportunities;
- Previous contacts attracting people to Europe;
- Legal and illegal migration.



**EU Mediterranean Neighbourhood Countries**

**Algeria, Egypt, Israel, Jordan, Lebanon, Libya, Morocco, Syria, Tunisia, Turkey, West Bank and Gaza Strip**

# Our Forum Objective

- Shed some light on CG`s links to HRD-related issues in the MENA region;
- Discuss the possible role of Career guidance in supporting developmental strategies in MENA;
- Propose anticipated role of MENA Governments;
- Identify possible support to these efforts.

# 1. Europe and Migration!

- Europe becoming the “DREAM Land”;
- Aging population: a challenge to Europe;
- Skill and Education: still another challenge to Europe;
- Young populations in the Vicinity!
- They need us, we need them;
- Would TVET and career Guidance help?

# Europe becoming the ‘DREAM’

- for many Africans and **Mediterraneans**;
- Pressure of legal and illegal migration;
- Recent demographic trends in Europe and the need for migrants;
- European Workforce’s Skills and Education;
- Relevance and quality of Migrants’ skills;

# EU Demographic time bomb

## 🕒 EU by 2030 ...

💣 almost 14 million more older people

💣 9 million fewer young people

💣 2 million fewer learners in VET

(at secondary & tertiary level, if participation rates doesn't change)

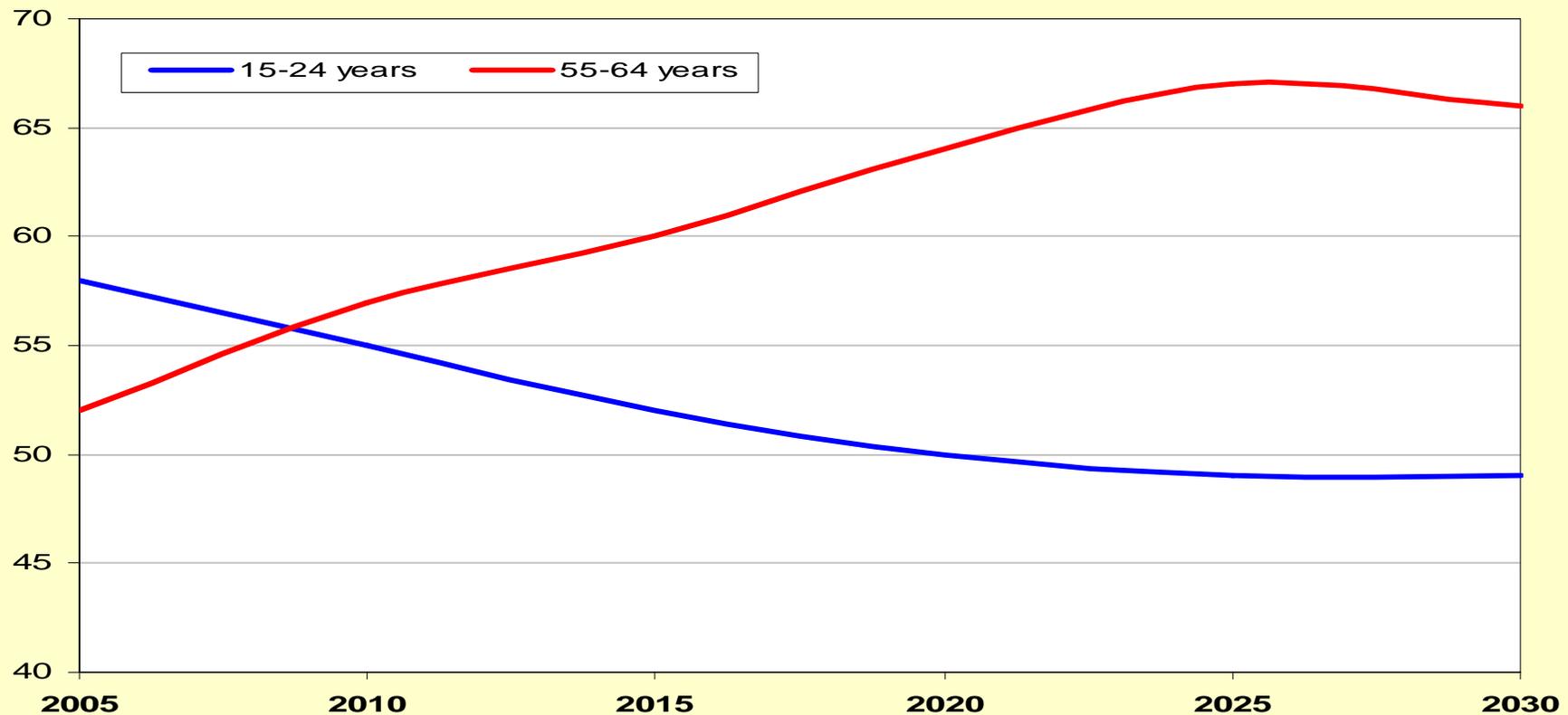
➤ Future labour markets will rely more on older workers and migrants;

➤ Quality and Life-long Training.

# Aging Population

*(From ETF, Mr. Zelloth)*

**Population in EU25 aged 15-24 and 55-64, 2005-2030 (in million)**



Source: Population projection 2004, Eurostat, baseline variant

# Another EU Challenge

## Worldwide skills competition

- **72 million Europeans are formally low- skilled**
- *(as many as inhabitants of France + Ireland + the Baltic States together)*

### Europe scores:

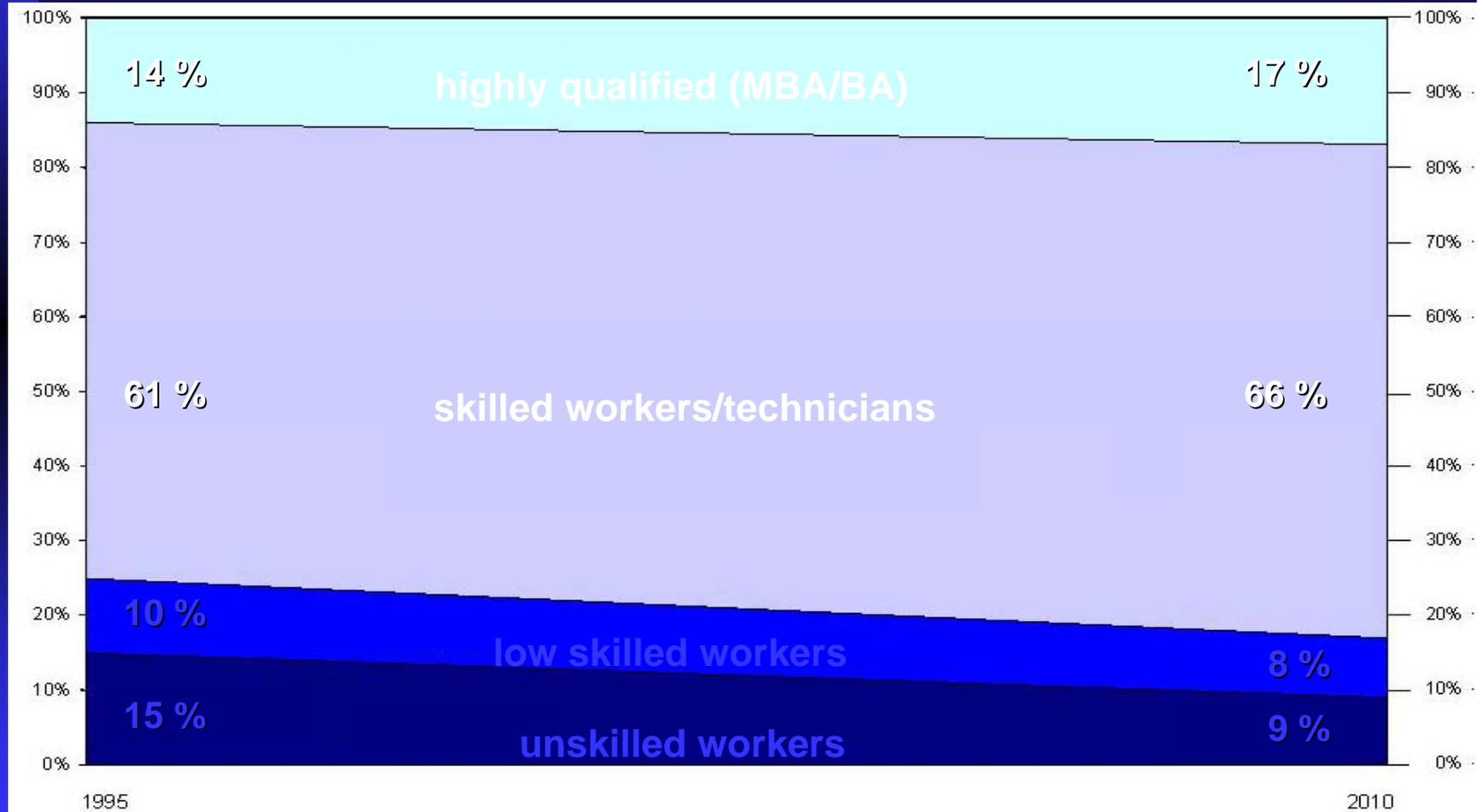
- **low on high skills;**
- **high on low skills;**
- **strong at intermediate skills.**

### Europe's competitive advantage through:

- coping with increasing demands and diffusion of **new technologies**;
- high skilled jobs require both **vocational qualifications** (secondary & tertiary level) and **academic skills**.

# Development of the skilled labour segment

(From ETF, Mr. Zelloth)

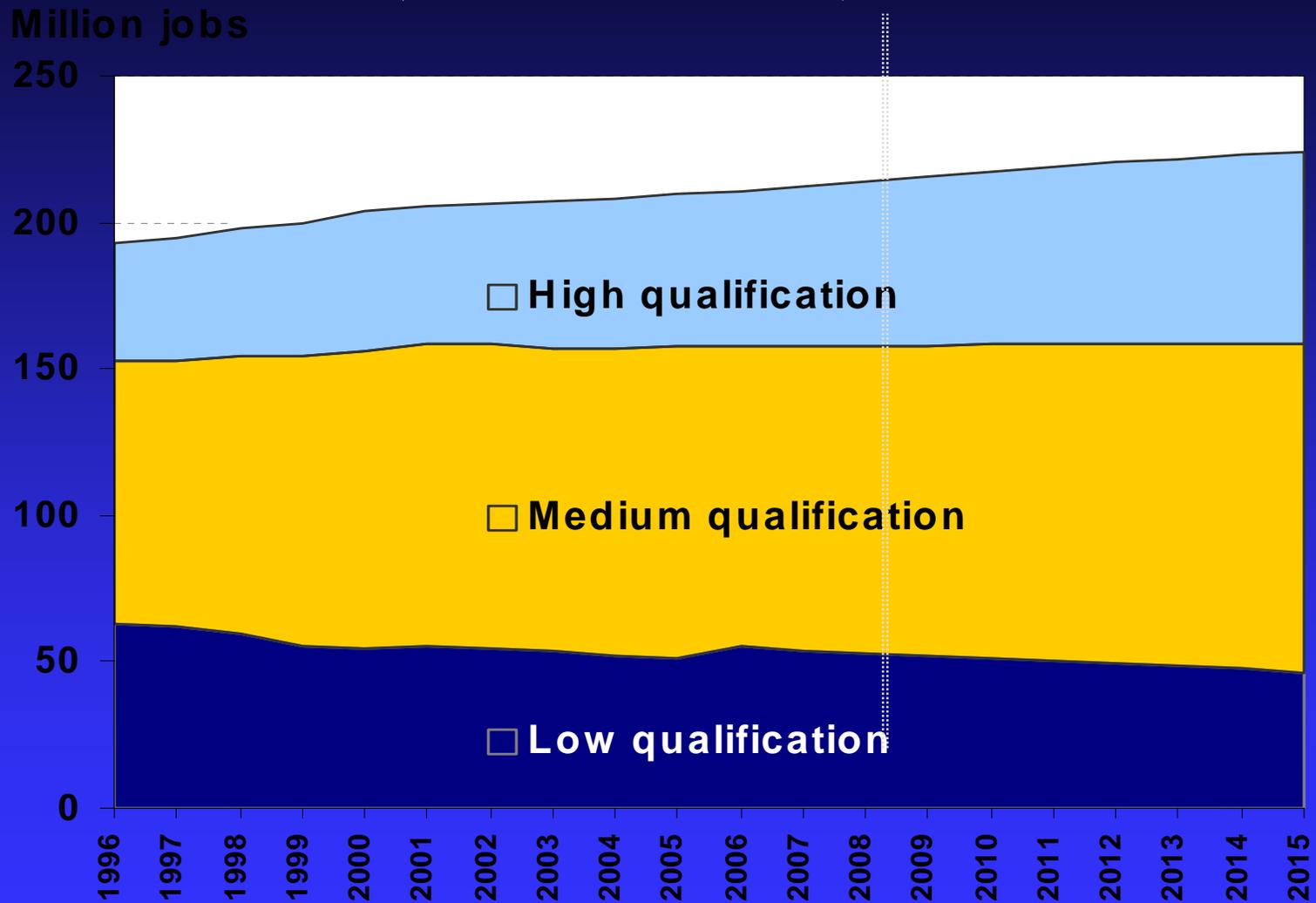


Source: Tessaring, 1994; Schüssler, Spiess, Wendland, & Kukuk, 1999

# Past and likely future qualification trends 1996-2015

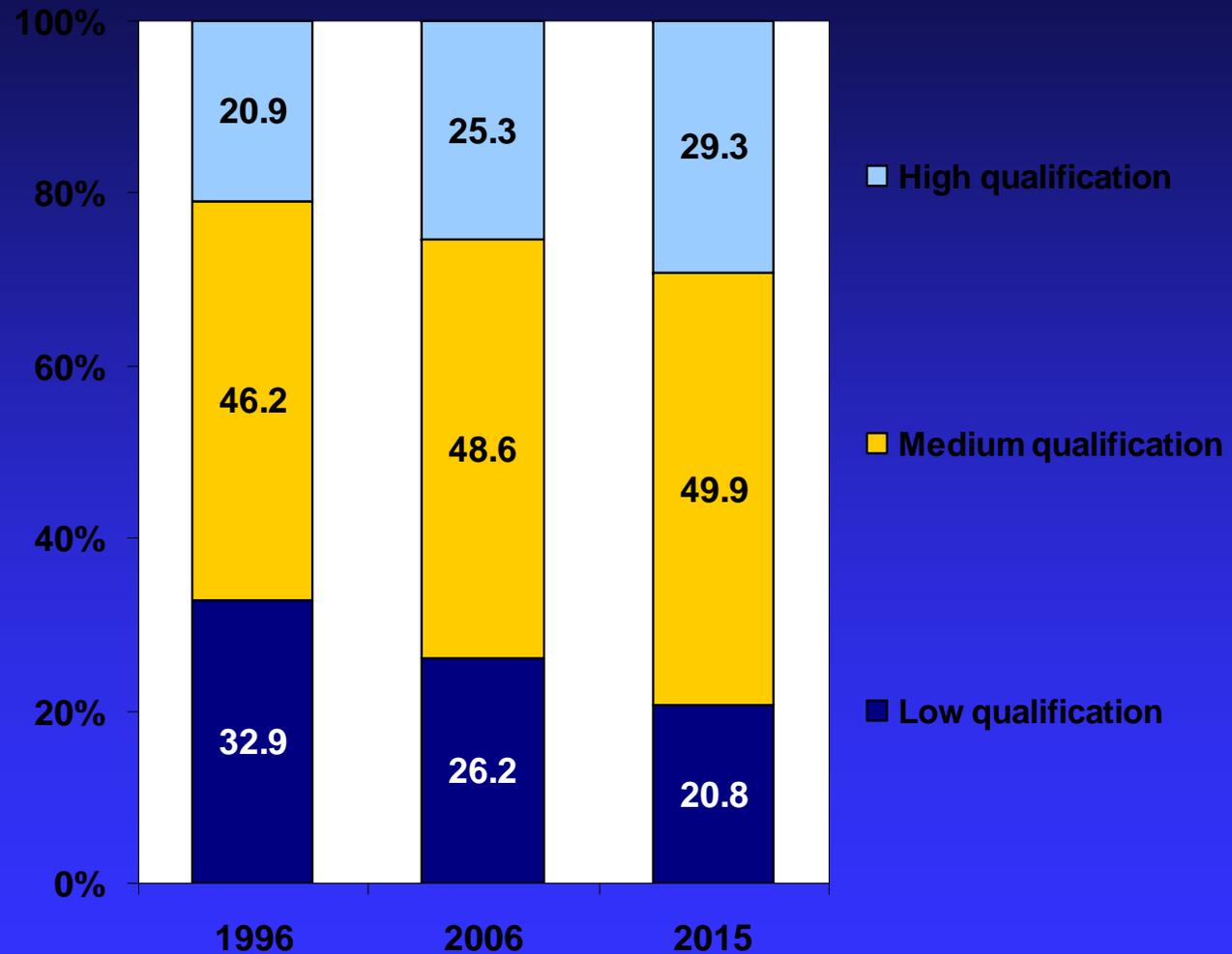
(EU-25+) Source: CEDEFOP

(From ETF, Mr. Zelloth)



# Past and likely future qualification structure 1996-2015 (EU-25<sup>+</sup>)

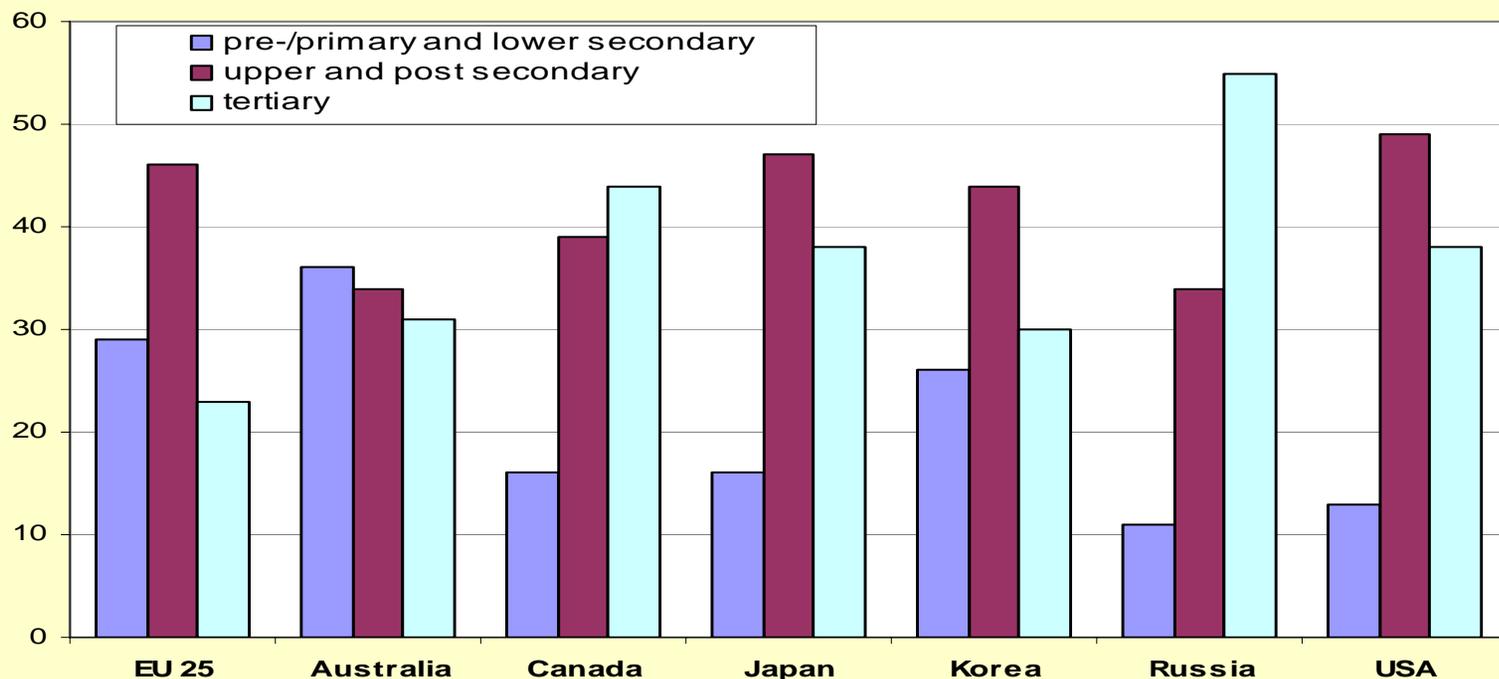
Source: CEDEFOP, (*From ETF, Mr. Zelloth*)



# Educational Attainment

*(From ETF, Mr. Zelloth)*

**Educational attainment of the adult population (25-64 year-olds)  
by highest level of education attained, 2005**



Source: EU25: LFS, Eurostat ; other countries: OECD 2004

# MENA and Migration

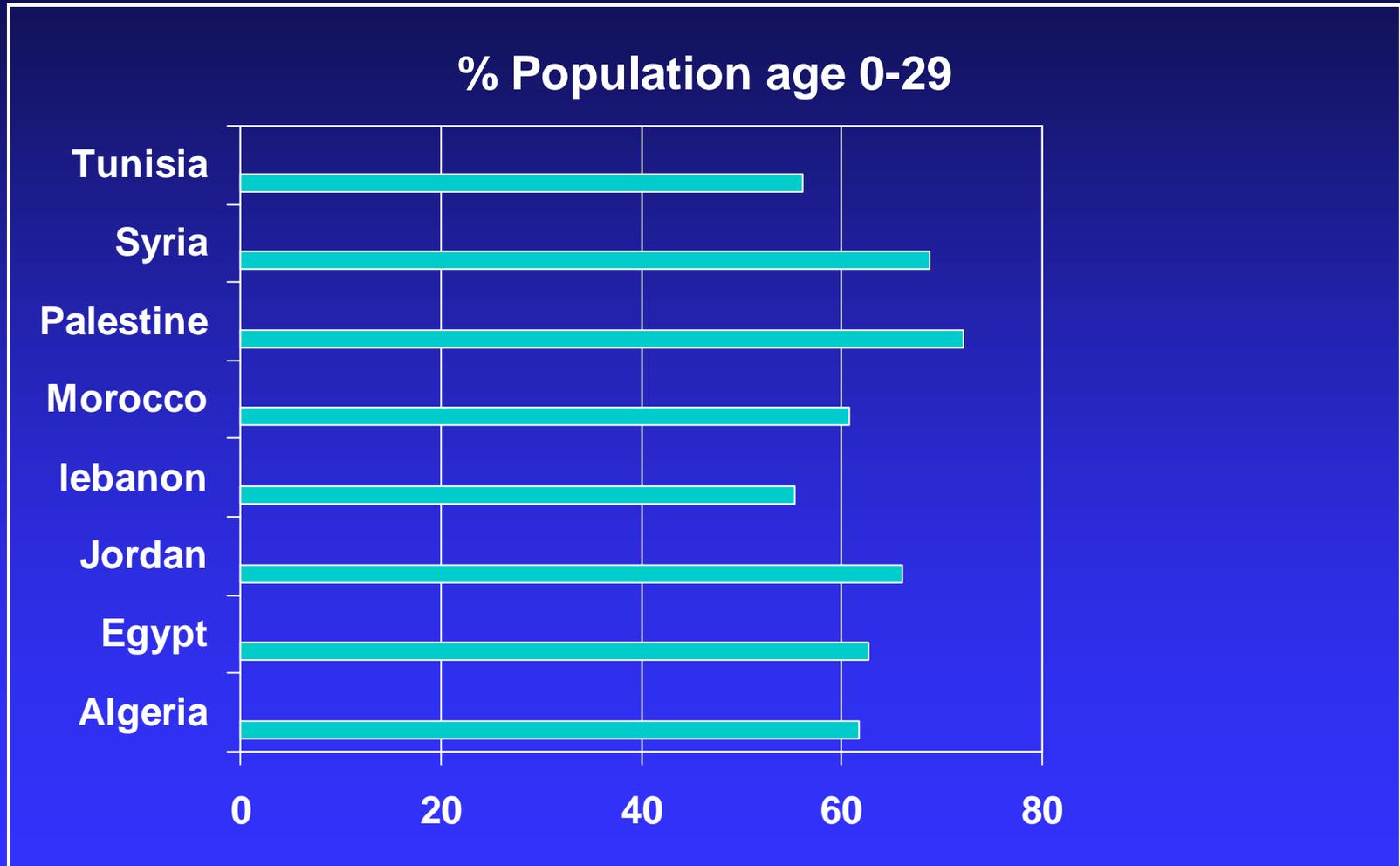
- Very young population;
- Inability of economies to absorb new entrants to the Labour Market;
- Diminishing return on education/ training;
- Growing trends of legal and illegal migration;
- What are the anticipated skills;
- Migration as a viable option!

# Why to Europe?

- 2001 and subsequent events;
- European diversity;
- Europe geographic location;
- Previous colonies;
- Traditional contacts.

# MENA Challenge

## Very Youth Population in MENA



# Difficulties Faced 1

- Migration is still an important source of employment for many;
- Migration to EU countries continue to ensure migratory flows that are driven not only by unemployment or severe poverty, but also by an aspiration to improve opportunities and standards of living;
- MENA migrants and the competition that exists in the international labour market.

## Difficulties Faced 2

- The legal barriers to working in EU countries and the lack of recognition of qualifications obtained at home leading to problems of illegal migration and underemployment of migrants;
- Above 80% of Youth stated “Desire” to migrate;
- With objective measures, the likelihood of migration fell to 25%.

# MENA Countries Migration to Germany

	1994	2000	2003
<b>North Africa (NA)</b>	<b>1.7%</b> <b>(12.818)</b>	<b>2.0%</b> <b>(12.968)</b>	<b>2.2%</b> <b>(13.230)</b>
<b>Middle East (ME)</b>	<b>0.7%</b> <b>(9.752)</b>	<b>3.5%</b> <b>(25.858)</b>	<b>2.7%</b> <b>(19.770)</b>
<b>MENA</b>	<b>2.4%</b> <b>(22.570)</b>	<b>5.5%</b> <b>(38.826)</b>	<b>4.9%</b> <b>(33.000)</b>

# MENA Countries Migration to France

	2000	2002	2004
<b>N.A.</b>	<b>38.5%</b> <b>(35.364)</b>	<b>42.8%</b> <b>(52.798)</b>	<b>40.80%</b> <b>(58.571)</b>
<b>M.E.</b>	<b>Not significant</b>	<b>Not significant</b>	<b>Not significant</b>
<b>MENA</b>			

# Would Career Guidance Help?!

- Career guidance and educated decisions concerning migration;
- CG and selection of training field;
- CG and Language and other labour market needs;
- Career guidance and derive towards quality.

## 2. Labour Markets' Efficiency

- Labour Markets are Joint individual/ establishment (public and private) Arena;
- LM information: Availability and use;
- Transition from school to work;
- Balancing Supply and demand of Labour (qualitatively and quantitatively);
- Shortening Frictional unemployment;

# Reverse Migration !

- **The majority (85%) of returning migrants reported being employed since their return to Egypt;**
- **Nearly half of salaried workers abroad became employers after returning home**

# Would Career Guidance Help?!

- Career Guidance (CG) and labour market information;
- CG and self-assessment of individuals;
- CG and local labour market needs;
- CG and relevance to migration;
- CG and quality of training;
- CG and school to work programmes;
- CG and foreign labour markets;
- CG and labour mobility.

## 3. Quality of Training

- Skills relevance to LM needs (locally and abroad);
- Individual's benefiting from training Quality (better chances or fringe benefits);
- Achieving the positive impact on “organization's performance”;
- Meeting the high-tech demand in EU;
- Communication skills.

# Would Career Guidance Help?!

- Career guidance and relevance of skills training;
- CG and quality of skills training;
- CG and easier integration;
- CG and Labour productivity;
- CG and job-search skills;
- CG and LM information (balancing);
- Career guidance and return on education/ training.

## 4. Democracy

- Essence of democracy is choice;
- Trend towards democracy but lack of mechanisms;
- Current policy of “Channeling”;
- Ability to decide for one's self;
- Having a Say in concerned matters;
- Selection of study/ training!!

# Would Career Guidance Help?!

- Career guidance is all about selection;
- CG as training for citizenship;
- CG and opening options for individuals;
- Career guidance a right step towards democracy.

# Career Guidance is Pivotal

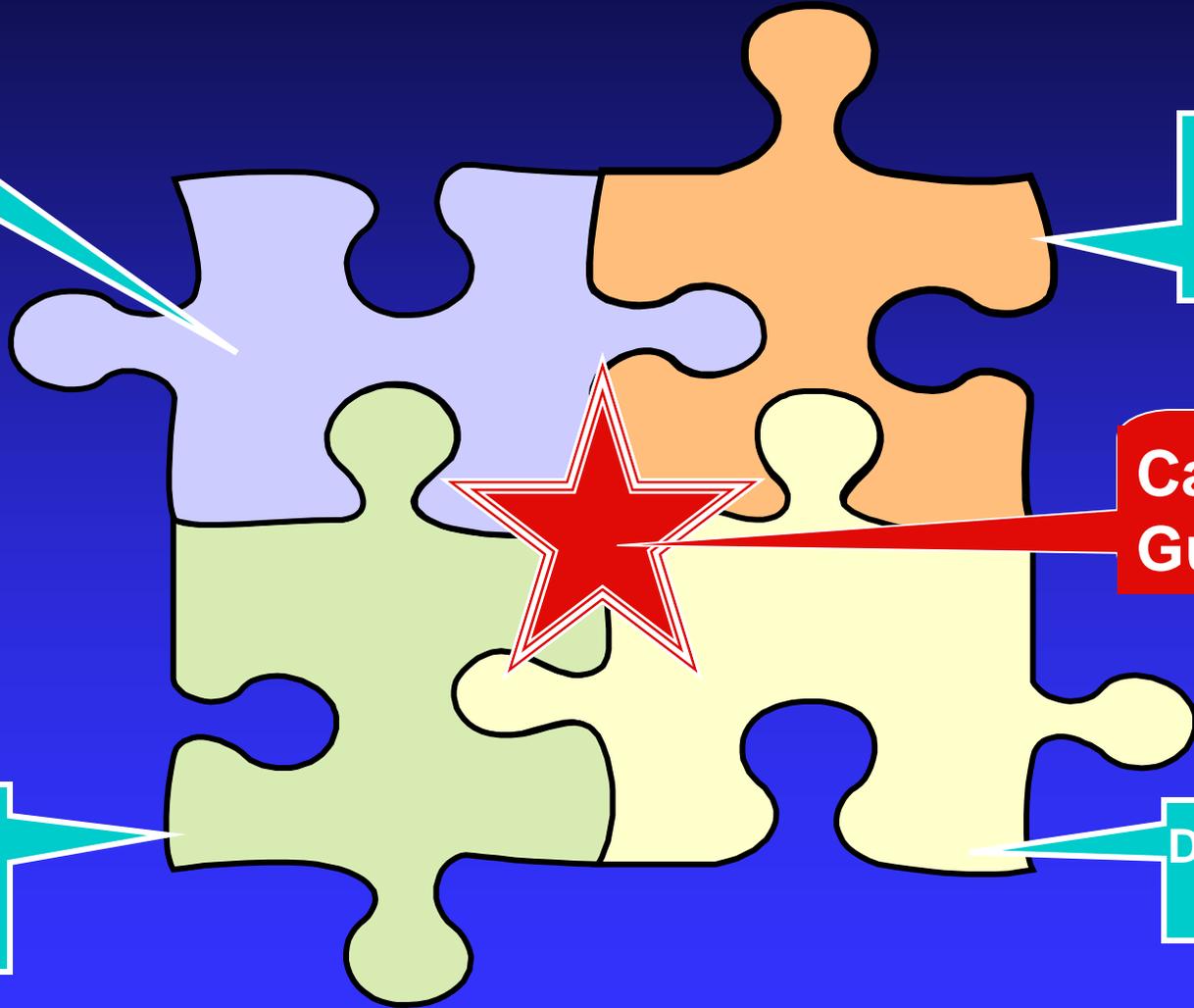
Migration

Quality  
Of  
Training

Career  
Guidance

LM  
Efficiency

Democracy



# Revival of CG (2001- Now)

- The OECD, reviewed 14 member countries;
- The World Bank 7 middle-income countries;
- CEDEFOP seven European countries;
- the ETF studied 11 Acceding and Candidate countries as well as 7 Western Balkans and 10 MEDA countries;
- All these studies used closely related definition of CG;
- Importance given to CG as a developmental tool rather than a service.

# OECD FINDINGS

- Career guidance **not only important for individuals**
- Career guidance **contributes to public policy goals**
  - in education and training (*efficiency, human capital...*)
  - in the labour market (*efficiency, mobility...*)
  - in social cohesion and equity (*social, gender, citizenship*)

## Also

- Effective career guidance systems are building blocks of national active employment and LLL policies.

# Career Guidance in MENA

- Regional and country studies, ETF;
- Egypt's education reform recommendations;
- Jordan and developing Al-Manar;
- Morocco and CG in Education;
- Palestine and a CG Centre;
- Syria and Pilot CG Centre (UNDP);
- Possible UNESCO action.

# Challenges to CG in MENA

- **Number** of anticipated beneficiaries;
- Availability of **counselors**;
- CG **material**, socially and culturally adjusted;
- Uncertainty of the **anticipated impact**;
- Nature of **social change**;
- Many **burning issues** and stretched budgets.

# What Governments Would do?

- Already major steps taken;
- Long-term vision and immediate action;
- Enhancing research;
- Promoting multi-stakeholders;
- Expedite Counselors training;
- Producing multi-media material;
- Media campaigning;
- High-level committment.

# What Support Would be Offered?

- Policy-making level and formulating a vision;
- Planning level and integrated approaches;
- Practitioners` level and tools;
- Sustainability.

# Conclusions

- CG is not a magic stick solving all problems;
- CG is vital to better HRD, citizenship, employment and social cohesion;
- It is time to consider CG;
- It is time to consider as a priority;
- It is time for Technical Cooperation providers to promote CG.

# THANK YOU



- **how human resources development can contribute to migration policy;**
- **knowledge on the overall consequences of migration in relation to education/skills and labour markets is limited;**
- **improving the quality and relevance of the system and filling skills gaps are equally crucial, particularly in view of the competition that exists in the international labour market.**

- **migration is still an important source of employment for many Egyptians (mainly men);**
- **severe primary unemployment among young people, and especially educated young people;**
- **migration to EU countries) continue to ensure migratory flows that are driven not only by unemployment or severe poverty, but also by an aspiration to improve opportunities and standards of living.**

- **The legal barriers to working in EU countries and the lack of recognition of qualifications obtained in Egypt are leading to problems of illegal migration and underemployment of migrants;**

- **the likelihood of migrating within the next two and a half years, the ability to finance the move, language knowledge, information about the most likely migration destination, and possession of the necessary documents – were taken into consideration. On this basis, the likelihood of migration fell to 25%.**

- **46% of those who migrated to the USA undertook studies or received training, compared to 19% for EU;**
- **The majority (85%) of returning migrants reported being employed since their return to Egypt;**
- **Nearly half of salaried workers abroad became employers after returning home.**

# Current role of TVET

