



WORK-BASED LEARNING IN INDUSTRY

Help young adults build a strong
future to prepare for a career

Apprenticeships for Prosperous Future for Youth, Businesses, and Society



غرفة صناعة الأردن
Jordan Chamber of Industry



Confederation of Danish Industry



Danish-Arab
Partnership Programme



الوكالة العامة للتخطيط والتنمية الاقتصادية
JORDANIAN MINISTRY OF PLANNING AND ECONOMIC DEVELOPMENT



OXFAM
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APPRENTICESHIP

a way to attract youth to industry

One of the main obstacles that the companies are facing nowadays is the gap between job and labor market needs and the skills taught to the students. One of the solutions to this issue that has proven its effectiveness is Apprenticeships.

Apprenticeship is a low cost solution for the companies whom are aiming to train the new workers in order to tightening the gap between job requirement and available labor skills.

Apprenticeship is a main part of the Technical and Vocational Education and Training (TVET) System, as it is where students learn and train in a school and accordingly they practice their new skills and capabilities in a company through a specific selection criteria.

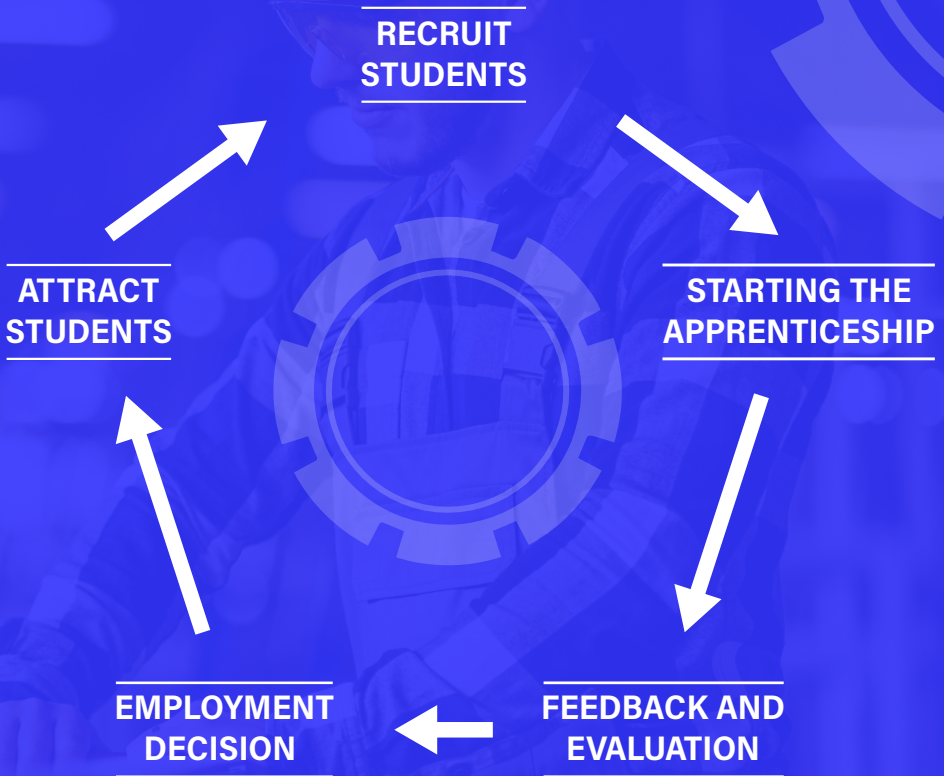
Working in a real business environment allows students to develop themselves and gain experience by working in situations very similar to those they'll encounter daily. Students and employees will use the same tools and equipment they need for their job while being

guided by an experienced trainer.

For the last few decades, unemployment has been one of the main issues facing the Jordanian economy, in which it reached %23.3 for which approximately %36.5 are youth females. In many cases, unemployment is caused by the fact that young job seekers don't have or have a little needed technical and personal skills to fulfill the job requirements after graduating and because of the mismatch between the demand and supply of skills.

International Labor Organization (ILO) studies clearly show that the more youth are engaged in apprenticeships and On-Job-Training, the lower is the youth unemployment. Moreover, according to JCI's statistics; many business owners confirmed that as a result of providing apprenticeships to TVET graduates, they were able to perform well in the workplace and a better match was produced between what the students were taught and the needed skills in their business.

THE APPRENTICESHIP LIFE CYCLE



WHY SHOULD YOU ENGAGE YOUR COMPANY?

1

An apprentice in your company is a cost-effective way to get access to new knowledge, and a pair of extra hands.

2

An apprentice can be your future employee and will have the opportunity to educate and train the apprentice to your specific needs and in a faster way, in which it will increase your company's efficiency and productivity.

3

An apprentice will adapt faster to the work environment.

4

It will be easier for the company to set up where these companies already have employees that know the job, you have a knowledge base to draw from. You don't need to set up complicated presentations. You simply need to pick a high-performing employee to train new staff.

5

An apprentice can start learning the easier and simple parts of their job at the beginning.

6

Your employee retention will increase. As part of their training process, they practice each task expected of them and get detailed information about what processes their job involves. This eliminates confusion, stress, and allows employees to perform their job to the best of their abilities.

WHAT ARE THE COSTS ON YOUR BUSINESS?



The Apprenticeship is cost-effective way to provide you with the required skilled labour, in which:

1

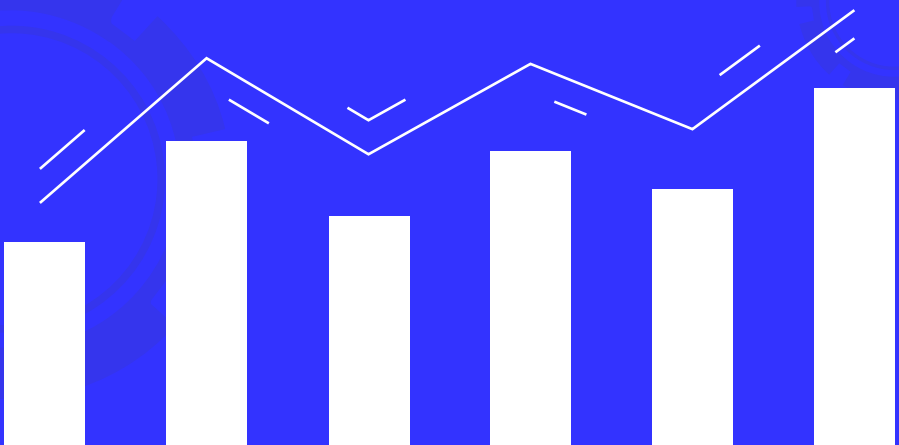
You don't have to do the traditional training which will cost you more money.

2

Investing in an apprentice brings you additional profit to your company.

3

The biggest cost is yours and the staffs' time when you engage in employing an apprentice.



HOW JCI HELPS YOU?

- 1 - THROUGH THE CONNECTIONS WITH THE LOCAL CHAMBERS.
- 2 - A VARIETY OF HIGH-QUALITY STUDIES AND EVIDENT DATA.
- 3 - LEARN FROM OTHER COMPANIES' EXPERIENCES AND SUCCESS STORIES.
- 4 - SEE OUR LEGAL REQUIREMENTS BOOKLET FOR HIRING YOUNG WORKERS.



VISIT OUR WEBSITE TO FIND MORE
www.jci.org.jo

SUCCESS STORIES





THE CASE OF TUSKER APPAREL

Tusker Apparel Ltd. Co. is a large garment manufacturer located in Ad-Dulayl Industrial Park. The company predominantly exports to North America, catering to leading American clothing brands.

Tusker Apparel has a long history of training and proved its effectiveness in providing apprenticeships to VTC graduates. In 2018, the company has established a satellite unit for production in (Soof) village located near the Jerash-Ajloun border. While the manufacturing premises was still under construction, Tusker has sought to train around 80 students directly at the vocational training centers prior the completion of the satellite unit. As Mr. Amith, the Chief Operating Officer at Tusker Apparel highlights: "We literally started from scratch. While the satellite unit was still under construction, our expert professionals in partnership with trainers from the VTC (The Vocational Training Corporation), simultaneously trained students at the vocational institutes in Jerash. This was done to ensure job-readiness once the satellite unit has undergone final establishment". He further explains: "The vast majority of students have very basic garment manufacturing skills and have never operated garment machines before. However due to the high educational competence of the students, they could easily and quickly understand the expectations of the customer".

Tusker Apparel trains students by stages, starting with simple exercises such as, sewing on paper to improve machine control and alignment skills before moving on to the more advanced garment manufacturing levels throughout the entire garment production lifecycle.

Students have to pass skill and agility tests at each stage throughout their training cycle to ensure that they acquire the required level of precision and speed before starting with the commercial production. As Mr. Amith highlights: "We have high quality standards from buyers, so it is important to train students in the best possible way to meet their requirements. Buyer satisfaction and confidence is crucial".

Tusker has benefited from the preliminary training and skills that students have attained from the vocational schools, in that way students can be further trained in accordance to their own company training program and standards. According to Mr. Amith: "By training students, we scale-up the activity at the production stations. Even if some students do not succeed, they have skills that can be utilized elsewhere in the garment production lifecycle".

Tusker has employed and retained students from the vocational training institutes and prides itself in offering dedicated apprenticeships and on-job training, and it showed that when the students finished training and were in the stage of employment, they already know all the details about the work process, so it saved a lot of time for the employer. The company, alongside its buyers collectively assume high social responsibility by continuously striving to create many employment opportunities as demonstrated by the establishment of the satellite factory in Soof village.





THE CASE OF MANDARIN BAKERY

Mandarin Bakery is a leading bakery offering a range of Eastern and Western baked goods from their two branches in Abu Nusair and Shafa Badran - a few kilometers outside central Amman. Apprenticeships to youth are offered to students under the motto "Mandarin and students grow together".

Mandarin Bakery have a good experience with apprenticeships, in which they place students from vocational schools into apprenticeships depending on the specialization they prefer. "We see, it is part of our core values to help students elevate their skills and capabilities", says Mr. Ibrahim Al Adwan, the human resource manager at Mandarin. He continues: "Students with disabilities are particularly welcomed and receive special care and focus to ensure their inclusion as active members of society".



"We let the students choose between either Eastern or Western sweets and baking", says Mr. Ibrahim and explains that the students are initially offered a rotational program, which encompasses testing their preference at 5 stations for 5 days each, within the first 25 days of joining. Then each student is free to select where he/she most enjoys working. This serves to ensure overall motivation and in turn enhances the degree of learning.

He concludes: "When apprentices are exceptionally motivated, we try to see if we can employ them directly or recommend them to another company".

Mandarin has successfully employed several students who graduated from vocational schools and had hands-on skills through their apprenticeship, and as a result of this; the bakery's productivity increased and the students were able to adapt faster to the work environment.

Find Mandarin Bakery on <http://mandarinbakery.com/>

ABOUT

In a pilot project, Jordan Chamber of Industry (JCI) and the Vocational Training Corporation (VTC) cooperated to make TVET education more attractive to youth, make it an attractive recruitment channel for companies, and strengthen the cooperation between schools and the private sector to make the local education environment more attractive to youth and teachers. This new partnership is supported by the Confederation of Danish Industry, the Danish Trade Unions' Development Agency, and Oxfam/I BIS through the Danish-Arab Partnership Programme.

WHY

The lack of skilled workers is one of the biggest challenges for Jordanian companies. Many businesses' development will stop if there is no access to enough skilled workforce that meet their needs and many sectors will be affected which significantly will affect our joint way to future growth and further employment. More young men and women must find a future based on vocational education and more companies must engage in the education and training of students to become skilled workers.



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L'Agence danoise dédiée pour la coopération au développement
ULANDSSEKRETARIATET – DTDA
DANISH TRADE UNION DEVELOPMENT AGENCY



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