Options to Improve the Education System in the Arab World to Support Employability

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Mission

To help improve policy and decisionmaking through research and analysis

Core values

Quality and objectivity
Workforce Development Pipeline

Talent starts on top

They need access to educational opportunities

Education and training has to fit employers’ demands

Graduates need to demonstrate capabilities

The funnel slowly narrows

Example Pipeline: Energy Sector

External context that may influence the flow of talent through pipeline:
- State and federal education and labor policies
- Regional economy
Typically, pipelines are fractured and not cohesive

Talent does not have skills needed to enter post-secondary education

Talent is unaware of educational opportunities

Education and training is not a close fit with employers’ demands

Graduates are unable to demonstrate capabilities
- Workplace competencies
- Hands-on skills
- Content knowledge

Example Pipeline: Energy Sector
Questions to Ask When Considering Options to Improve the Cohesiveness of a Pipeline

How many new jobs will be created and what skills are demanded in the near- and long-term?

Does the current talent pool have the skills and competencies needed?

Are existing education and training programs able to meet the sector’s projected jobs and skills demands?

Are prospective employees aware of education and training opportunities? Of job prospects?
What Improves Cohesion?

Sustained and continuous partnerships among government, business, and education training providers

- Anticipate occupational demand
  - Involve employers and regional partners to set policies, content, and standards
  - Forecast demand for skills and jobs with industry input
- Adopt quality curricula
  - Industry provides input on curriculum and supplies equipment
  - Implement “blended” instruction to include workplace learning (e.g., internships)
- Hire and retain quality instructors
  - Industry ‘shares’ employees to become instructors
- Undertake on-going monitoring for quality assurance
- Communicate value of employment in a specific sector and options available