



Selection Process of Economic Sectors and Occupations Report

Enhancing Youth Employability in the
Gaza Strip Project

April 2013



Table of Contents

1. Introduction	2
2. Selection process of the sectors and occupations	3
3. Annexes.....	12

List of Figures

Figure 1 : Selection steps for the economic sectors and occupations	3
Figure 2 : Suggested Sectors and Occupations based on the key selection factors	9
Figure 3 : Sectors, occupations and centres supported by PAC.....	10
Figure 4 : Final selected sectors, occupations and Centres.....	11

List of Tables

Table 1 : List of visited organizations	4
Table 2 : Summary of recommended Sectors and Occupations from LM studies	5
Table 3 : Ranking of the Sectors and Occupations from the Stakeholders' Workshop	7



1. Introduction

Islamic Relief Palestine (IRPAL), in partnership with the Swiss Agency for Development and Cooperation (SDC), is responsible for the implementation of a new TVET/LM project entitled “Enhancing Youth Employability in the Gaza Strip” (EYE). The main aim of this project is to enhance the employability of young women and men in the Gaza Strip, through an improved and unified TVET system with public TVET centres providing trainees with high quality labour market relevant skills and employment services.

One of the main outcomes of the project is establishing three Centres of Competence (CoC)¹ which will be selected from the centres managed by the Ministry of Education and Higher Education (MoEHE) and the Ministry of Labour (MoL) which will be renovated and re-equipped so that they meet international standards for the nine selected priority occupations.

The selection of the centres will come after the selection of the three economic sectors based on different factors.

This report provides a summary about the process that EYE team followed in order to select the three economic sectors and the nine occupations.

¹ Centre of Competence is a new defined concept related to centre specialized in specific economic sector covering all occupations related to this sector.



2. Selection process of the sectors and occupations

The selection of the three economic sectors and nine occupations passed through the following steps:

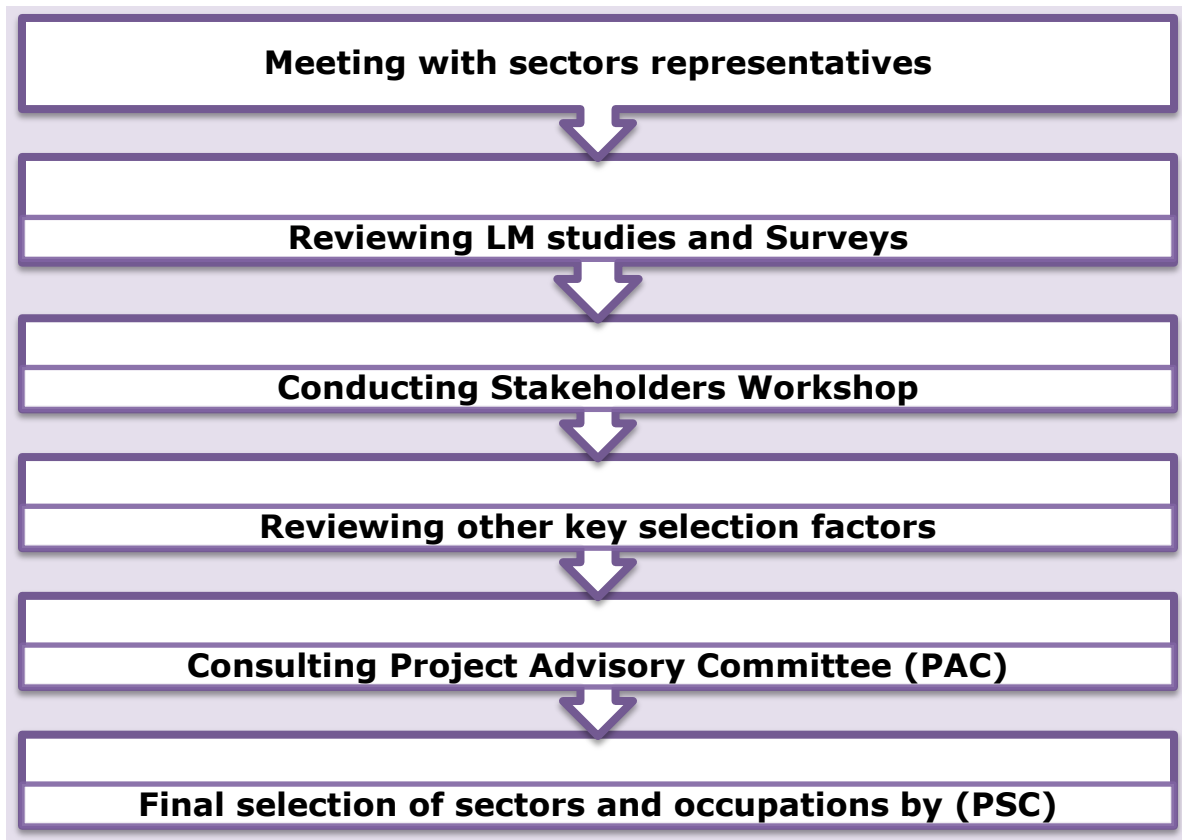


Figure 1 : Selection steps for the economic sectors and occupations



2.1 Meeting with sectors' representatives

It was important to meet sectors representatives in order to investigate the potential for each sector and the recommended occupations from their point of view. The following table shows the list of organisations which were met:

No.	Organisation Name	Sector
1.	Union Of Working Agricultural Committees (UWAC)	Agriculture
2.	Near East Council of Churches (NEEC)	TVET
3.	Young Men Christian Association (YMCA)	TVET
4.	Mercy Corps	ICT
5.	Small Enterprises Centre (SEC)	ICT & Entrepreneurship
6.	Women's Affairs Centre (WAC)	Women
7.	Palestinian Information Technology Association (PITA)	ICT

Table 1 : List of visited organizations

The outputs of all the visited organisations are documented the minutes of meetings attached in **Annex 1**.

2.2 Reviewing previous Labour Market studies

It was agreed from the beginning of the project that as several major LM studies were recently conducted, there was no need to reinvent the wheel; the project team reviewed LM studies which investigated priority of the economic sectors and made recommendations on the potential sectors and occupations. The reviewed studies and their findings are presented in Table 2



Study / Report	Recommended Sectors	Recommended Occupations
<p>Palestine Market Gap, Economic and Industry Cluster and private Sector Linkages, November 2010 – USAID</p>	<p>Construction</p>	<ul style="list-style-type: none"> ○ Building Shuttering ○ Steel Reinforcement ○ Masonry
	<p>Hospitality</p>	<ul style="list-style-type: none"> ○ Hotel and resort desk clerks ○ Food and beverage servicing ○ Chefs, cooks and food preparation
	<p>Service Technician Repair and Maintenance</p>	<ul style="list-style-type: none"> ○ Heating, ventilation and air conditioning ○ Electronics ○ Electrical applications ○ Computer assembly and repair ○ Mobile servicing and repair
	<p>Agriculture</p>	<ul style="list-style-type: none"> ○ Food processing ○ Plant Production ○ Animal Production
	<p>Automotive</p>	<ul style="list-style-type: none"> ○ Auto-mechanical ○ Auto-electronics ○ Automotive Vehicle Body
<p>oLabour Market Needs Assessment, April 2012 USAID – Mercy Corps (Gaza Strip Focused)</p>	<p>Construction</p>	<ul style="list-style-type: none"> ○ Building Shuttering ○ Steel Reinforcement ○ Masonry
	<p>Industry</p>	<ul style="list-style-type: none"> ○ Construction Industry ○ Wood Industry ○ Plastic industry ○ Metal industry
	<p>Agriculture</p>	<ul style="list-style-type: none"> ○ Food processing ○ Plant Production ○ Animal Production

Table 2 : Summary of recommended Sectors and Occupations from LM studies



2.3 Stakeholders' Workshop

The Stakeholders' Workshop aimed to further examine the economic sectors that the project might include based on the Labour Market Needs (LMN). This workshop was conducted to achieve the following objectives:

- Present the results of previous labour market needs studies and surveys to date.
- Investigate the current labour market needs and trends.
- Discuss the selection of 3 priority sectors and 9 occupations that will meet current labour market need and other factors.

The workshop was divided into two sessions; the first one was to present the above mentioned LM recommended sectors and occupations. The second session was to investigate the workshop participants' inputs regarding the priority sectors (more details and information about the workshop can be found in the Stakeholders Workshop Report attached in **Annex 2**)

The ranking of the sectors and occupations which resulted from the workshop is shown in table 3 (1 is the highest score, 6 is the lowest):



Ranking	Sector	Occupations
1	Construction	<ul style="list-style-type: none">○ Building Shuttering○ Tiling○ Plastering○ Plumbing
2	Industry	<ul style="list-style-type: none">○ Wood Industry○ Construction Industry○ Plastic Industry
3	Service Maintenance and Repair	<ul style="list-style-type: none">○ Heating, ventilation and air conditioning○ Electronics○ Electrical applications
4	Agriculture	<ul style="list-style-type: none">○ Food processing○ Plant Production○ Animal Production
5	ICT	<ul style="list-style-type: none">○ Mobile applications○ Mobile & Maintenance Repair○ Networks
6	Automotive	<ul style="list-style-type: none">○ Auto-mechanical○ Auto-electronics○ Automotive Vehicle Body

Table 3 : Ranking of the Sectors and Occupations from the Stakeholders' Workshop



2.4 Reviewing other key selection factors

The selection of the three sectors and the nine occupations will not be based only on the LM needs; other key selection factors which are mentioned play an important role in the final selection process.

- Female participation: the ability of females to participate in the sector
- Economic Importance : the value added for the sectors to the economy and meeting LM needs
- Self –employment opportunity
- Implementation : the ability to implement the sector in the public TVET centres
- Future development and expansion: meeting the future development for the sector based on international developments.

Re-ranking has been done to the sectors based on the above mentioned factors; the sectors suggested by the project team were:

- 1- Construction
- 2- Agriculture
- 3- Digital and Media²

The analysis of the three suggested sectors based on the mentioned factors is attached in **Annex 3**.

After recommending the sectors and occupations, it was important to evaluate the public TVET centres that will be upgraded to be CoC for the recommended sectors. The centres were evaluated based on the following factors:

- Centre specialisation
- Location
- Appropriateness
- Readiness³ of the centre

The nominated centres are shown in **figure 3**.

² This is an alternative name for ICT in order to be flexible and appropriate to the age of project target group (15-22) years

³ This is related to IRPAL's previous support to public TVET centres (including renovation and re-equipment)

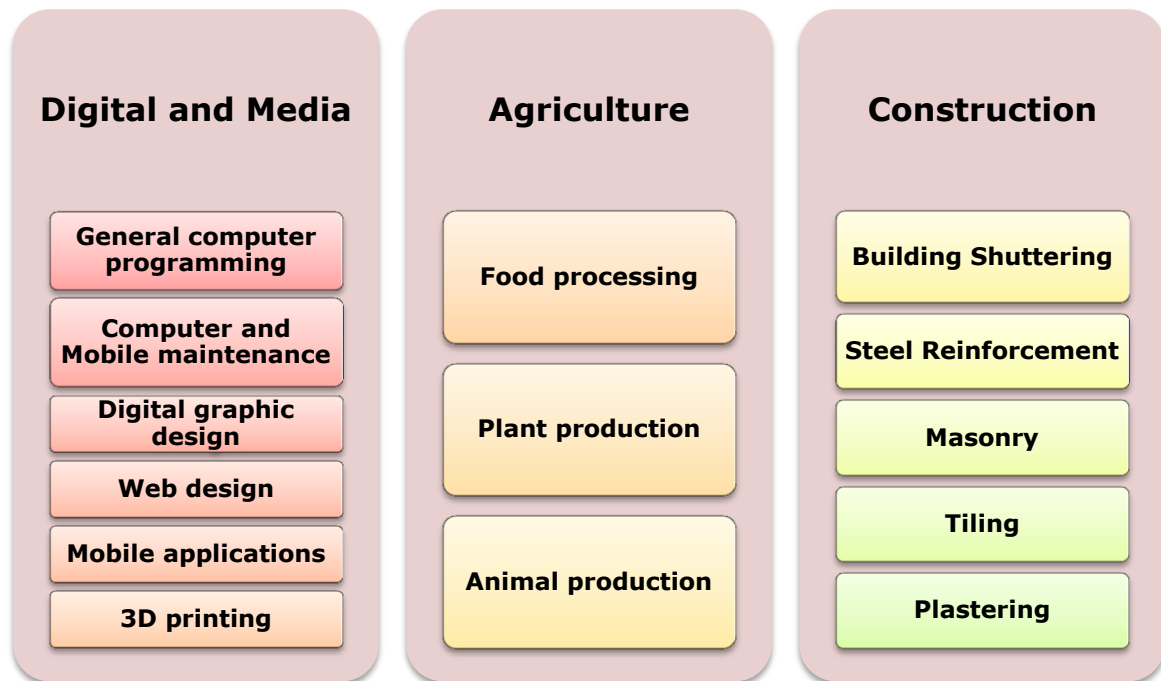


Figure 2 : Suggested Sectors and Occupations based on the key selection factors

2.5 Consulting Project Advisory Committee (PAC)

PAC has been established in this project in order to advise IRPAL, at a strategic level, on the overall implementation of the activities by:

- Adaption and implementation of the Palestinian TVET strategy in the Gaza Strip
- Development of selection criteria for sectors, occupations and pilot TVET institutions
- Selection of priority economic sectors/sub-sectors and occupations
- Selection of pilot TVET institutions
- Effective cooperation and coordination between EYE and other relevant regional TVET/LM initiatives (e.g. in the West Bank)
- Effective cooperation between labour market supply and demand



The project team conducted two PAC meetings in order to present to them the suggested sectors and occupations in order to receive feedback and advice about the sectors.

The PAC supported the choice of the selected sectors, and advised to replace some occupations with other occupations as they see them as top priorities in the relevant sectors.

The following figure shows the suggested top 9 occupations from the PAC:

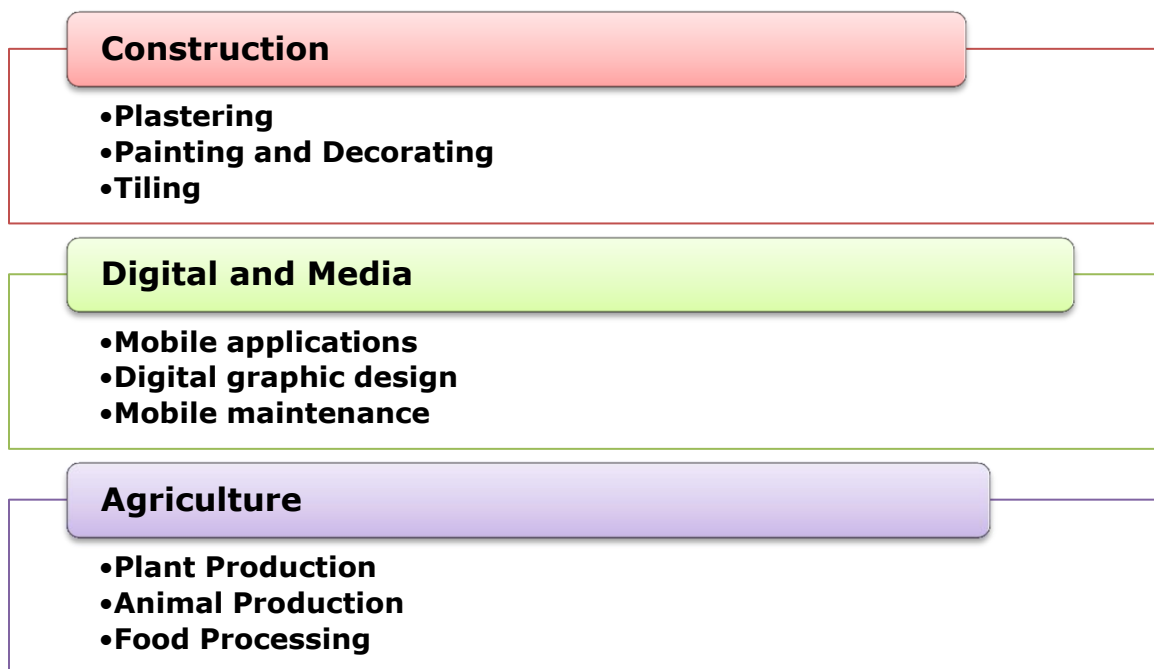


Figure 3 : Sectors, occupations and centres supported by PAC

2.6 Final selection of the sectors, occupations

The final selection of the sectors, occupations and centres has been decided by the Project Steering Committee (PSC) which consists of senior Swiss Development Cooperation (SDC) and Islamic Relief Palestine (IRPAL) management during its 24 April 2013 meeting.



In coming to its decision, the PSC took into consideration all the selection factors referred to in section 2.4 above adding to the following:

- Conducting field visits to the nominated centres.
- Conducting meetings with Sectors' stakeholders in order to finalize the occupations' list.

The PSC approved the following sectors, occupations and centres:

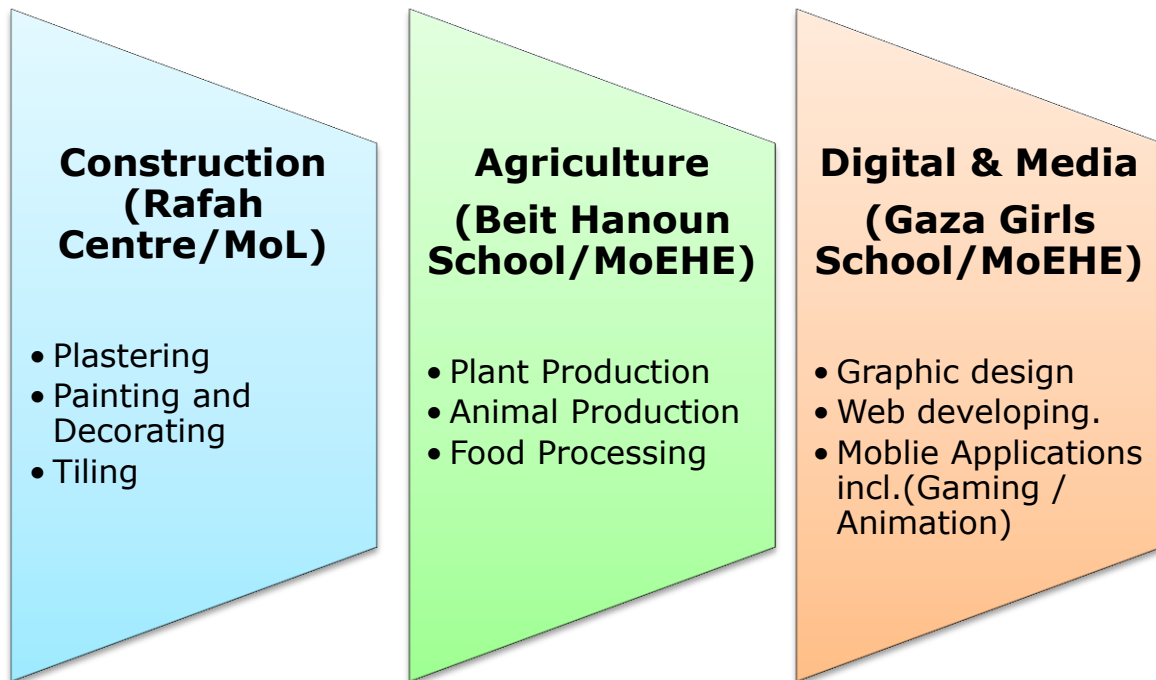


Figure 4 : Final selected sectors, occupations and Centres

After considering the above mentioned factors, it was clear that the construction sector will target only males, the agriculture sector will target both males and females as the Agriculture School in Beit Hanoun has the ability to target both genders.

The challenge was in selecting the appropriate centre for the third sector; it was difficult to find a public TVET centre that can incubate the sector for both male and females. Therefore, PSC decided to introduce this promising sector in Gaza Girls School to increase the opportunity for female participation in TVET which is a key objective of the EYE project.



3. Annexes

Annex 1: Minutes of meetings with organisations

Annex 2: Stakeholders' Workshop Report

Annex 3: Rationale for selecting sectors/ occupations