



AMBASSADE
DE LA
REPUBLIQUE ARABE D'EGYPTE

MISSION COMMERCIALE &
ECONOMIQUE

Ref No : 108 / 2022

Paris, le 22/06/2022

Madame, Monsieur,

J'ai le plaisir de vous faire part que suite aux directives du Ministère du Commerce et de l'Industrie, un programme pour la formation professionnelle a été mis en place sous le nom de PVTD (Programme de Formation Professionnelle sur la Productivité).

Vous trouverez en Pièce Jointe une brochure à cet effet.

Je vous serai gré si vous pouviez avoir la gentillesse de diffuser ces informations à toutes les entreprises françaises qui pourraient s'intéresser par une collaboration à la formation professionnelle en Egypte.

La Mission Commerciale reste à votre disposition pour plus de renseignements.

Je vous prie de croire, Madame, Monsieur, en l'assurance de ma très haute considération.

Sayed FOUAD

Ministre plénipotentiaire
Chef de la Mission Commerciale & Economique

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Ministry of Trade and Industry,
Egypt

Productivity Vocational Training Department-PVTD



Productivity and Vocational Training Department PVTD September 2019
Cairo, Egypt



PVTD historical background

- ❑ The Productivity and Vocational Training Center was established in 1954 under the ministry of social affairs and labor.
- ❑ On the first of July 1956 the republican decree no. (2) was issued to establish the Ministry of Industry, and the productivity center was added as one of its departments.
- ❑ On 15th of August a ministerial decree was issued to define the activities of the productivity center and changed its name to Productivity and Vocational Training Department (P.V.T.D).



Vision

- PVTD become the leader of Vocational training in Egypt and the Middle East

VISION DESCRIPTION OF PVTD 2020

- PVTD has internal and external learning and development partnerships and networks by adopting more working-life oriented modes of operation.
- PVTD improve continually learning skills of the students and the staff. The learning outcomes and learning environments and tools are of national excellence.
- PVTD use new technology and social media as teaching, counselling and management tools. PVTD will assess yearly its own operations and update the strategies and curricula



The Mission

- ❑ Preparing skilled industrial technical workers at the local and regional levels to improve the productivity of companies and contribute to reducing the unemployment problem.
- ❑ Contributing in improving productivity and quality in industry
- ❑ Contributing in national training projects.
- ❑ Fulfilling the industry technical training needs.
- ❑ Enhancing the employability of the unemployed and job seekers.

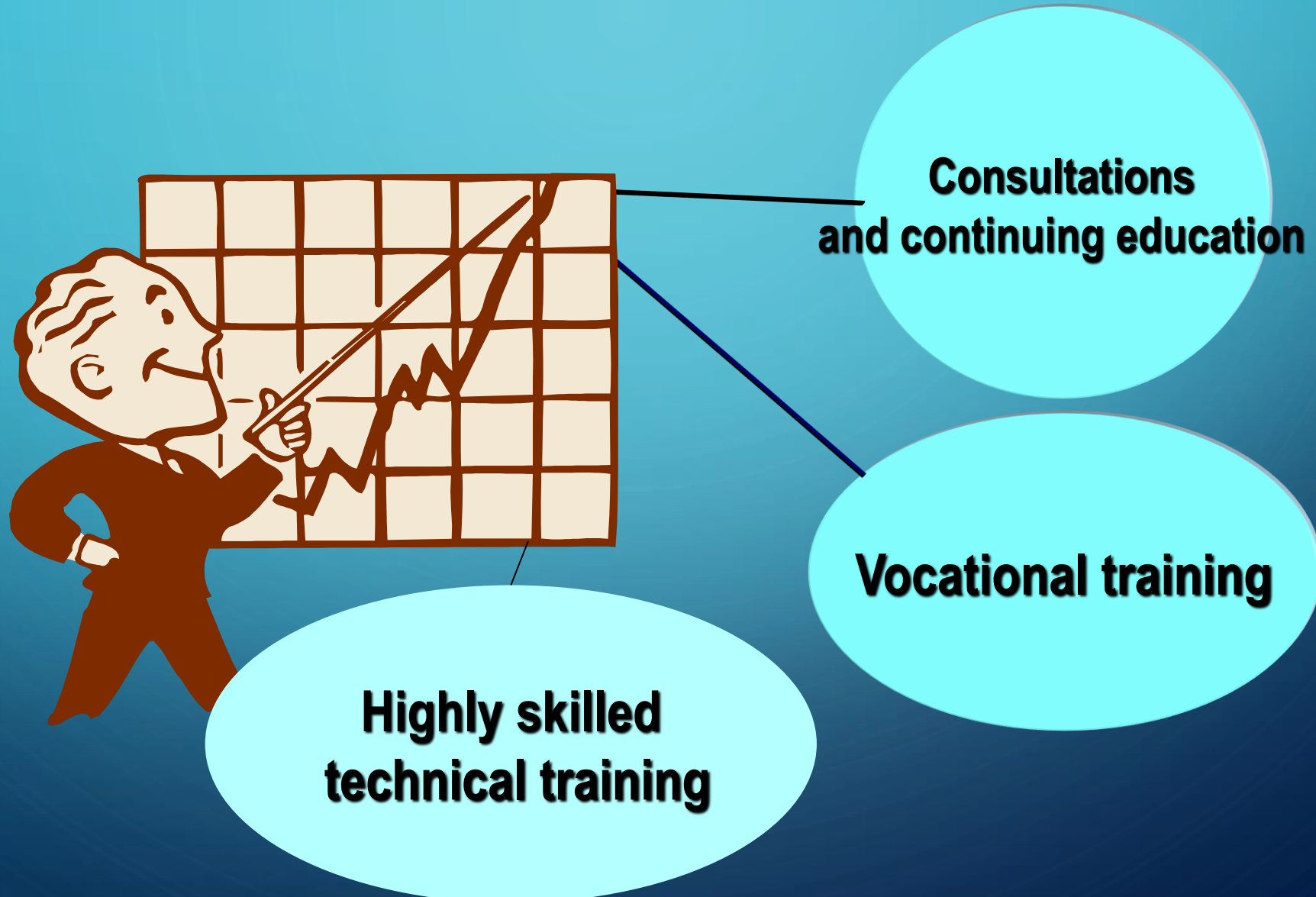


CULTURE AND VALUES

1. **Quality:** Perform the work according to high standards of accuracy and gain customer satisfaction.
2. **Growth and Development:** Unite efforts to enhance performance.
3. **Transparency:** Clarity, openness, communication and accountability to achieve justice and equality.
4. **Professionalism:** Performing work professionally along with considering working ethics, behaviors and cultures.
5. **Competitiveness:** Cooperate, with the aim of expansion and spread



PVTD activities



PVTD SUCCESS FACTORS

1. Continually renewing, developing organization culture.
2. Proactive management and leadership
3. The staff will develop and update their skills continually.
4. Tight co-operation with companies and the partners.
5. Modern and developing learning-environments and tools as well as student services.
6. Frequently and regularly assessed and renewed pedagogical policies and guidelines.
7. Good economy to facilitate the operations and systematical development.



Modern PVTD Strategic Goals & Objectives

CUSTOMER PERSPECTIVE

- Foresight of the needs for training
- Developing Customer relations
- Increasing the number of students
- Student Counseling and Career Guidance

FINANCIAL PERSPECTIVE

- Generating new incomes through annual targets and new services (e.g. new training products, adult education)
- Reforming the Financing system of Vocational Education at the state level
- Systematic Development and Financing for Facilities and Infrastructure



Modern PVTD Strategic Goals & Objectives

PROCESSES (INTERNAL PERSPECTIVE)	• LEARNING AND GROWTH (HR)
<ul style="list-style-type: none">• Modernizing of Pedagogy• The Reform of Leadership and Management system• New Functions for PVTD: Quality management, Development and innovation, HR Development and Management, Marketing and Communication, Adult education• Implementation of the Assessment system in the organization	<ul style="list-style-type: none">• Capacity Building (throughout the organization from staff level to top management)• Developing Welfare• Modernize the human relations policy and guidelines



The Training System

- The apprenticeship system (3 years) for Graduates of intermediate education according to Dual education system.
- High-skilled technical training system (2 years) for secondary school Graduate.
- Short Courses for Job seekers and Others.
- Transformational Training



The Training System

1- Apprenticeship system:

The student is trained theoretically and practically for three years, he spends two years at the training center (occupation basic skills,) & third year applied training in companies to adapt to the work environment in factories. The graduate obtains an apprenticeship **diploma** (a skilled professional worker)

.2- **Skill level system** (skill development)The technical skill of the company's employees is developed through the inputs of this system. we provide training buildings in the centers,, equipment, programs, training aids, training materials and trainees, whether from companies or from the public.

- Conducting **personal interviews** for the candidates to approve or modify the program, then implement the program in one of the centers that have the required specialization.
- The trainee's skill level is also **measured** before and after the program ends.



The Training System

3- *Transformation Training System*

:carried out in accordance to industrial companies needs in order to raise their efficiency in the areas that are being trained according to the requirements of these bodies and in accordance with technical and administrative development.

4- Productive training system:

-In this system, useful works required by the market are implemented through the students' work under the supervision of the trainers.

Then the trainers carry out the finishing and final touches of the product. This system achieves practical training to acquire skills in addition to the financial return resulting from selling the works (applied at Al Asmarat Center)



The Training System

5- Training system for trainers and observers:

The authority established Staff Training Institute (STI) in 1964 with the aim of preparing new trainers and engineers at the authority's training centers, in addition to providing training programs in various fields in industrial companies.

6- Advanced technology system:

The authority, in cooperation with the Federal Government of Germany, established the first center of its kind in the Middle East for training in the technology of operating and maintaining automatic equipment (TCC Technology Competency Center)

The center was Opening on March 19, 1996 with full technical assistance from the German government, with an above-average qualification for two years to provide specialized training services in :

- Mechanical, electronic
- electromechanical control systems
- Electrical and electronic systems
- elevator maintenance
- Shoe manufacturing



Training methods and techniques

- ☐ dual training
- ☐ commutative training
- ☐ Apprenticeship

through two paths

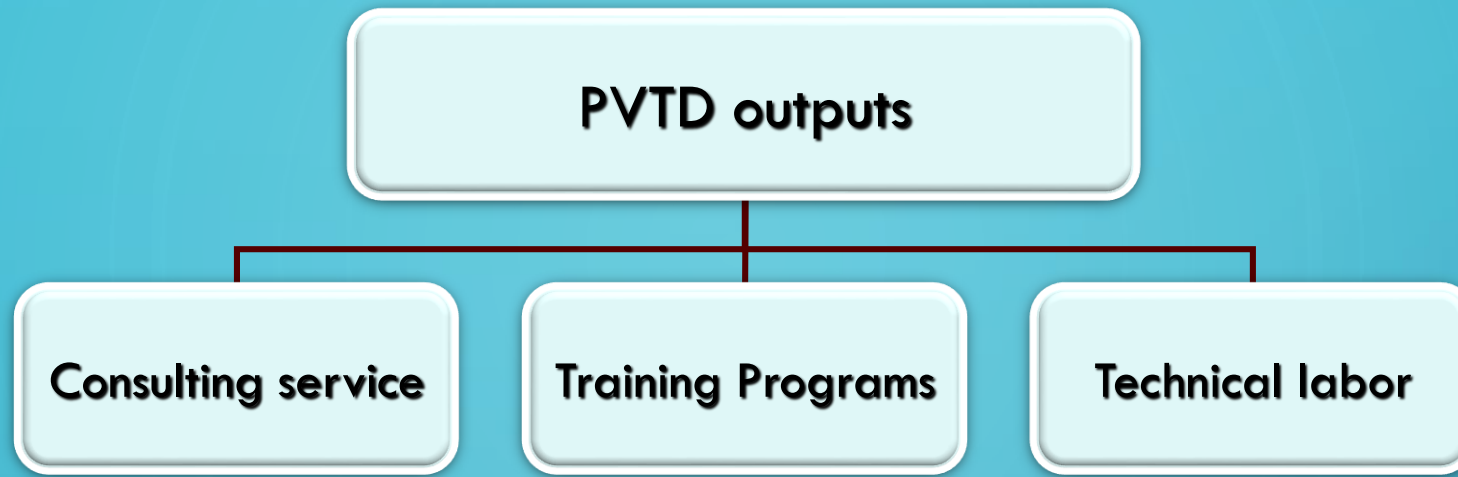
- **Cooperation between PVTD centers & companies**
- **Training centers and stations within companies**



PVTD in Numbers

- No. of Zones: 9
- Vocational Training Centers (VTC): 44
- Training Stations in Companies (TSC): 88
- Training Centres inside companies (VTCC) 4
- Staff Training Institute (STI): 1
- Technology Competency Center (TCC): 1
- Vocational Experimental Center: 1
- Vocational training of trades 57
- No. of Staff (without TSCs and VTCCs): approx., 2,692
- No. of trainees in VTCC and TSC: approx. . 28532
-)The Girls are 15 % for 11 occupation(
- Number of graduates per year approx. 10000





:First: Technical Labor

The department graduates about 13,000-12,000 graduates annually in various professional disciplines needed by the industrial market.

Second, the training programs:

The Department implements training courses for companies and individuals and associations in the aforementioned professions.

Third: Services Advisory:

The authority provides consultations in the field of (quality - environment - occupational safety and health) and qualification to obtain ISO

PVTD Occupations

- ❑ Training takes place inside PVTD workshops, which are equipped with all numbers and machines to raise the technical skills of the trainee
- ❑ The training courses include various fields as follows:
- ❑ Electricity (electrical repair and maintenance - industrial electricity - gasoline car electricity - advanced car electricity - rewinding engines - testing distribution panels - improving power factor)
- ❑ Sanitary works (sanitary plumbing)
- ❑ Metal works and welding (forming metal furniture - metal foundry - carbon dioxide welding - argon welding - electric arc welding - electric welding - oxyacetylene welding - pipe welding - gas welding)
- ❑ Paints (cars (car paint using modern equipment and oven))
- ❑ Architectural carpentry (furniture carpentry (assembly of wooden products))



PVTD Occupations

- ☐ Mechanics (maintenance - mechanical photography - gasoline car mechanics - diesel car mechanics)
- ☐ Computers (windows 2010- office2010- maintenance- networks-internent- hard w- soft w- visual basic)
- ☐ Languages (English)
- ☐ Quality Control (Basics of Quality Control in Central Consultation)
- ☐ Air conditioning and refrigeration (repair of air conditioners - basics of cooling and air conditioning - repair of central air conditioners - calculating central air conditioning loads)
- ☐ Maintenance of home appliances (maintenance of the home refrigerator maintenance and repair of radio, cassette and color TV)
- ☐ Blacksmithing and aluminum (the basics of iron works - aluminum and cast iron casting milling (beginner milling)Turning (advanced machining - beginner machining - basic machining)



- ❑ **CNC)CNC RUOUTRE-Programming and runningCNC Programming and lathes operation of CNC Programming and running friesCNC–CAD/ CAM(**
- ❑ **PLC)Microcontrollers - CNC numerical control-**
- ❑ **programming basics-PLC S7200programming basics-PLC S7300**
- ❑ **programming basics- PLCS7basicsPLCadvanced–basics of using controlPLC**
- ❑ **leather industries)General course on shoe making - shoe design and pattern work - automatic detailing - manual detailing -Insoles installation - manual tightening - shoe assembly and machine tightening - preparation for tightening - packaging and processing.**
- ❑ **textile industries elitxet - tnempiuge elitxet fo ecnanetniam dna noitarepO) examinations and tests - operation of textile equipment - maintenance of spinning equipment - maintenance of spinning preparation equipment - textile printing.**



Occupations developed and created during the last five years

developed Occupations

- Sheet and metal furniture works
 - industrial electricity
 - Printing professions (sheet-fed offset printing equipment - binding and finishing - offset printing)
 - Maintenance and repair of household appliances
 - Mold manufacturing
 - Maintenance and repair of computer systems and networks
 - Industrial and sanitary piping networks
 - Car maintenance (conversion from gasoline to natural gas)
 - Maintenance and repair of medical devices
 - Petroleum and petrochemicals
 - Handicrafts (glass profession - hand embroidery - wire-screen printing and packaging - metal shaping and jewelry manufacturing)
 - Navigation and Maritime Transport
 - CNCadvanced
 - Automatic control
 - Textile dyeing and printing
 - turningmetal
 - automatic knitting industry
 - running lathesCNC
 - Running friesCNC
 - mechanical maintenance
 - metal welding
 - Graphic design and web programming
 - Programming and industrial applications
 - Computer programming technician
 - optical technician
 - dairy products manufacturing
- film and television industry - artificial intelligence
-pastries and baked goods - vegetables and fruits

Partnership with the private sector

- Partnership with the Ghabbour Foundation for the development and management of vocational training centers in the field of cars (Imbaba - Kafr El-Zayat - Muharram Alexandria) began cooperation with the training year .2017/2018
- Partnership with a company-ABB-To develop automated control professions in vocational training centers (Al-Hawamdia - Shubra - Dar Al-Salaam - Asher - Alexandria).
- Partnership with Siemens to develop the technology center of excellence in Amiriyah for the company's projects in Al Ain Al Sokhna.
- Partnership with a company(BTM)Fashion to manage and operate the Vocational Training Center in the Asmarat district.

partner with the private sector

Training stations

1. The authority adopts a strategic planning method to include the population dimension in the training programs provided, whereby training stations are established in places or governorates where vocational training centers are not available. The number of training stations has reached 100 training stations, in order to reduce the burden on the state budget.
2. Training stations are temporary vocational training activity attached to an industrial facility in order to meet its skilled workers needs after trained them on various occupation in accordance with the apprenticeship system in the PVTD. Provisions of Ministerial Resolution No. 422 of 2005, as amended by Resolution No. 654 of 2005

PROTOCOLS TO EXPAND PARTNERSHIP WITH THE PRIVATE SECTOR

- The signing of a bilateral cooperation protocol between the Authority and the President of the General Federation of NGOs and Institutions and Member of Parliament, Dr. Talaat Abdel Qawi, to :
 - Implement short training courses as an initiative to qualify young people and enable them to enter the labor market within the framework of Egypt's vision for sustainable development 2030
 - to improve PVTD IMAGE among citizens to provide (1000) opportunities Training for young people within the centers of Gharbia Governorate as a first stage for implementing the initiative and selecting training courses in the professions (basics of refrigeration and air conditioning - aluminum - repair of household appliances - electrical panels - refrigerators - pipe networks - electrical maintenance

PROTOCOLS TO EXPAND PARTNERSHIP WITH THE PRIVATE SECTOR

signing of a bilateral cooperation protocol between the **Authority and the Chairman of the Board of Directors of the Renaissance Association for ELNAHDA**, to:

- implement short training courses as an initiative to qualify young people and enable them to enter the labor market within the framework of Egypt's vision for sustainable development 2030 to improve PVTD IMAGE to provide and reduce unemployment, poverty and illegal immigration Legitimacy
- implement the initiative in the cities of (Tanta - Mansoura - and Mahalla al-Kubra) and to choose training courses in the professions (refrigeration and air conditioning - metal welding - metal turning - ready-made clothes) and to find practical training opportunities for third grade students in specialized industrial training bodies (factories - companies) to acquire students skills process necessary for their specialization.

PROTOCOLS

A workshop linking training programs to the industry (training programs forum) •
with some heads of centers, general managers and industrial companies to
present the PVTD various training capabilities (programs - courses - and
modern equipment)

PROTOCOLS

- ☐ Starting the implementation of the “Be prepared for **green**” **initiative** in cooperation with the Ministry of Environment in the centers of PVTD
- ☐ The participation of TCC in the activities of the **educational platform** with the GIZ
- ☐ Equipment and tools were supplied to **the solar heating laboratory** in cooperation with UNIDO
- ☐ Nomination number of engineers to attend the training programs of the Egyptian initiative to prepare digital cadres.
- ☐ Coordination with representatives of the Life Makers Foundation (a non-governmental organization) to discuss ways of cooperation between the Authority and the Foundation
- ☐ Follow-up to the forum linking training programs and responding to industrial companies NEEDS

**local authorities
cooperation**

IMC

TVET

Technical Education and Vocational Training Reform Project



cooperate with GIZ

The department has partnered with GIZ Participating in the work of three observatories in the cities of Alexandria, the tenth of Ramadan, and recently in Aswan, distributed as follows: 2 members of the Asher Observatory - one member of the Alexandria Observatory - 2 members of the Aswan Observatory.

The observatory includes members from different parties, namely the Department of Productive Efficiency and Vocational Training - Technical Education - Investors Association - Manpower.

Work started in the tenth of Ramadan observatories and Alexandria as of the end of 2017

Steering committees for the observatory have been formed consisting of the directors of all the representative bodies and investors from the private sector, which meet from 3 to 4 times annually to direct the work teams in the observatories.

The work of the observatory is an integrated course that lasts about a year and a half, including five specialized courses for members, between each session and the other about 3 months, and after each session, it is applied on the ground with weekly follow-up from representatives of German cooperation.

The ready-made garments sector in the Asher Observatory, and the food industries sector in the Alexandria Observatory, were studied.

Partnership with the Workforce Development and Skills Enhancement Project WISE – USAID

(Start Your Journey Program)

(3) sub-units have been established in the centers of Damietta and Mahalla belonging to the Lower Egypt region, and the Zagazig Center of the Canal and Tenth region, the aim of which is to provide employment opportunities and support work readiness based on the needs of factories in those governorates provided by the project WISE.

Preparing a database for job seekers in coordination with the project WISE

(Start your trip programme)

International bodies that cooperated with the authority to provide grants and loans to provide equipment, qualify and train training cadres

Cooperation with agency JICA-Japanese(tnarG)

Cooperation with agency KOICA-Korean(tnarG)

Cooperation with Italy(tnarG)

Cooperation with the International Labor Organization(ILO)Grant)

Cooperation with the European Union (grant)

Cooperation with Islamic development bank (loan)

Umm Habiba Foundation

Omnia/Finland

Public Relation and Career Guidance



Productivity and Vocational Training Department PVTD September 2019
Cairo, Egypt





Benefits from Co-operations

- The international co-operations helped PVTD to improve the quality and supply of training.
- Assist in upgrading training workshop equipment
- Technical support helped to continuously develop the curriculum and Training Methods.
- Activating communication with the labor market through the labor market information network (observatories).
- Open channels of communication between providers of vocational training and technical education and the countries of the world



Challenges & Existing specific development plans

Contributing to the achievement of the sustainable development strategy:

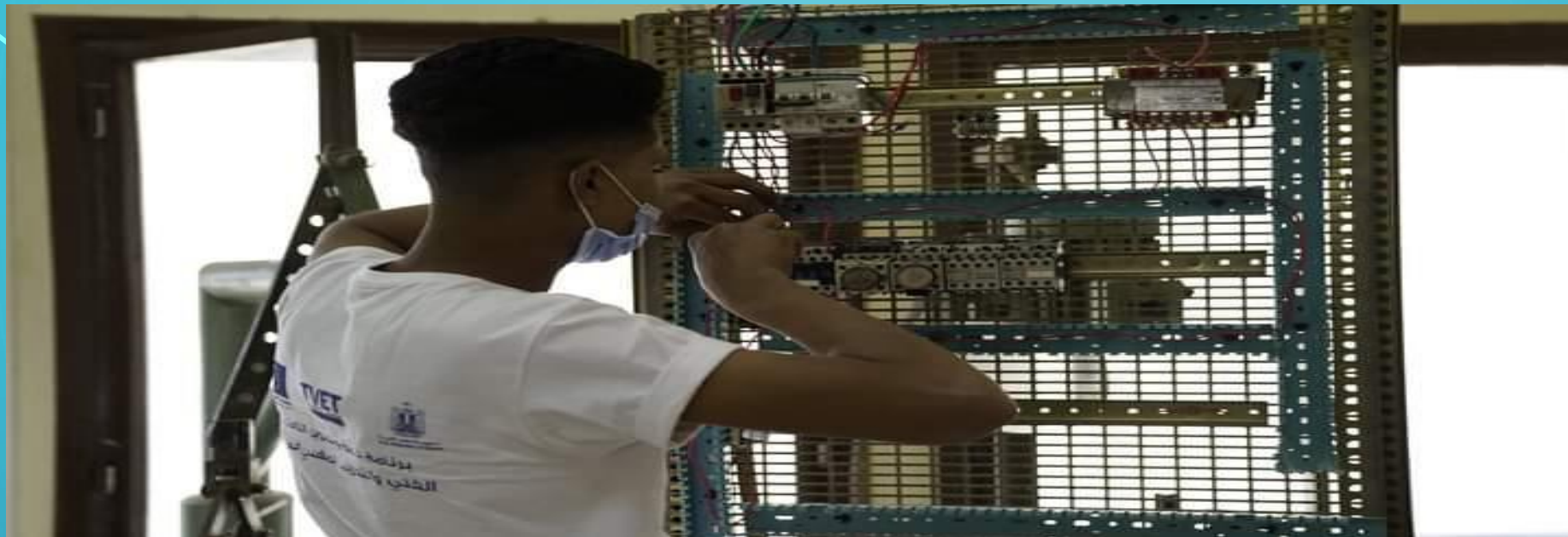
Egypt Vision 2030 through:

- Improve marketing & Community awareness
- Quality Accreditation for PVTD Centers according to EU standards.
- Re-design curricula and training material in modular and digital form related to labor market needs.
- Extend needs based short courses
- Extending e-learning programs
- Matching our training services with labor market requirements.
- Partnership with the private sector.
- Supporting youth entrepreneurship

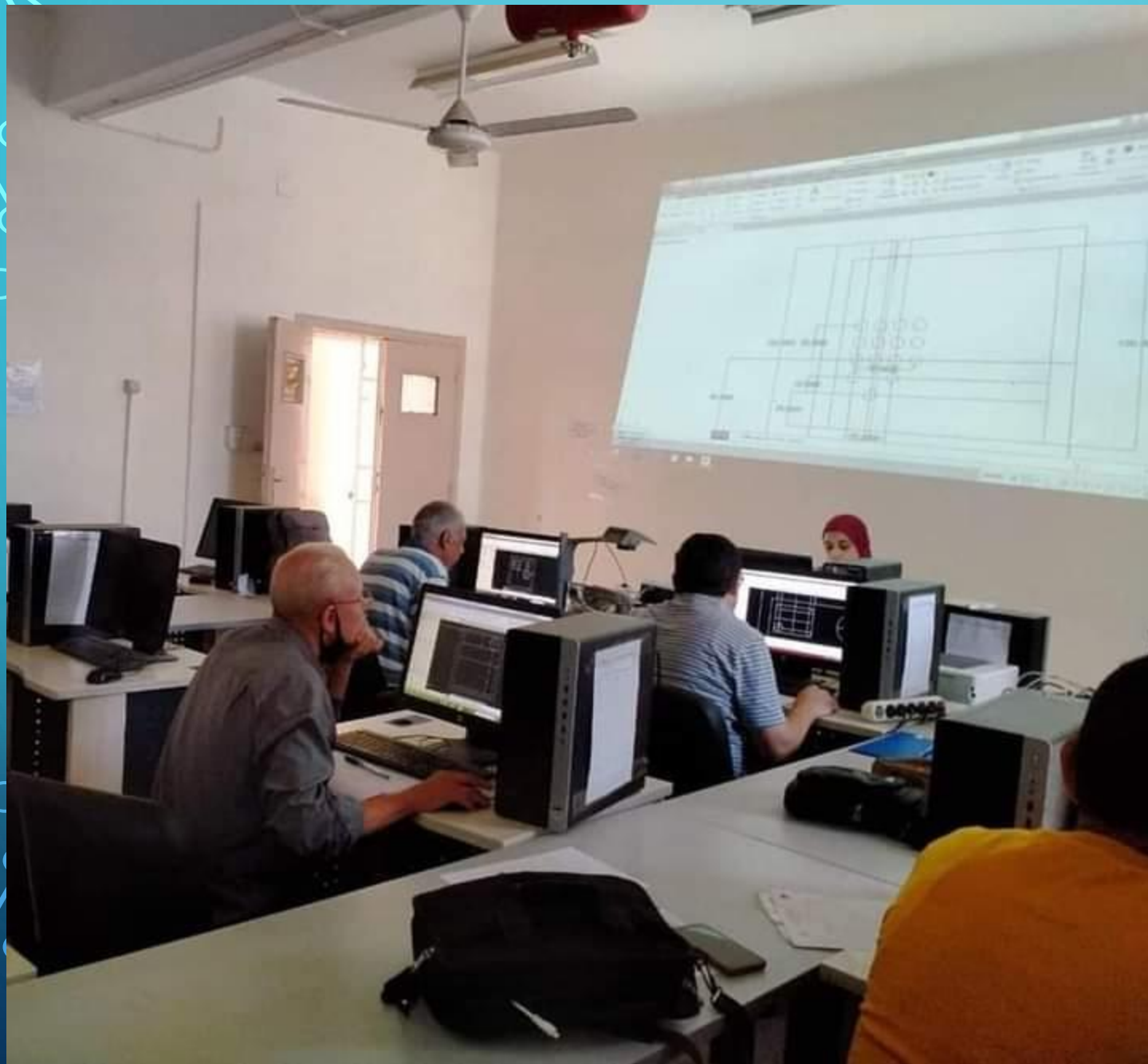












Thanks

