



Introductory Workshop for ISO 10015 in the Context of National Skill Standards Project

20-23 June 2005, Cairo

Sponsored by the Social Fund for Development (SFD), Egypt, and
Organised by the British Council for Egypt

Background

Egypt is addressing the twin challenges of developing a skilled workforce to improve the capacity and competitiveness of Egyptian industry whilst at the same time reducing levels of youth unemployment and underemployment.

The introduction of an industry-driven needs-based TVET system will play an important part in overcoming these challenges. The National Skill Standards Project, through the development and piloting of skill standards and associated curricula is making a valuable contribution to providing priority industrial sectors with skilled personnel as well as improving the motivation and employment prospects of young people. Graduates from the NSSP programmes will be awarded the new Egyptian Competence-based Vocational Qualifications (EVCQ).

In order to ensure the public confidence and industry-wide recognition of these EVCQ, it is necessary to introduce an effective quality assurance system at the targeted TVET training centres in line with the new international training quality standard, ISO 10015. Full compliance with the ISO 10015 standard will ensure a systematic approach to training management but also reduce variations of quality of instruction and enhance return on training investment (ROI).

Compliance to ISO 10015 requires third party verification. Therefore, granting an international certification mark could be a sign of excellence and raise the profile of certified TVET service providers.

Objective

This introductory workshop intends to achieve the following:

- to sensitise the various NSSP stakeholders to the need for more effective management systems for human capital formation;
- to introduce and provide initial training to selected personnel on the ISO 10015 training quality standard, together with its requirements for its implementation.

Programme Overview

This Introductory workshop is one of the components for the *Initiation Programme* (InPro) organised by the British Council for Egypt. This InPro consists of 3 components and is based on action learning principles. They are:

1. Introductory workshop for ISO 10015 (1 day, 20th June)
2. Site visits and initial gap analysis (2 days, 21st & 22nd June)
3. Review and planning workshop (half day, 23rd June)

Programme Instructors/Facilitators

Dr. Lichia Saner-Yiu

Lichia is the President of Academy for Quality in Training and Education (AdeQuaTE[®]) in Geneva, Switzerland; Co-founder of Organisational Consultants Ltd; Visiting professor at different universities; Consultant in organization development for 3M, BASF, Motorola Daimler-Benz, TCE, BNP Paribas; Lead Auditor for ISO 10015+ certification at Haier Group Company, Shanghai Telecom, Jiangwei Automobile and pre-audits in different MNCs in Switzerland and N. America.

Lichia has authored numerous articles, books, chaired international conferences and served on committees of academic organizations. She is an executive member of the Academy of Management (Management Education and Development Division) and long term member of the International Association of Institutes and Schools of Administration.

Dr. Tony Twigger

Tony is the Executive Director of the International Federation of Training and Development Organisations (IFTDO), based in Geneva, Switzerland, a post that he has held since 2001. He travels extensively and undertakes project work associated with HRD in various countries.

Tony has been associated with Egypt for more than 20 years, having worked with the Productivity and Vocational Training Department of the Ministry of Industry, the Ministry of Manpower, the Social Fund for Development and employers' and workers' organizations whilst employed by the International Labour Organization. He has also worked with other Ministries, Departments and enterprises whilst employed by the World Bank and the British Council.

Introductory Workshop Agenda

The following topics will be covered during the workshop:

- Human capital and national competitiveness: Strategic function of TVET
- **System Management Tool for Training: ISO 10015 and its core elements**
- Training evaluation and return on Investment
- External validation and ISO certification
- Requirements for implementation of ISO 10015 within TVET system

Workshop Schedule

Time	Topics
0830	Opening
0845	Part I: Human Capital and National competitiveness: Strategic Function of TVET Group discussion
0945	Break
1000	Part II: System Management Tool for Training: ISO 10015 ISO and its Core Elements
1200	Lunch
1300	Part III: Training Evaluation and Return on Investment Part IV: External Validation and ISO 10015
1500	Refreshments
1515	Part V: Requirements for Implementation of ISO 10015 within TVET system Group discussion
1630	Workshop end

Site Visits and Initial Gap Analysis

As part of the learning process, post-workshop assessment visits to four training centres will take place on 21st and 22nd June 2005. Participants will be divided into two groups and accompanied by one of the programme instructors on this site visit.

Objective of this on-site assessment visit is to get an overview of the existing training management system and to compare it against the ISO 10015 standard. Participants will then have a more realistic understanding how the ISO 10015 standard can be used and will be able to identify the existing gaps in fulfilling the ISO 10015 requirements.

Duration: 3 hours on site.

Site Visit Schedule

Time	Sites	
21 st June		
0830	Pick up at Flamenco Hotel	
Morning	Group 1: Gsr El Suez VTC (TOMOHAR) (Lichia)	Group 2: El Salam City VTC (MMP) (Tony)
13.00	Lunch	
14.00	Group 1: Cont'ed, if necessary	Group 2: Cont'ed, if necessary
Afterwards	Group 1: Group Discussion (1/2 hour)	Group 2: Group Discussion (1/2 hour)
22 nd June		
0830	Pick up at Flamenco Hotel	
Morning 21/6	Group 1: Beau El Dakour (Ministry of Labour) (Tony)	Group 2: Shobra VTC (PVTD) (Lichia)
13.00	Lunch	
14.00	Group 1: Cont'ed, if necessary	Group 2: Cont'ed, if necessary
Afternoon	Group 1: Group Discussion (1/2 hour)	Group 2: Group Discussion (1/2 hour)

Review and Planning Workshop

A debriefing session will take place with the participants to reflect on the experiences and to collect feedback regarding institutional needs in implementing ISO 10015 and challenges. This debriefing session should take place before the planning exercises due to take place.

Workshop Schedule

Time	Topics
0830	Part I: Review of the Site Assessment: Findings and Reflections
1000	Break
1015	Part II: Next Steps and Recommendations
1200	Lunch
1300	Plenary session
	END

❏