



TEMPUS LEBANON HERE

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HIGHER EDUCATION REFORM EXPERTS

Promoting Employability in Higher Education in Lebanon

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Agenda

- Introduction
- European Context
- Lebanese Context
- Recommendations

Introduction

- At the end of a learning cycle a major transition towards active life
 - Employability
- Employability is critical
 - At personal and social levels
 - Measurement of how much Higher Education (HE) Institutions prepare for active life
 - For the impact of HE on development
 - Reveal of personal assets and their development

Introduction

- Employability is critical in Lebanon and the Region
 - For stability (recall report from world bank)
 - For the development

Introduction



- Employability is a process
 - Beyond skills
 - Better cooperation between HE Institutions and active sectors
 - Thinking about opportunities
 - Design and learning sequence impact

Introduction



■ Employer's view

- self-management skills; communication skills; team-working; interpersonal skills; self-awareness; self-promotion; exploring and creating opportunities; action planning; networking; matching and decision-making; negotiation; political awareness; coping with uncertainty; development focus; transfer skills; self-confidence; handling one's own work load; getting to the heart of problems.

Introduction



- Employability is a tradeoff
 - Learning path beyond state of the art but not far away
 - Develop personal competences AND skills
 - Academic behavior WITH good partnership
 - Valorization of research

European Context

- London Communiqué (May 2007) “Towards the European Higher Education Area: responding to challenges in a globalised world”
 - (1.3) “Building on our rich and diverse European cultural heritage, we are developing an EHEA based on institutional autonomy, academic freedom, equal opportunities and democratic principles that will facilitate mobility, increase employability and strengthen Europe’s attractiveness and competitiveness.”
 - (2.8) “We emphasise that qualification frameworks should be designed so as to encourage *greater mobility of students and teachers* and improve employability.”
 - (2.17) “We invite EUA to continue to support the sharing of experience among HEIs on the range of innovative doctoral programmes that are emerging across Europe as well as on other crucial issues such as transparent access arrangements, supervision and assessment procedures, the development of transferable skills and ways of enhancing employability.”

European Context

- London Communiqué (cont.)
 - (3.4) Data collection “Data in this field should cover participative equity in higher education as well as employability for graduates. This task should be carried out in conjunction with BFUG and a report should be submitted to our 2009 Ministerial conference.”
 - (3.5) Employability “Following up on the introduction of the **three-cycle degree system**, we ask BFUG to consider in more detail how to improve employability in relation to each of these cycles as well as in the context of lifelong learning. This will involve the **responsibilities of all stakeholders**. Governments and HEIs will need to communicate more with employers and other stakeholders on the rationale for their reforms. We will work, as appropriate, within our governments to ensure that employment and career structures within the public service are fully compatible with the new degree system. We urge institutions to further develop partnerships and cooperation with employers in the ongoing process of curriculum innovation based on learning outcomes.”

European Context

- Major research elements:
 - Employability as a concept has many different aspects
 - Matching between employment of graduates and their education and expectations
 - HE Institutions preparation of their students to labor market
 - Readability of qualifications
 - Mobility
 - Employability and life long learning

Lebanese Context

- Pure academic
 - Three cycle system?
 - Credit-based system (diversity)?
 - National Qualification Framework (readability of degrees)?
 - Research support?
 - Partnerships and stakeholders?
 - Activity sectors and active/productive tissue?
 - Data availability?
 - Graduate students immigration (brain drain)?

Lebanese Context

- Some good actions
 - Tempus
 - LIRA
 - Incubators (Berytech)
 - Workshops
 - New programs with stakeholders impact

Recommendations

- Programs revisit?
- Modifying the structures?
- University Governance?
- University - Private Sectors cooperation?
- Insisting on personal skills?
- State encouragements?
- Students involvements?