

## Leading career development services into an uncertain future: Ensuring access, integration and innovation

Country paper: TUNISA [Insert country name]

In advance of the symposium all attending countries are asked to produce a country paper setting out the key issues for their countries in relation to the key themes of the conference.

Please use this template to enter your information. You should aim to be concise. Use bullet points and links rather than providing a lot of local detail. **The paper should be no more than 10 pages in length.**

How to submit:

- Download the Country Paper Template, save this on your computer.
- Prepare the country paper based on consultation within the country team and preferably with relevant national authorities and information sources.
- Submit the Country Paper by sending it to [jmc@iccdpp.org](mailto:jmc@iccdpp.org) (John Mc Carthy, director ICCDPP)
- Deadline: **31<sup>st</sup> of January**

If you have questions concerning the country paper, please contact John Mc Carthy ([jmc@iccdpp.org](mailto:jmc@iccdpp.org))

### Background information

1. List all of the members of your country team with their organisation.

NAME: Ammar

FAMILY NAME :MEJRI

POSTION : Relationship Manager with the economic and social environment

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NAME : RACHED

FAMILY NAME :CHELLY

POSITION :NATIONAL UNION FOR EMPLOYERS EXECUTIVE BOARD MEMBER

2. What are the key aims your country has for participating in this symposium?

Our participation in the symposium is important for us in order to :

Share experiences and practices

Learn from other countries so that we will be able to avoid mistakes



### Theme #1 - Context and challenges for career development policy.

In your country...

3. Is the level of policy interest in career development:

- Growing?
- Shrinking?
- Staying about the same?

Comment

4. What are the key political, social, economic and technological issues that are likely to have an impact on people's lives and careers in your country?

Give up to five of the most important issues as you see them.

1	lack of coordination between key ministries involved in the guidances processes (education, vocational traing and hiegher education)
2	weak level of accessibility to guidance services
3	Lack of suypply-demand matchnig
4	The guidance processes

5. What roles do career development programmes and services play in addressing these political, social, economic and technological challenges?

The career development programme will offer the best chances for a better matching between economic needs, youth aspirations and youth capacities

Supply of data about qualifications, for employers and policy makers.

Introduce e-guidance



## Theme #2 - Aims for, and access to, career development

In your country...

6. What are the key policy aims for career development programmes and services?

At the economic level, the career guidance will enable companies to have the most appropriate qualifications corresponding to their needs

At the social level, it will enable youth and parents to choose the best career that fit their aspiration and their capacities

Improving the social policies

7. What groups of people can access career development programmes and services and what groups are excluded?

High school students

Job seekers

However parents and employers are excluded

8. How are the opinions of citizens and service users heard and incorporated into policy and practice?

Non satisfying

9. Is there a framework for ethical practice in career development? How does this framework balance the interests of the individual with the demands of policy and signals from the labour market?

N/A yet



### Theme #3 – Integrating career development into wider society.

In your country...

10. Which ministries or jurisdictions are responsible for career development programmes and services? Clarify what programmes and services each ministry or jurisdiction has responsibility for.

Ministry of education

ministry of higher education

Ministry of vocational training and employment

Ministry of youth

Mnistry og social affairs

11. What leadership, co-ordination and collaboration approaches exist within the career development system to ensure collaboration across different sectors and different types of clients. For example, how are career development systems within the education system connected to those within employment, health and youth work?

\* Common platform (education higher education vocational training) information on trades and the learning path is in the process of implementation

Actually the Public Employment Service, ANETI, is the only subsystem that uses technology with good effect in Tunisia. It has an excellent website for job seekers and has stand-alone facilities in its offices for job seekers. Higher Education has a website that assists high school graduates to choose programs in higher education (applications for higher education).

12. What are the main challenges to leadership in the field and the main obstacles to effective collaboration?

Lack of legal framework for coordination

13. What kind of cooperation (if any) is there between the career development services and stakeholders like employers, trade unions, the media, NGOs, professional organisations etc?

interministerial co-ordination commission (education - vocational training -higher education) created in 2014 by a joint decision aimed at dealing with common subjects such as career guidance and bridges between the three systems

The new social contract signed on 14 January 2013 at the Constituent Assembly has five main axes namely: "economic growth and regional development", "employment and vocational training policies", "professional relations and decent work", "social protection", "institutionalization of tripartite social dialogue "

The document, signed by the three social partners (the government, the employers and the union), aims essentially at establishing advanced professional relations based on "the institutionalization of a tripartite, permanent, regular and global social dialogue" concerning the issues that hold the interest of the three production parties. Such as the regulation of the labor market via vocational guidance

14. How is the professionalism of career development workers developed and maintained whilst working with other professionals?

The guidance counselors practicing in vocational training centers attend annual training courses and benefit from internships within the framework of exchange with France and Germany, which allow them to be, in a way, up-to-date in terms of career guidance

the school and university counselors have shown resourcefulness in how they reach their target audience using social media. They also participate in seminars on vocational guidance organized by the Ministry of Education

15. Do other types of professionals (e.g. teachers and social workers) deliver career development?  
How is a professional service ensured?

\*Teachers and school management informal information and advice pupils and parents to the lycées or to vocational training or technical schools

\*Organizing guidance counselors Training workshops on the topic of education on guidance and accompaniment for the benefit of the teachers who are responsible for the guidance

\*Employees working in youth centers gives information and advice to young people who frequented the youth centers



#### Theme #4 - Leading innovative change for the future.

In your country...

16. What are the key innovations or ways that career development programmes and services have changed over the last 10 years? This could include changes relating to technology, practice, management and governance and the use of new theories and evidence.

Many counselors have created digital sites and forums for information, guidance, accompaniment, and pages to communicate with students, interact with them, and answer their questions

17. How do national policies and initiatives, where they exist, ensure and support the development of innovation in career development services provision?

The national employment observatory, in collaboration with the national center for training of trainers and training engineering, make annual sectoral strategic studies as well as portraits of the sector to study the need for skilled labor in the middle and long term

the results of sectoral studies feeds the common platform generated in question 11 and will serve as a working tool for guidance counselors to help young people make informed choices and to build a professional project based on predefined sectors and trades and by allowing the diversification of choices related to economic realities and opportunities for professional integration.

18. What new, innovative and promising interventions in career development programmes and services is your country planning for the future? How are such innovations making the most of open data initiatives, online technologies, artificial intelligence and other forms of innovation?

Given the high number who need guidance services (p( elementary school students, secondary school students, high school students and students from the vocational training , parents employers and trade unions).we are thinking of using the new information and communication technologies to promote distance orientation "e-guidance"

19. How is the training and continuing professional development (CPD) of careers professionals encouraging innovation and taking account of new evidence as well as changes in technology and the labour market?

In view of the instability of the labor market, the state will set up a continuing training program for career guidance counselors, enabling them to support employees of the company, who during their career must reposition themselves on the job market. other trades or migrate to other positions or look for a job following a social plan.

This training makes it possible to transmit the necessary skills to career guidance counselors enabling them to favor a real social dynamic for the company and a progress in securing the jobs for the employees concerned by the professional mobility.

### Final reflections

20. Is there anything else that you could like to address through participating in this symposium?