


Jordan Observatory Function



General Framework

Foundation

- The National Center for Human Resources Development has been established in 1990 under the title of the National Center for Research and Educational Development as one of the centers pertaining to the Higher council of science and technology.
- NCHRD had a prominent role in building national capacities and institutionalization of educational reforms in the first phase of the educational reform project in Jordan.

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- In 1995, the Higher Council of Science and Technology has taken the decision to approve the current designation of the center to be “The National Center for Human Resources Development”.

NCHRD Mission

Develop the Jordanian human resources through the contribution to the educational and training programs to cope with local, regional and international labor markets.


Objective and activities

Objective:

- NCHRD aims at “developing the national capacities in the human resources development areas.

Main Activities:

- Conduct studies and researches pertaining to education, training and employment.
- Evaluate the different components of educational reform projects.
- Develop information systems for Human resources in coordination with the concerned parties in the labor market and the education and training sectors.

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- Provide consultations for local and international institutions and bodies in the matters and fields related to human resources development.
 - Cooperate and coordinate with the local, international and regional organizations, bodies and institutions to provide assistance and support to education and R&D.

NCHRD Board of Directors

NCHRD is run according to its regulations by a board of directors headed by the president of the center and the membership of each of the following:

- . The Secretary General of the Higher Council of Science and Technology.
- . The Secretary General of the Ministry of Education.
- . The Secretary General of the Ministry of the Higher Education & Scientific Research.
- . The Secretary General of the Ministry of Labor
- . The Secretary General of the Ministry of Planning
- . The General Director of the Vocational Training Corporation.
- . Two members from the private sector.

Current projects under NCHRD

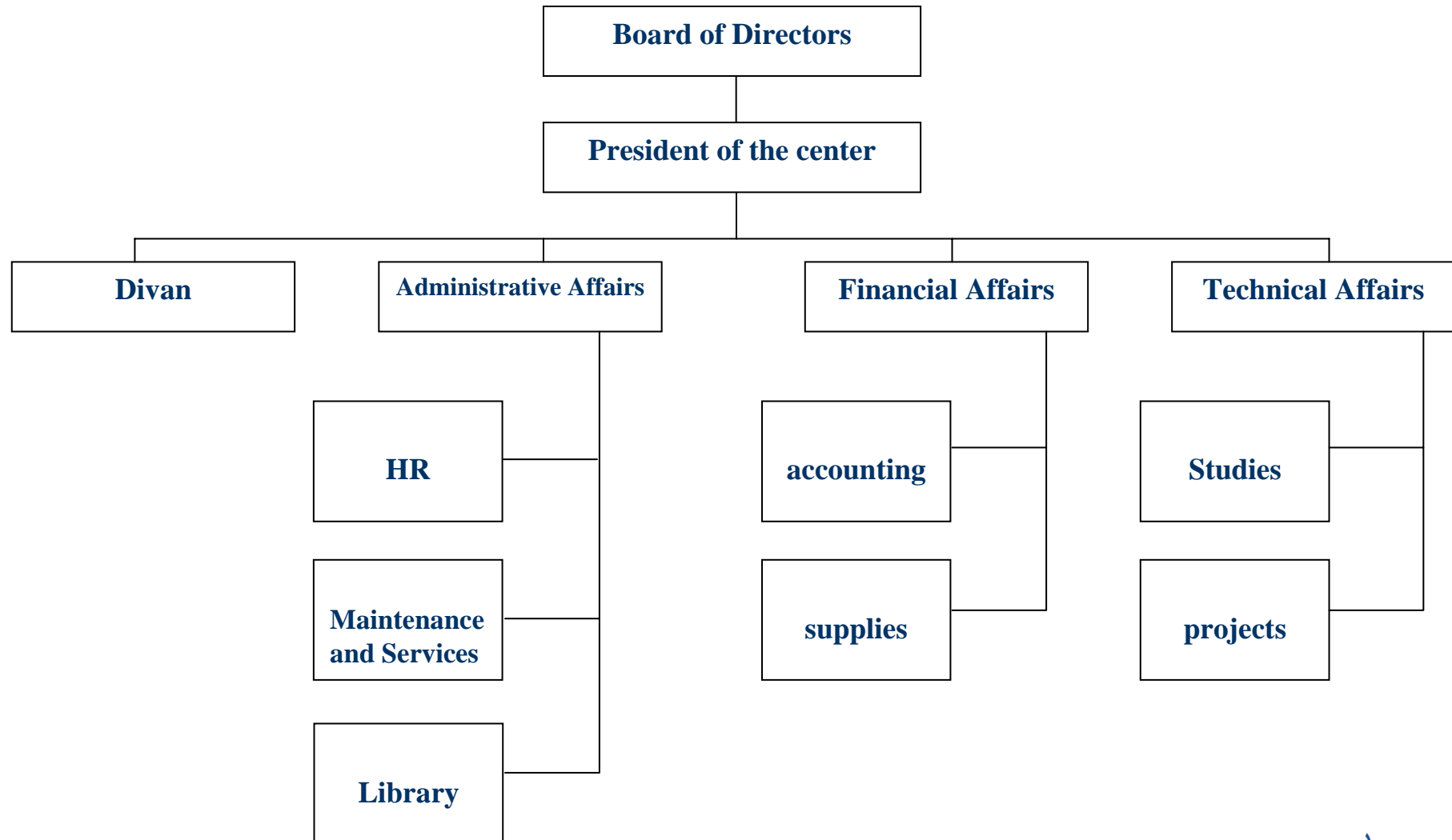
No	Project title	The Center task
1	Higher education Development (HEDP)	Execution
2	Educational Reform for knowledge economy (ERfKE)	Evaluation and follow up.
3	Human Resources information System "Al Manar"	Execution
4	Human Resources information observatory	Execution

Funding

Contributing Parties

1. The Ministry of planning and International cooperation.
2. World Bank.
3. UNESCO.
4. Development Bank of Japan.
5. Canadian International development Agency.
6. German society for technical cooperation.
7. The European training foundation.
8. The European Union.
9. King Abdullah II fund for development.
10. UNICEF.

The Organizational Structure



Observatory Function



Jordan

Definition

Observatory Function focuses on the concept of “networking” between providers of information and all stakeholders of the training-employment system.

Goal

The primary goal of the observatory function is to support stakeholders in the decision-making process by providing relevant, reliable and timely information on performance evaluation, trends and forecasting of the training-employment system (training, qualification and employment).

Objectives

- Address the set of institutional foundations and an overall strategy needed to ensure the availability of coherent reliable and timely information about human resources for policy formulation and analysis.
- Present steps that could be made to compare the quality and usefulness of the HRI statistics that are currently available.

Objectives

- Establish relevant data protection legislation and regulation to ensure adequate protection of the confidentiality of individual records.
- Develop a set of guidelines on regular contacts between the OF respective members for the exchange of HRI and statistics.

Objectives

- Create opportunities in the knowledge based economy.
- Establish a national team of HRD
- Introduce 'career counseling' concept to the HRD.
- Increase the use of innovative technology in HRD.

The concept : From Data Collection to Decision Making



From: Results and Outputs

To: Outcomes and Impact

AI Manar Project



Project Components



HRI

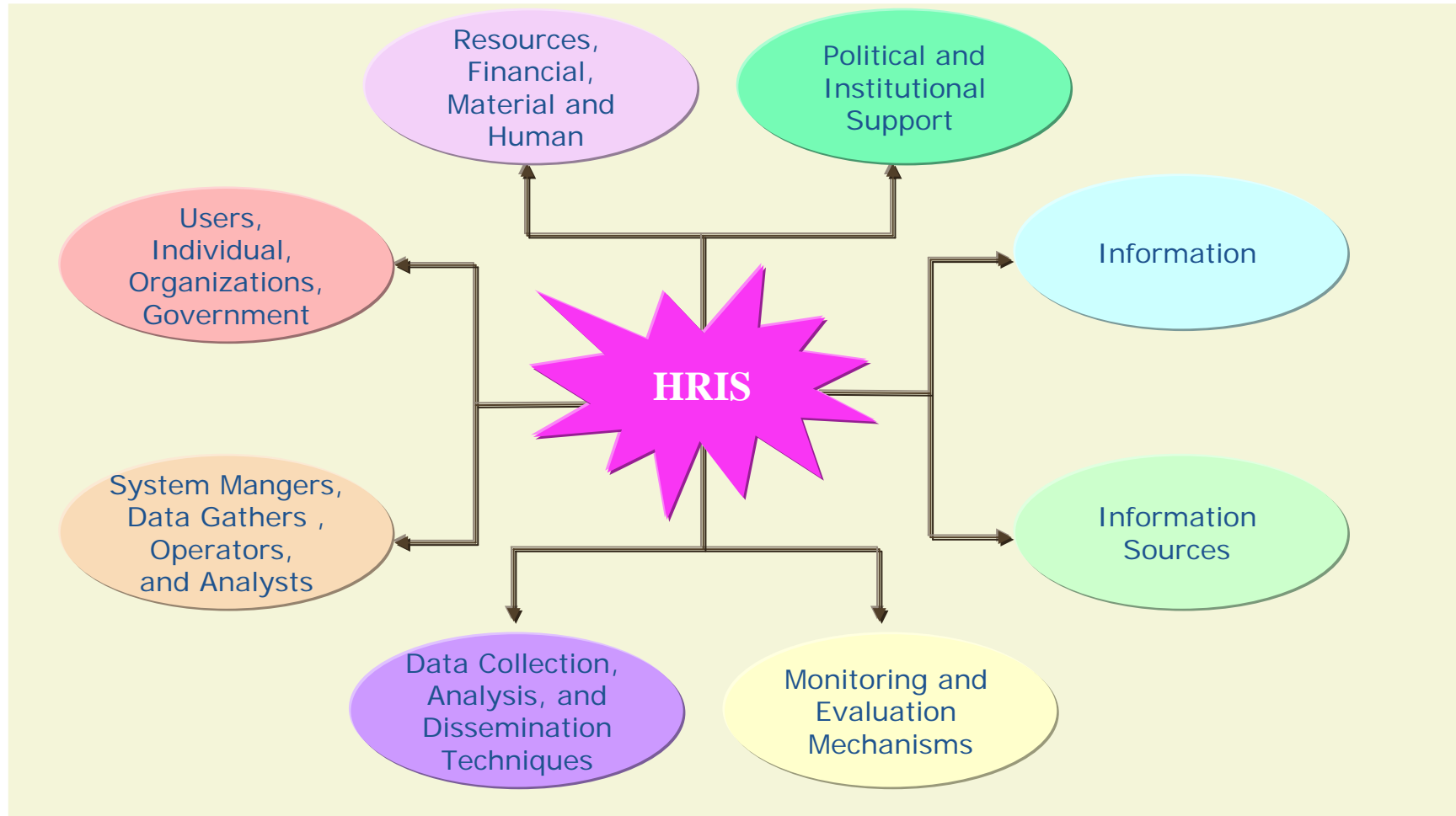
- Statistical and non-statistical information concerning labour market actors and institutions as well as those seeking and providing education and training
- Information concerning policies and regulations that serves the needs of user.

HRI

Requirements :

- Accessibility
- Comprehensiveness
- Timeliness
- Regularity
- Scope & coverage
- Accuracy
- Presentableness of the information stored

HRIS Ingredients :



HRI consists of :

- The laws and regulation influencing the behavior of the actors in the labor markets, as well as those seeking and providing education and training.
- The available statistics, research and other reports on the structure, conditions, behavior and development at the national human resources.

HRI consists of :

- In all countries the production of statistics relevant for HRD issues have to be based on (i) information that has been collected and registered by administrative agencies primarily to facilitate the execution of their mandates (ii) Data collected by statistical surveys and census.
- Cost effective use of administrative records to produce reliable, valid and coherent statistics will require careful planning as well close monitoring of how the administrative operations function.

HRI

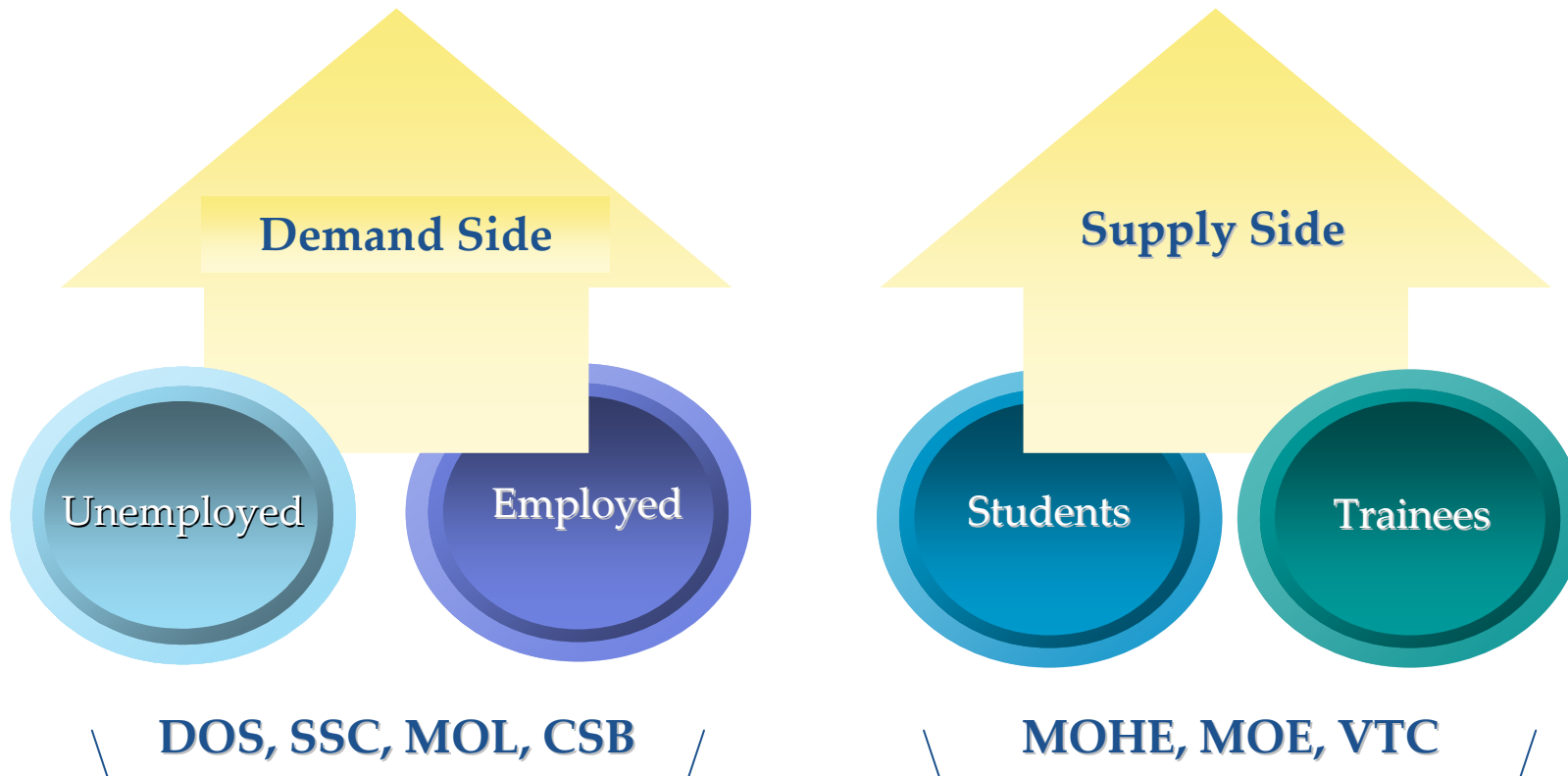
HRI Data Warehouse

LMI

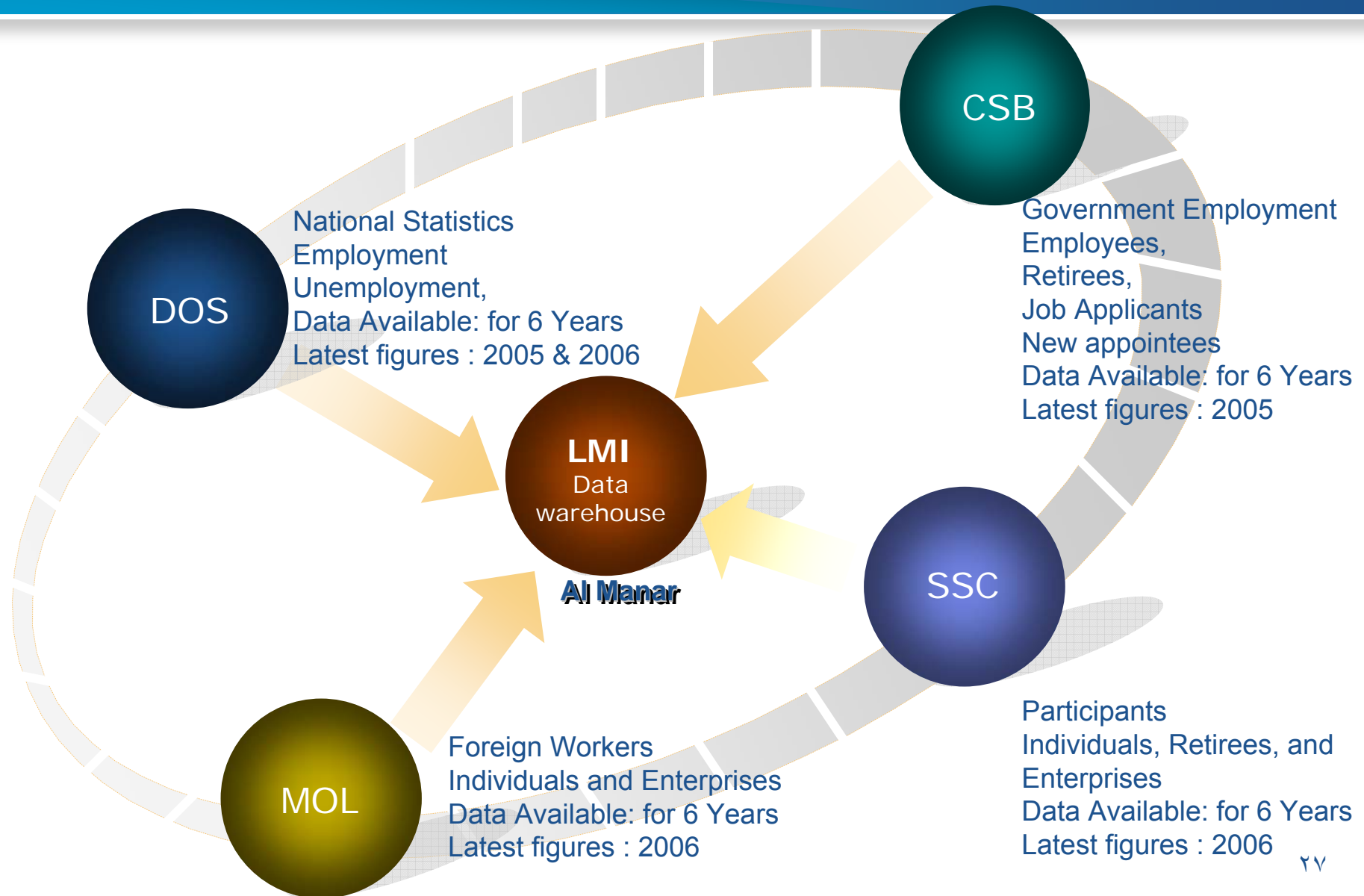
EDI

HRI System Contents

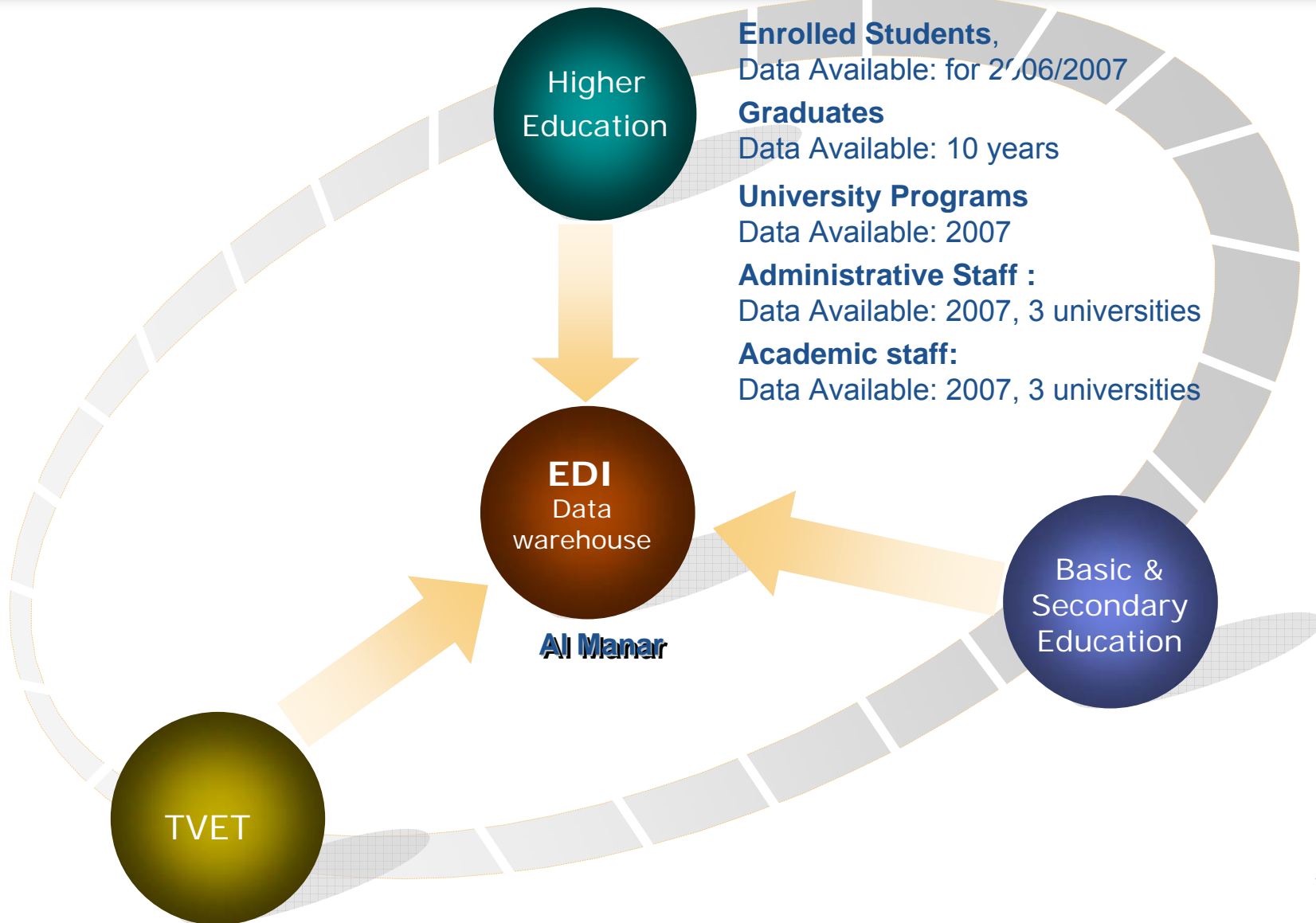
(HRI) data warehouse



LMI



EDI



Indicators :

- HRI statistical indicators
- key LM indicators manual.
- TVET indicators manual.
- Higher education indicators manual

Studies and Researches

- The Human Resources Bi-Annual Report, First and Second.
- The functioning of the Labor Market in the Mediterranean Region- Jordan.
- Human Resources Information (HRI) Assessment Report: Case Study "Unemployment".
- "School-to-Career Study".
- Job Future Forecast model.

Studies and Researches

- New Entrants to the Labor Market
- Assessment on Trends of the Labor Market Demand–Jobs Advertised in the Al Rai newspaper.
- The Role of the Professional Associations (Organizations) in Human Resources Development.
- Factors Affecting Women Participation in the Private Sector in Jordan.
- Labor Market Analysis.

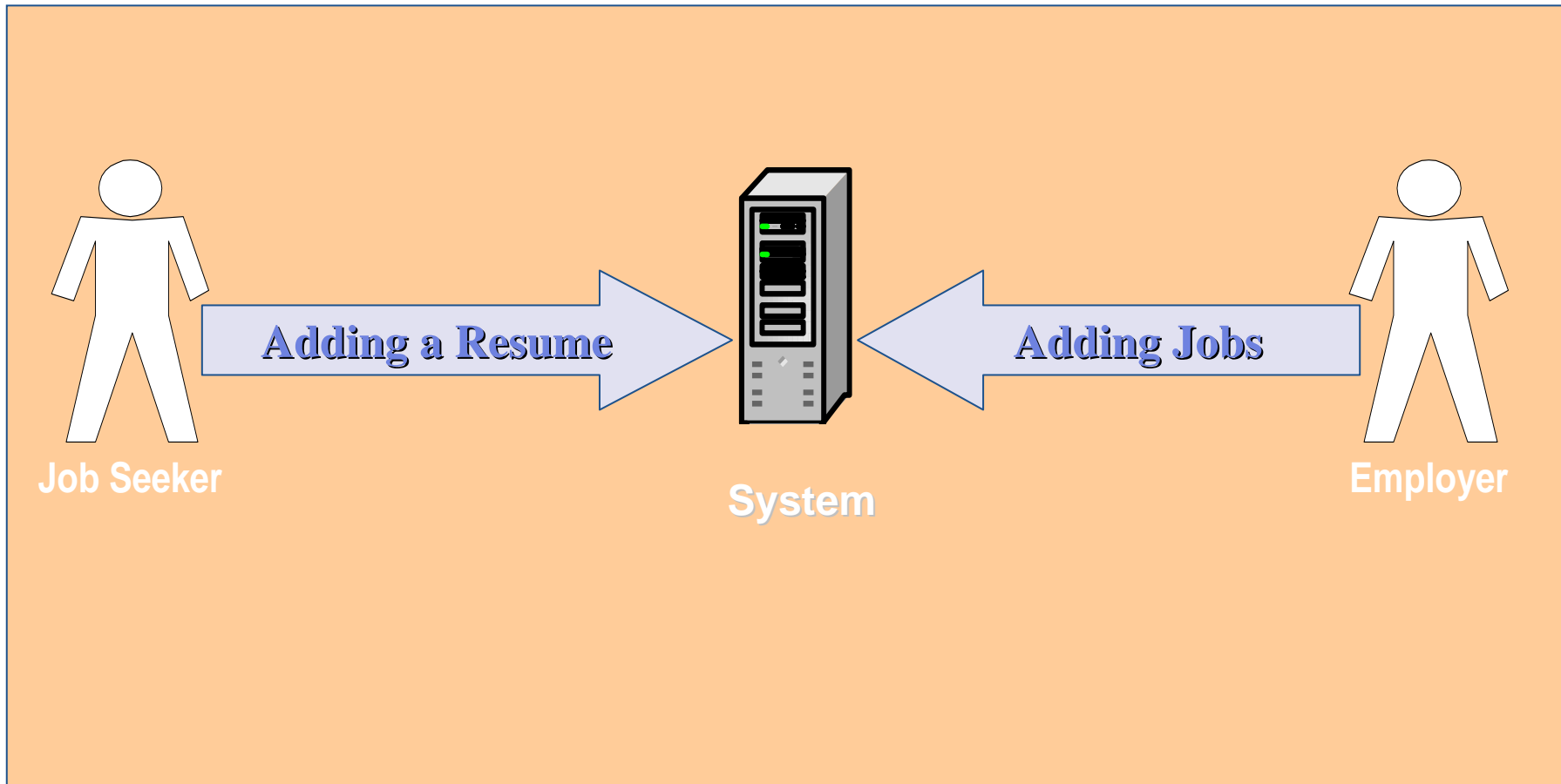
Classifications :

- Jordanian Standard Classification of Education
- Jordanian Standard Classification of Occupation
- Jordanian Standard Industrial Classification

Electronic Labour Exchange

Goal: Develop and operate a national web-based employment system for Jordan

ELE Elements :



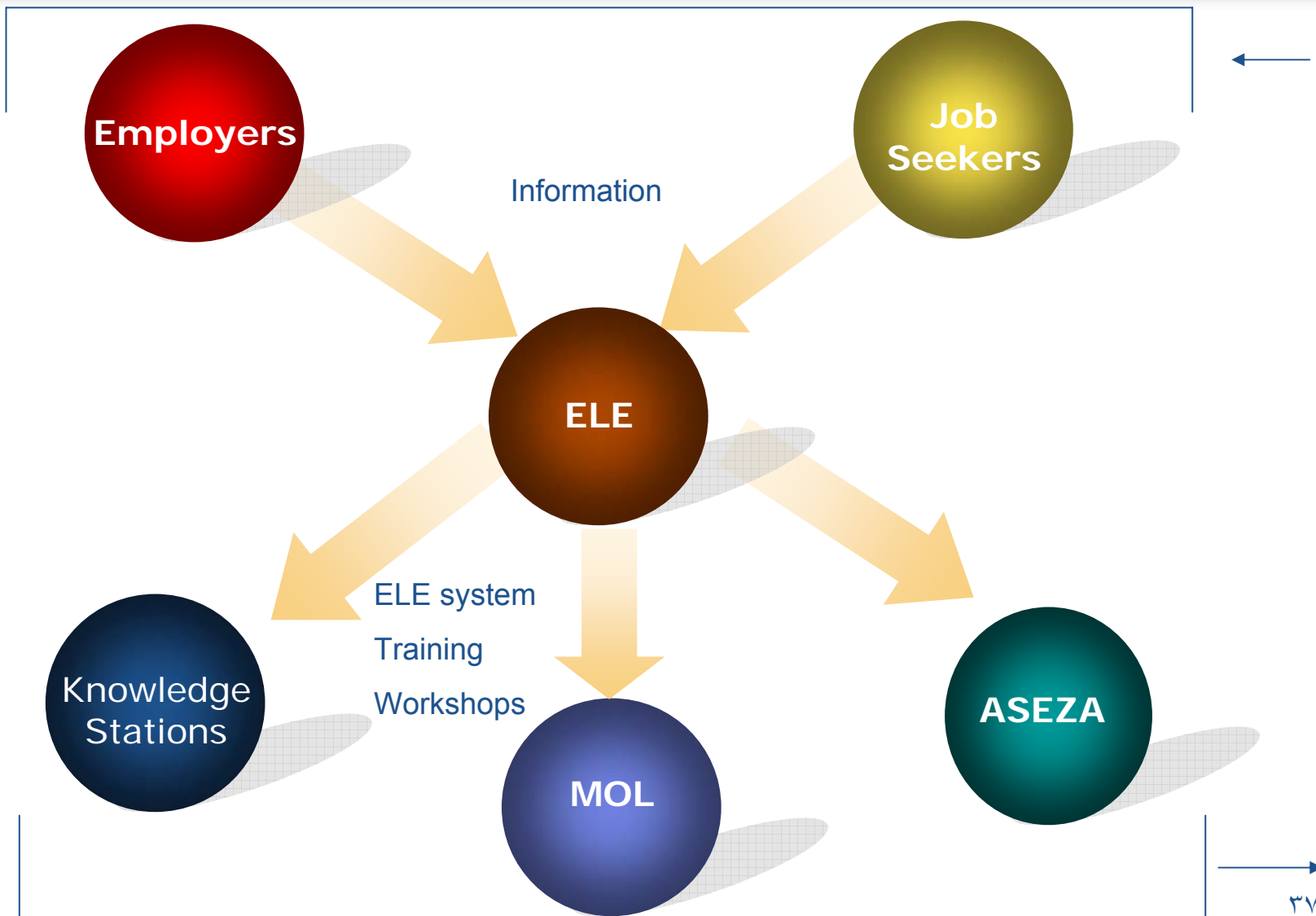
The ELE System Characteristics :

- Free web based application.
- Using the National Classification of Occupation
- Using the National Classification of Education
- Using skill checklists

The ELE :

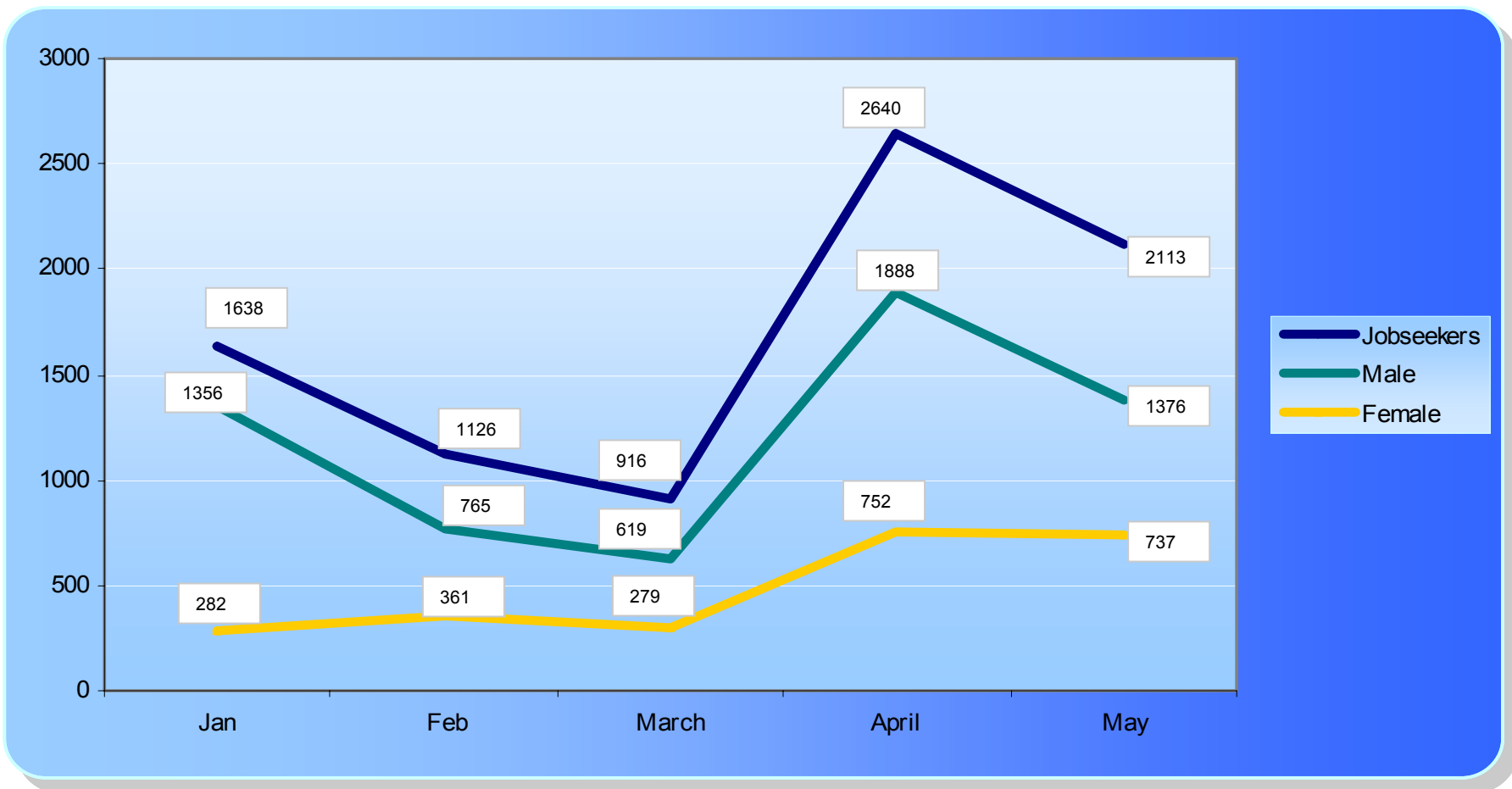
- Offers opportunities for employers to post and individuals to view vacancies on the system
- provides current and up-to-date Labour Market Information
- develops job bank, based on the information submitted by employers and job seekers.

ELE:



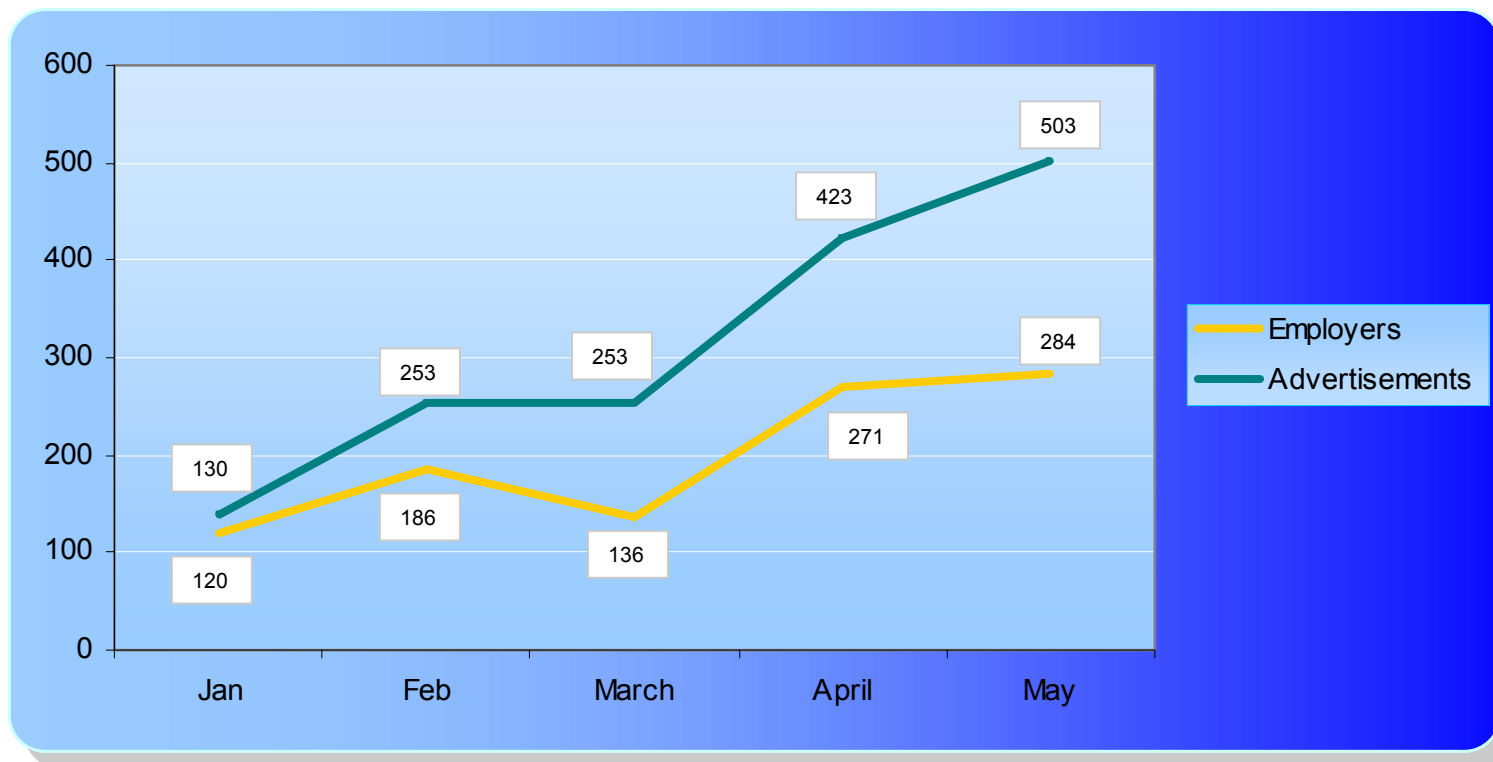
ELE Statistics

Number of jobseekers from jan-2007 to May-2007



ELE Statistics

Number of Employers and Job Advertisements from Jan-2007 to May-2007



Note: In addition to advertising for jobs employers can also search for candidates

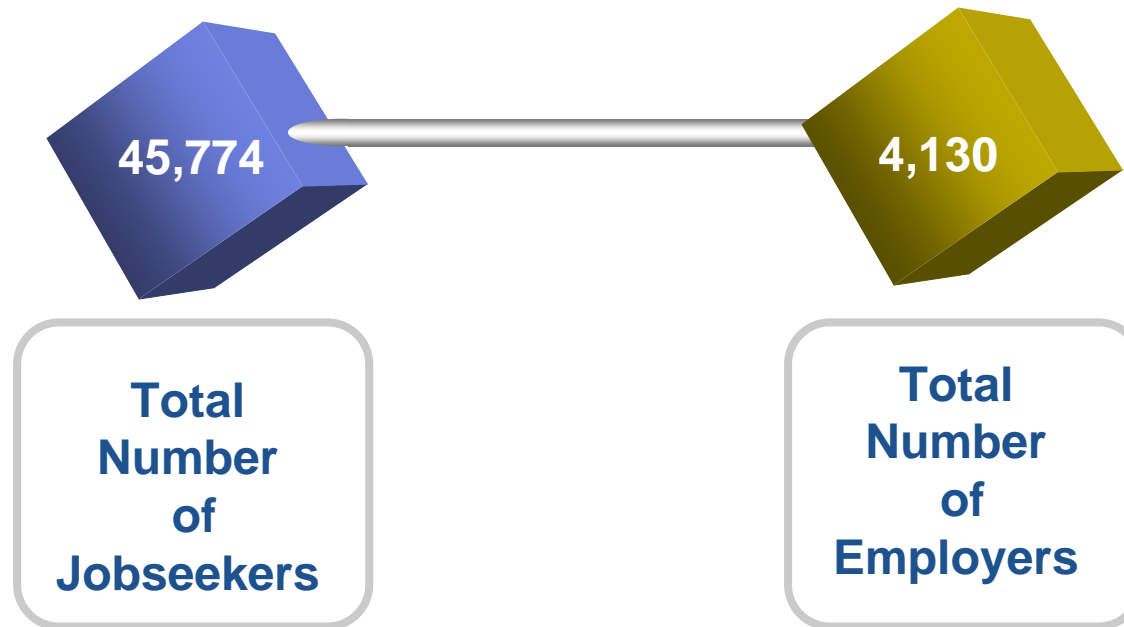
ELE Statistics

Number of Applicants for Job Advertisements from jan-2007 to May-2007

	Number of Advertisements	Number of Applicants
Jan	139	3247
Feb	253	7627
Mar	253	7311
Apr	423	9887
May	503	13173

ELE Statistics

Total number of Employers and jobseekers till 21/6/2007

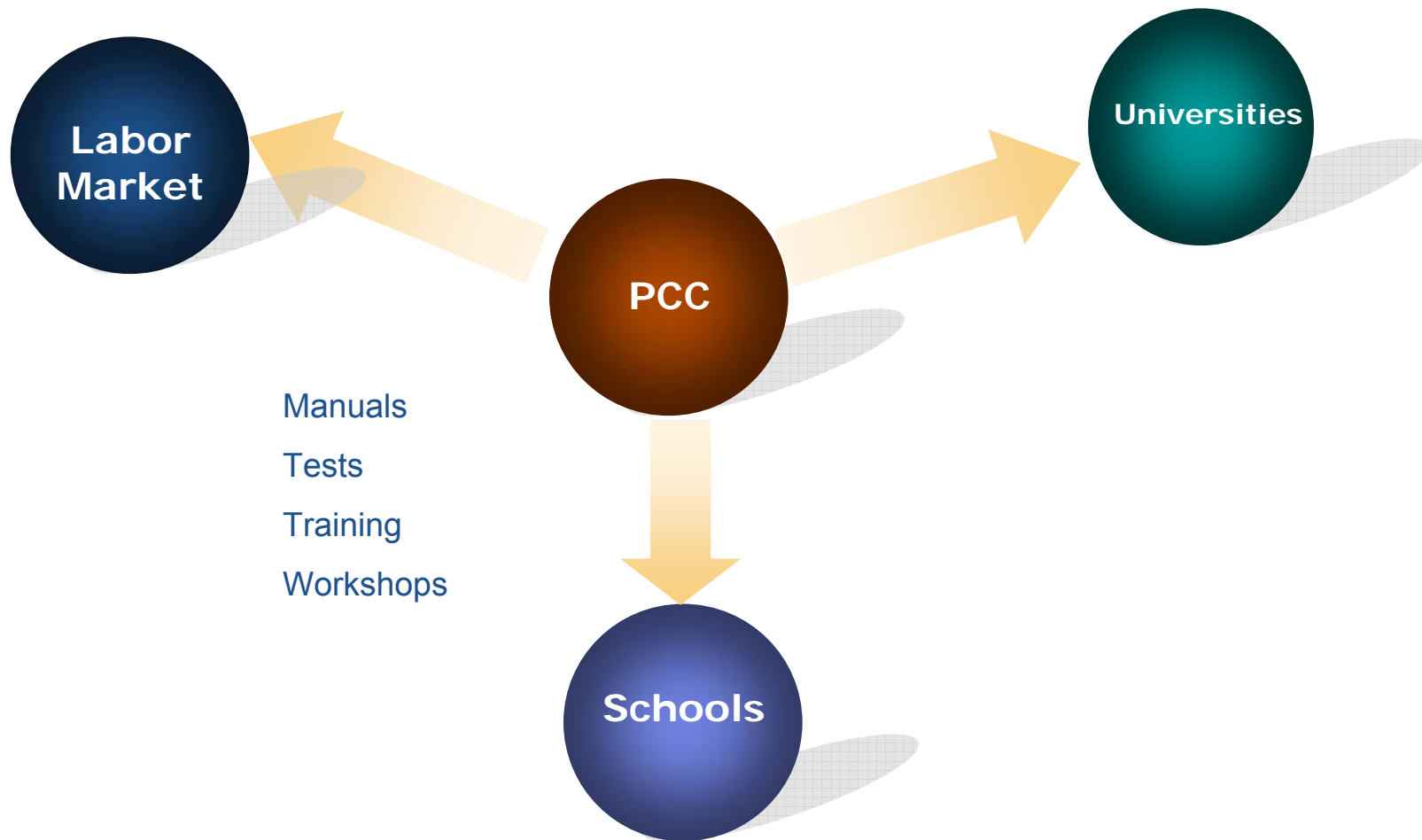


Career Counseling

Goal: to prepare youth and adult Jordanian citizens to join the labor market smoothly and effectively through sustainable guidance systems

PCC Activities

- Issue career handbook for major careers and jobs in Jordan in labor market .
- Hold job fairs for university and college graduates and for different sectors of employers.
- Issue career counseling manuals to direct students and job-seekers towards careers that match their skills and abilities.
- Make career counseling services available on the internet .
- Operate career counseling centers at the Jordanian universities .



Observatory Function Outputs

- HRI classification system:
 - National occupation classification (NOC)
 - National Standard classification of education.
- Web based employment system
- LMI warehouse:
 - Employment: census statistics; administrative statistics
 - Unemployed: Census statistics.
- EDI Warehouse:
 - Higher Education Statistics
 - Vocational Education and vocational training statistics.

Observatory Function Outputs

- HRI Indicators:
 - Statistical Indicators,
 - Key Labor Market Indicators
 - Higher Education Indicators
- Set of career counseling manuals, tests and tools.
- Job forecast model.

Job forecast Model

- The Model is based on the simple extrapolation of trends.
- The time series data used in the model were derived from: the Employment and unemployment survey, and the employment survey and the population census for 2004

Job forecast Model

- The Model produces projections for employment by occupation and industry for 2008 and 2009
- The model is sort of a revolving model which will be updated and fine tuned regularly to generate updated projections.

Demand trends analysis:

News paper Job Ads:

- Data base was developed for the daily Job advertisements in the main daily newspaper
- Demand analysis was conducted for the above mentioned database.
- Biannual reports were issued summarizing the major trends in demand for labor and their main changes.

ELE database:

- LMI database was made as an integral component of the ELE system.
- Individual and detailed information about vacancies, job openings and job seekers, profiles and qualifications are collected.



Projects' Direct Beneficiaries

School students 9th, 10th grades

Education counseling:

- Career pathways.
- Labor Market information.

University students

Career counseling:

- Job search skills
- Career maturity
- Labor market information
- Internship
- Professional development for counselors.

Job-seekers

- Access to Job adds
- Shortening the recruitment time and procedures
- Disadvantaged segment of the job seekers to have better access and more equitable systems.

Employers

- *Job advertisement*
- *Access to job seekers database.*
- *Saving recruitment time and cost.*

Decision Makers:

- *Access to timely labor market trends*

Researchers and policy makers:

- Data warehouse
- HRI indicators.

Awareness

- National Campaign
- MOU's
 - JNWC
 - NITC
 - ASEZA
 - ERfKE
 - KAFD
- Press Release
- Workshops and seminars
- Website

Software

Database :

- Oracle 8i
- SQL Server 2000

Dissemination

- Oracle Discoverer
- Proclarity

Data Collection Method

Data collected as offline raw aggregated data on CD's or by Email

Format:

- Text file
- Excel file
- Dmp file
- Access

STRENGTHS

- A large amount of information is available
- Qualitative information (labour market intelligence) is available
- Technology assessment-operation environment
- Connectivity
- Reliable, regular and systematic information is available
- Appropriate methodology is in place
- A strong decision to reform observatory function exists

WEAKNESSES

- Vision is not widely understood
- Poor interagency information policy and operational linkages
- Relevant qualitative data are not regularly available
- Lack of coordination of efforts of key stakeholders
- No agreement on a set of standard labour market indicators
- No consistent business database

WEAKNESSES

- Data organization is lacking
- No substantive labour market analysis is being done
- Turnover of experienced analyst staff is high
- Technology capacity-database management and tools
- Lack of technical infrastructure
- Focus on systems for internal use versus information service culture

Lessons Learned

- Establishing the data legislations and regulations that will secure the continuous flow of information from the different data providers to the OFU is a major pillar for the system foundation and progress
- Building the capacity of the data providers is necessary to maintain the flow of reliable, timely and regular statistics.
- Establishing HRI governance body representing the main stakeholders (providers and users) is crucial to oversee the cooperation, coordination and exchange of data among the stakeholder.

Lessons Learned

- Adapting the international HRI classification and coding systems by data providers is a prerequisite for building a national OF.
- Establishing a national observatory entity with clear mandate and sustainable resources to serve as an intelligent user of data and custodian of these data with authority to disseminate them to other qualified users.