

Strategic Vision of the Ministry of Economic Inclusion, Small Business, Employment, and Skills

Vocational Training Sector

In implementation of the Government Program and in accordance with the Development Model's recommendation, as well as the ongoing implementation of open programs and workshops based on the roadmap for the development of vocational training, the Ministry of Economic Inclusion, Small Business, Employment, and Skills (Vocational Training Sector) has focused its work program on developing the vocational training system through several strategic projects based on the following axes:

First Strategic Orientation: Establishing an Integrated and Accessible Training System for All

1. **Continuous alignment of training programs with labor market needs:**
 - Establishing an observatory for aligning vocational training with labor market needs and strengthening coordination with the National Labor Market Observatory;
 - Enhancing and establishing a framework for analyzing and producing data on skill requirements at various sectoral and regional levels.
2. **Development and diversification of the vocational training offer:**
 - Increasing capacity by expanding the public vocational training network through the establishment of new institutions, including:
 - Centers for trades and competencies in the regions of Tangier-Tetouan-Al Hoceima, Beni Mellal-Khenifra, Casablanca-Settat, Dakhla-Oued Edahab, Marrakech-Safi, Fez-Meknes, Drâa-Tafilalet, and Guelmim-Oued Noun; establishing training

institutes for delegated management in water, sanitation, and environmental professions in Fez, as well as in for pharmaceutical industry professions in Casablanca;

- Planning the establishment of a training institute for entrepreneurial competencies in Marrakech.

3. Development of a fair and efficient social support system through:

- Increasing the accommodation capacity of training institutions by establishing new dormitories;
- Expanding the base of vocational training trainees benefiting from scholarships;
- Enhancing the role of accredited private vocational training institutions and enabling them to benefit from state contributions towards trainee training expenses;
- Developing vocational training opportunities for individuals with disabilities.

4. Development and diversification of private vocational training:

- Supporting and developing the private vocational training system to increase its contribution to the overall training system by enhancing its attractiveness;
- Supporting and repositioning private vocational training to strengthen its role in terms of developing entrepreneurial thinking and entrepreneurship, and improving its mechanisms to meet international competency requirements;
- Developing and improving the examination and assessment system within private vocational training institutions;
- Reviewing the current system of authorizing and accrediting private vocational training institutions;
- Revising the legal framework governing private vocational training.

5. Development of training in the professional milieu:

- Repositioning apprenticeship training to address certain challenges by:
 - Enhancing the effectiveness and quality of apprenticeship training programs;
 - Increasing the number of apprentices with the aim of doubling it in the short and medium term.
- Strengthening the vocational training offer in rural areas by establishing support and follow-up centers in rural and semi-urban areas. (VAR)

6. Development of continuous training:

- Establishing a new governance and management system for continuous training through:
 - Implementing regulatory texts related to Law No.60.17;
 - Conducting consultations to elaborate a framework for establishing an effective governance and management system for continuous training to ensure (a) the independence of the administrative structure responsible for managing continuous training, and (b) the financing of continuous training.

Axis II: Modernization of Educational Curricula, Guidance, and Improvement of Training Quality

1. Developing the educational model and improvement of training quality:

- Continuing to promote a competency-based approach;
- Rehabilitating and restructuring vocational training sectors;
- Developing entrepreneurial spirit and initiative, as well as enhancing life skills through vocational training programs;

- Supporting the learning of foreign languages (French, English, and Spanish);
- Continuing to integrate digital aspect into the training process;
- Persisting in incorporating distance training.

2. Establishing an effective vocational guidance system:

- Setting up a new guidance system that enables trainees to benefit from innovative services to support them at various stages of shaping their training choices and completing their vocational projects, as well as enhancing their employability and professional integration.

3. National vocational training competition:

- Institutionalizing the new approach to organizing the National Vocational Training Competition, similar to the WorldSkills International Competition;
- Launching a new edition of this competition in various trades in partnership with training sectors and professionals.

4. Training trainers and improving career path management:

- Establishing and implementing courses to provide technical and pedagogical training for public and private sector trainers in the technical and pedagogical fields;
- Creating the National institute for trainer training and company supervisors in Tamesna, which will organize basic and continuous training for trainers and other administrative and pedagogical support bodies;
- Establishing a central Hub Center for training in the automotive industry in Casablanca to upgrade the competencies of trainers in automotive training institutes.

5. Continuing to establish the unified national system for evaluation and quality:

- Establishing a unified national system for self- assessment of vocational training institutions, to be conducted every three years;
- Implementing a conception for a national external evaluation system for vocational training institutions, to be conducted every five years;
- Developing tools and procedures for granting a national quality label to institutions;
- Encouraging and supporting training institutions seeking international quality certification ISO 21001.

Axis III: Improving Employability of Vocational Training Graduates

1. Encouraging entrepreneurship:

- Expanding the base of the entrepreneurial innovation program "PIE";
- Developing activities to support business creation through the "ACE" program;
- Enabling vocational training graduates to benefit from the "I am an entrepreneur" program;
- Keeping up with vocational and competency cities in the field of entrepreneurship;
- Preparing an entrepreneurship training program to align with the establishment of institutes focused on entrepreneurial competencies.

2. Improving the employability of workers in the informal sector and/or job seekers:

- Restructuring the qualification training programs by strengthening modules related to technical and linguistic skills and life competencies (Soft Skills);



- Developing a methodological framework for the certification of work experience;
- Creating specialized spaces to support entrepreneurship, providing effective pre- and post-launch assistance for new entrepreneurs.

3. International mobility of talent:

- Developing a win-win partnership framework suitable for safe international youth mobility;
- Developing a proactive and flexible training system to address the challenges of international youth mobility for safe international mobility;
- Strengthening mechanisms for the international recognition of vocational training diplomas.

4. National certification framework:

- Developing technical mechanisms to activate the National Certification Framework.

