Youth Employability in Lebanon
The Role of Vocational Education and Training, and Entrepreneurship

List of Speakers
Economic and Social Council - Beirut  
September 22 and 23, 2014

Welcome and Opening Speeches

Labour Market in Lebanon: Key Features and Opportunities

H.E. Charbel Nahhas
Former Minister of Labor

The Job Market in Lebanon: Characteristics, Flaws and Opportunities

Charbel Nahas studied engineering and planning at Ecole Polytechnique and Ecole Nationale des Ponts et Chaussées in Paris as well as economy and social anthropology. After returning to Lebanon, in 1979, he taught at the Lebanese University for 12 years. He has been in charge of the reconstruction of Beirut Central District (1982-1986). Between 1986 and 1998, he worked in the banking sector and was involved in several project financing namely in telecoms and housing operations and in the post-war modernization of the Lebanese banking sector. In 1998-1999, he presented a “Financial Correction Program” to the Lebanese Government and since then works as a consultant and economic researcher. Served as Minister of Telecom (2009-2011) and Minister of Labour (2011-2012) in the Lebanese Government. Presently teaching at the Lebanese University and at the American University in Beirut.

Dr. Kamal Hamdan
Managing Director, CRI Lebanon

The Professional Integration of Technical and Vocational Education Graduates

During more than 37 years of work in CRI, he has supervised and coordinated a wide range of studies and projects covering social and economic issues, for local and international entities in both private and public sectors. Backed with a highly diversified carrier path, he served as senior consultant to the Prime Minister Office and several Lebanese ministerial committees for economic evaluation and reform purposes, focusing mainly on the production, management, distribution, and financing of main public services. His expertise spanned over several fields, among which the most important are health, education, insurance, wage adjustment policies, poverty alleviation and urban planning. His major areas of interest lie in macroeconomics, employment and labor economics, social insurance schemes, and social development. He has published several books and articles in well-known Lebanese, Arab and international economic reviews and periodicals.

Stakeholders’ Perspectives and Expectations of the Labour Market

Mr. Youssef Naouss
Director General of the Ministry of Labour, Ministry of Labor

Government’s Perspectives and Expectations

Mr. Khalil Cherri
General Secretary, The Lebanese Association of Industrialists

Employers’ Perspectives and Expectations
Dr. Jad Chaaban

Associate Professor of Economics, AUB

Researchers’ Perspectives and Expectations

Dr. Jad Chaaban is an Associate Professor of Economics at the American University of Beirut. He is also currently the Team Leader and Lead Author of the upcoming UNDP’s Arab Human Development Report 2015. Dr. Chaaban’s research interests are in development economics and industrial organization; and his extended interests include public economics of health, education and labor policies, in addition to environmental economics and population studies. Dr. Chaaban has served as an economic policy advisor to various Lebanese ministries and public agencies. He is also the president and founding member of the Lebanese Economic Association (LEA) since 2007, and regularly contributes to economic policy analyses of various international agencies. Dr. Chaaban holds a BA in Economics from AUB, an MBA from the European School of Management (2000), a master’s in Agricultural, Environmental and Natural Resources Economics (2001) and a PhD in Economics (2004) from the Toulouse School of Economics (TSE) in France.

Ms. Rania Sabaayon

Executive Director, Masar Association

Youth Associations’ Perspectives and Expectations

Rania Sabaayon is the Executive Director of Masar association and the Secretary of the “Youth Forum for Youth Policy”, a non-governmental network that is recognized by the Lebanese Government to work on youth policy. She holds a Masters degree in social development, and has worked extensively in the field of youth development at both, the community and policy levels. She has designed numerous youth projects and contributed to the creation of platforms that aim at gathering Lebanese youth from various affiliations and backgrounds to work collectively towards right based issues and causes. She also advocates the rights of Palestinian youth in Lebanon through the establishment of various synergies and partnerships with different governmental and non-governmental stakeholders. Rania Sabaayon has substantially contributed to the national youth policy process in Lebanon, namely in the formulation and validation of its content, along with concerting networking and lobbying efforts, which led eventually to the endorsement of the youth policy in April 2012. She is also a specialized trainer on advocacy & lobbying.

The VET System in Lebanon: Features, Challenges and Orientation for the Future

Mr. Ahmed Diab

Director General of Technical and Vocational Education, Ministry of Education and Higher Education

Lebanese Government Priorities and Policy Orientations

Ms. Eva Jimeno Sicilia

Head of SEMED Unit, ETF

The Torino Process Report on Lebanon: Results and Priorities

Eva Jimeno Sicilia holds a Masters in Business Administration. She joined the ETF in 1995 where she currently holds the position of Head of Unit for the Southern and Eastern Mediterranean region. She started her international career as project manager at the Copenhagen Business School international office in 1991. She then moved to Brussels to pursue her international career working for development co-operation with Central and Eastern Europe in the field of higher education, within the framework of the EU Tempus programme. She combined a thematic specialisation on business administration with country specialisation on the Czech and Slovak Republics. At the ETF she has enlarged her experience, moving into vocational education and training issues (VET) issues. As a VET specialist she has worked on apprenticeship schemes and other forms of on the job training. She has also been involved in several country analysis (Jordan, Lebanon, Palestine, Syria) on VET and its links to the labour market and on a number of thematic reports on skills development for micro-enterprises and labour market issues. She has consolidated her experience on project design and management both of small scale pilot projects and large EU funded projects. Since 2005 she leads the ETF team responsible for operations in the Mediterranean.
Ms. Tressia Hobeika

Winner of the European Training Foundation’s Young Mediterranean Leader Award

Youth Challenges and Expectations from the VET System

Tressia Hobeika is the recipient of the European Training Foundation’s Young Mediterranean Leader Award. With professional experience at the European Parliament and the College of Europe, she holds two MAs in International Relations and EU Affairs from the College of Europe in Bruges and the Spanish Diplomatic School in Madrid and a BE in Mechanical Engineering from the American University of Beirut. Tressia has extensively researched and published on the EU development, security and education policies in the MENA region, the Sahel and the Horn of Africa.

Skills Matching: Cases from the MENA Region

Mr. Alexis Béguin

Associate Director General, IECD

Case Studies from Lebanon – IECD

Graduated from HEC Business School in 1999, Alexis Beguin also studied history and geopolitics respectively at the Sorbonne and the Ecole Normale Supérieure in Paris. He started his professional career working for multinationals in Europe and in the Near-East before joining the IECD in 2007. He hold the position of Near-East Delegate in Beirut, where he opened a representative office and developed new projects and local partnerships in the region. In 2009, he joined the IECD headquarters in Paris. As Director of Operations, he supervises operations in the Near-East, Africa, Madagascar and South East Asia. Appointed as Deputy Director General in 2013, Alexis Beguin oversees activities and supports IECD in its vision and strategy.

Ms. Vanessa Al Badawi

Contract And Financial Analyst, Schneider Electric

Case Studies from Lebanon – IECD

Vanessa Badawi has been with Schneider Electric for since 2010. She is in charg of risk analysis and financial controlling for projects run by the company. Vanessa holds a masters degree in Finance from Saint Joseph University, in Beirut.

Ms. Antoinette Khanfour

Head of Project, Directorate General of Technical and Vocational Education

Case Studies from Lebanon – IECD

Antoinette Khanfour is currently the headmistress of the School of Arts and Business and project manager for a common project between the Directorate General of Technical and Vocational Education and IECD. Between 1996 and 2010, Antoinette managed the theoretical section within the school. She holds a BA Civil Engineering and recently studied School Management at the Lebanese University. She currently sits on the jury for the Lebanese official exams.
Entrepreneurship and Enterprise Creation for Employability

Mr. Tony Haddad
CEO, Technica International

Case Study from Lebanon – Technica International

Tony Haddad graduated from AUB in 1975, with a bachelor degree of electrical engineering. He started his career as a maintenance engineer at Unipack - Indevco group, then as a project engineer. In 1982, he pursued an MBA degree at AUB also, and left Indevco group to follow his dream of building conveyors and automation equipment in Lebanon and sell them to the world. For this, he formed Technica International in 1982 as a family owned business and started his journey with a team of 4 engineers and technicians. 32 years later, Technica International staffs 140 engineers and technicians. Technica presently manufactures conveyors and automation equipment for 276 customers in 32 countries and is approved vendor to most multinational companies: Pepsi Cola, Coca Cola, Nestle, Danone, Heineken, Marai, Savola, PG, Unilever, and Mars. Tony Haddad is one of the founders of the Arab Beverages association and is presently the vice chairman since its foundation.

Ms. Alexia Levesque
Responsible of International Projects, CODIFOR

International Experiences in Vocational Training – Best Practices and Key Success Factors

Alexia has 15 years of experience in coordinating international partnerships for technical assistance in the field of employment, vocational training and social dialogue. As part of her activities, Alexia manages interventions aiming at analyzing policies and training systems for Ministries and Donors, defining governance systems and starting dialogues about training, and supporting the development of enterprises by reinforcing initiatives related to training and social policy. Given her position, Alexia deals with numerous political and institutional actors, private and public institutions implicated in vocational training and enterprises in North and East Africa, Central and East Europe, and Latin America.

Entrepreneurship and Enterprise Creation for Employability

Mr. Wael Kazan
Representative of the Social and Economic Department, Centre for Education Research and Development

Entrepreneurship in the Official Lebanese Curriculum

Wael is and economics and sociology teacher in public and private schools since 2001. He works at the Ministry of Education and Higher Education, at the Educational Center for Research and Development, more specifically in the Sociology and Economics Department where he holds the position of national coordinator for the inclusion of concepts such as population education, gender, reproductive health and entrepreneurship in the Lebanese curriculum.

Ms. Rawan Yasmin
Enterprise Development Officer, ILO

Mubadara: An Entrepreneurship Curricula for Undergraduate Programs

Rawan Yasmin recently joined the International Labour Organization (ILO) Regional Office for Arab States as Enterprise Development Officer. Rawan holds a Masters of Public Health with an emphasis on research from Columbia University and previously worked with the United Nations Relief and Works Agency (UNRWA) in Lebanon as a project manager. Her current work involves assisting with the implementation and reporting of several entrepreneurial education initiatives in 8 Middle Eastern countries namely Yemen, Syria, Jordan, Oman, Palestine, Lebanon, Iraq, and Saudi Arabia. She also works on the development of educational materials for school curriculum and coaching guides to build the capacity of teachers and business development service providers to promote enterprise development and entrepreneurial mind-set among Arab youth.
**Mr. Samer Sfeir**  
Co-Founder, ShareQ

**Young Entrepreneurship**

With an engineering & MBA academic background, Samer volunteered and worked for several NGOs for 9 years, until co-founding ShareQ NGO (shareq.org) and within it Mommy Made social catering (mommymade.me). Samer is also founding member in Lebanese society for social entrepreneurship, (sselebanon.org). Since 2013, Samer became the coordinator of Nabad Social Entrepreneurship incubator by Arcenciel Nabad-Arcenciel.org. In 2014, Samer and 2 co-founders will be launching an e-commerce for social good named awadem.com

---

**Ms. Fayza Saad**  
Executive Director, Injaz Lebanon

**Company Program: Entrepreneurship Education in Schools**

Fayza Mehanna is the Executive Director of INJAZ Lebanon since September 2014. Fayza first joined INJAZ back in 2007 when she helped establish the Qatar office and has worked with the organization for the last 7 years. Prior to joining INJAZ, Fayza has worked with several governmental and non-governmental organizations in the area of community and youth development, entrepreneurship and capacity building of NGOs. Fayza worked as a Development Specialist in Lebanon with the Council for Development and Reconstruction on a Cultural Heritage and Socio Economic Development program. Prior to that she also held several positions with Save the Children Federation as a Regional Coordinator for the Middle East Region, on an Entrepreneurship Education program for youth and on a Microfinance program for Women. Fluent in English, Arabic and French, Fayza holds a BA in Political Sciences from the University of London and an MSc in Development Studies from the University of Bath.