

## **Chapter : 2904 Technical and Vocational Skills Development Commission**

**Creation :** The Vocational and Technical Skills Development Commission was established pursuant to Article No. (3-A-1) of the Law on Vocational and Technical Skills Development No. (9) for the year 2019 (Previously, Employment and Technical and Vocational Education and Training Fund that was established under Article No. (7) of the Employment and Technical and Vocational Education and Training Council Law No. (46) for the year 2008), in order to support (finance) and enhance training and employment in the vocational and technical sector in Jordan, which suffers from a lack of financial resources which hinders its development and progress.

**Vision :** Manpower possessing professional and technical skill and experience that meets the needs of the labour market and is able to participate in pilot projects.

**Mission :** Upgrading Jordan's vocational and technical education and training sector within a participatory approach with the private sector, increasing the sector's attractiveness to young people and providing sustained support for education, vocational and technical training and entrepreneurship activities.

**Legal Framework :** Vocational and Technical Skills Development Law No. (9) of 2019.

**Priorities and targeted results within the determined ceilings for the years 2025 - 2027 :**

**First Priority :**

- Development of the Commission's legislation

**Key procedures to achieve the first priority :**

- Developing and amending a draft amended law of the Commission's law.
- Developing and amending the draft of the licensing bylaw.
- Developing and amending draft instructions for training of trainers.

**First Priority Outcomes :**

- Preparing a draft law amending the Law of the Commission.
- Drafting the licensing bylaw.
- Drafting instructions for training of trainers.

**First priority-related program :**

- Administration and Support Services.

**Second Priority :**

- Improved access to quality standards for education and vocational and technical training outputs.

**Key procedures to achieve the second priority :**

- Developing and improving professional standards.
- Developing and improving training curriculum.
- Increasing the number of institutions equipped for vocational and technical education and training in accordance with the National Qualifications Framework (NQF).
- Raising the number of professional qualifications according to the National Qualifications Framework (NQF).

### **Second Priority Outcomes :**

- Developing 35 professional standards.
- Developing 20 training curriculum.
- Listing 40 institutions as vocational and technical education and training providers on the National Qualifications Framework (NQF).
- Placement of 25 qualifications on the National Qualifications Framework (NQF).

### **Second priority-related program :**

- Supporting vocational education and training activities.
- Administration and Support Services.

### **Third Priority :**

- Contributing to increased training and employment of projects and productive branches.

### **Key procedures to achieve the third priority :**

- Financing current and new projects.
- Monitoring and following up training and employment in projects and productive branches.

### **Third Priority Outcomes :**

- Increase in the number of current and new projects funded in 2025.
- Increasing the employment and training percentage in 2025.

### **Third priority-related program :**

- Supporting vocational education and training activities.

### **Priority of gender, youth and persons with disabilities :**

- Providing training opportunities ending with employment within the production branches of remote areas with higher female ratios.

### **Key procedures to achieve the priority of gender, youth and persons with disabilities :**

- Financing existing and new productive branches.

### **The following outcomes are expected to be achieved for the priority of gender, youth & persons with disabilities**

- Female employment rates are 70% higher than the number of employees.

### **Priority-related program of gender, youth and persons with disabilities :**

- Supporting vocational education and training activities.

### **Priority of climate change :**

- Developing professional standards for the water, energy and agriculture sectors.
- Use of renewable energy.

**Key procedures to achieve climate change-related priority :**

- Recycling the paper and carton of the used papers of the Commission.
- Issuing and activating procedures for the provision of energy and materials in the Commission.

**The following outcomes are expected to be achieved for the priority of climate change :**

- Saving the Commission's energy use and energy expenditure.
- Reducing electricity, water and stationery expenditures.

**Program of climate change-related priority :**

- Administration and Support Services.

**Tasks of the Ministry / Department :**

- Regulating professional work at its levels in accordance with the National Qualifications Framework, licensing the practice of professions, registering qualifications on the National Qualifications Framework, supervising professional tests, and issuing certificates according to the criteria approved by the Council for this purpose.
- Defining the criteria for appointing trainers and professional supervisors and their classifications, and regulate their professional ranks according to the regulations and instructions issued for this purpose, and develop the capabilities and skills of teachers, trainers, and professional and technical supervisors.
- Setting standards and bases for the formation of sectoral skill councils and any other specialized technical committees in accordance with the criteria approved by the council and building an institutional partnership with the private sector to implement programs, preparing professional standards and licensing and accreditation conditions for vocational and technical training providers and registering their qualifications and examining bodies and professional trainers ratings and fees and charges for professional tests and other matters relating to the Commission under a bylaw issued for this purpose.
- Licensing and accreditation of vocational and technical education and training providers in both public and private sectors, and licensing and accreditation of examining agencies to conduct professional practice tests for professional and technical levels. Preparing bases and standards for equivalence and accreditation of professional and technical qualifications and certificates and documents issued by international accreditation bodies, and preparing and developing programs and curricula for vocational and technical training and curricula as per sector requirements.
- Supporting employment, training, and vocational and technical education activities, develop skills for employment purposes in the institutions of private sector, enable individuals, families and groups of poor or low-income or those unemployed to engage in work and production in order to contribute to the fight against poverty and unemployment in the Kingdom and evaluate and monitor the performance of vocational and technical education and training programs.

**Ministry/Department Contribution to the Achievement of the National Objectives :**

- Developing training methods used in professional institutions and companies of the public and private sectors to keep pace with global growth and developments to meet the requirements of the private sector of qualified professional technical employment.
- Supporting vocational and technical education and training activities and developing skills with a view to employment with private sector enterprises and enhance the participation of both sectors in education and training and providing their requirements, in accordance with the financial resources that are provided to them in accordance with the provisions of the law.
- Cooperating with the public and private sectors institutions in addressing and reducing poverty and unemployment, identified as one of the major challenges hindering comprehensive and sustainable development process in all its fields, this is done through training and vocational rehabilitation processes associated with quality and perfection based on recent international methods and means and providing job opportunities in the local and regional markets for trainees.
- Preparing Jordanians for permanent learning and motivating them to work in professions that have an increased added value.
- Enhancing the status of vocational and technical education and training and make this sector an attractive opportunity for learning from an early age.

## **Major Issues and Challenges which face the Ministry / Department :**

- **Funding for vocational and technical education and training:** Funding issues continue to pose significant challenges to Jordan's vocational and technical education and training system. The problem is not limited to the limited amount allocated for training and other purposes, but also extends to the effectiveness of managing and spending these funds. Which is the essence of the sector's financial governance, and currently there are no specific outputs or financial management directed at the results, but the funding continues to flow according to the same allocations until the directors are deemed to be indefinite or even well-content and need more allocations.
- **Data problem:** Jordan's partners in the education, vocational and technical training sector suffer from difficulties arising from a lack of labour market data, which, if available, could be analysed to stimulate useful and informed strategic discussions.
- **The negative perception of Jordanian community's professional work,** the limited material return on the graduates of these programs and the weak participation of the private sector in supporting vocational and technical training and the employment of such graduates.
- **Skills mismatch:** The real dilemma is how education and vocational and technical training relate to the labour market through appropriate content and methods of learning and training to the requirements of the labour market and future jobs. The country also lacks workers who possess the skills and training necessary to increase productivity and who are able to adapt to the advancement of technology and innovation.
- **Migrant workers:** Recently, the Jordanian labour market has been invaded to meet both the special shortage of labour and the political situation in the Middle East region in particular and the region.
- **Quality issues, monitoring and evaluation:** The quality of vocational and technical education and training ranges from low to medium on all levels, creating a general bias against vocational and technical education and training.

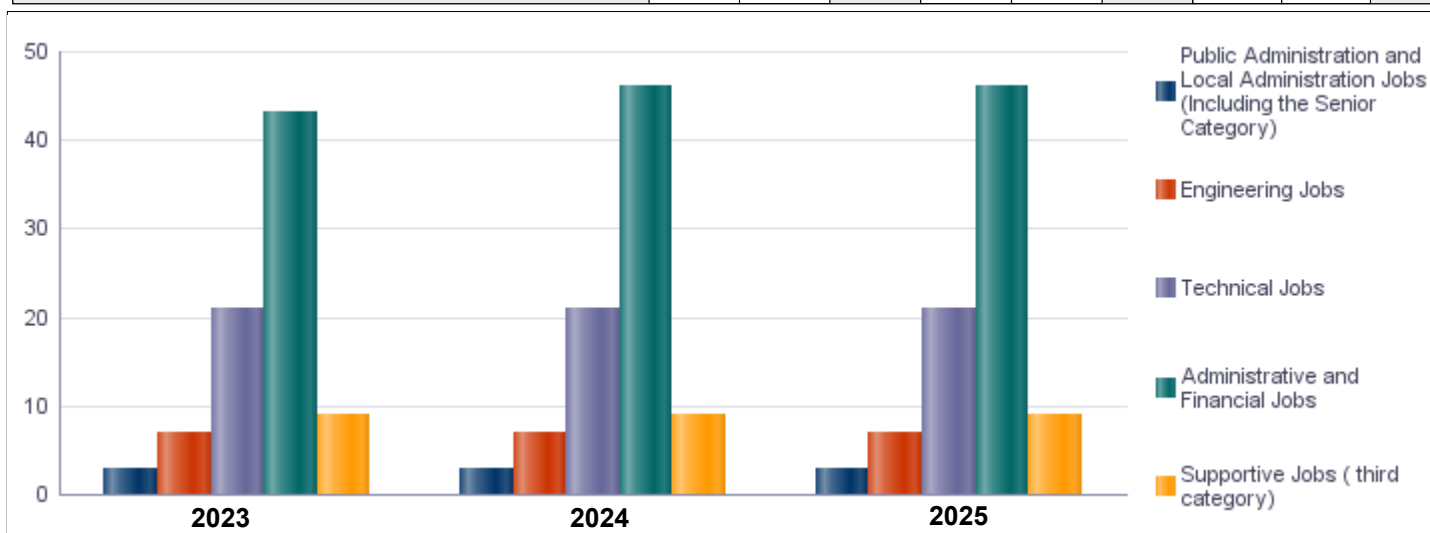
## Chapter : 2904 Technical and Vocational Skills Development Commission

### Strategic goals of the Ministry/ Department/ Unit and Performance Measurement Indicators

Strategic Objective	Performance Indicator	Base year	Value	Actual Value	Target Value	Preliminary Self Evaluation	Target Value		
				2023	2024	2024	2025	2026	2027
1 - Governance of the education, vocational and technical training sector.	1 Number of amended and issued laws, regulations and instructions.	2022	1	1	3	0	3	3	3
	2 Number of entities listed on the NQF.	2024	0	0	13	9	13	14	15
	3 Number of qualifications accommodated on the NQF.	2024	0	0	5	0	5	5	5
2 - Improving the quality of the outputs of the education, vocational and technical training sector.	1 Number of new professional standards.	2024	0	0	110	77	50	50	50
	2 Number of technical and vocational education and training programmes reviewed and accredited.	2022	188	188	200	300	300	210	220
3 - Providing a highly skilled trained workforce commensurate with labour market requirements.	1 Number of sectoral skills councils.	2022	9	9	17	15	17	19	21
	2 Number of sectoral studies.	2022	3	3	6	5	6	7	8
	3 Number of females covered in the technical and vocational education and training (productive branches).	2022	1614	1614	4500	938	3000	3000	3000
4 - Contributing to sustainable economic and social development.	1 Number of employed out of trainees in the projects of the productive branches funded by the Authority.	2022	1998	1146	6244	1443	4500	5000	5500
	2 Number of productive branches funded by the Authority.	2022	14	14	15	14	29	30	31
5 - Strengthening the position of vocational and technical education and training in society.	1 Number of trainees who have taken leave to pursue a profession from the Commission.	2024	-	-	-	-	30	30	30
6 - Raising institutional and individual capacities.	1 Number of training programmes attended by staff.	2022	29	10	10	9	16	20	25

### Number of Staff in the Ministry/ Department/ Unit

Group	Job	2023			2024			Preliminary 2025		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
Public Administration and Local Administration Jobs	Director General / Assistant	2	1	3	2	1	3	2	1	3
Engineering Jobs	Head of Department/Engine	7	0	7	7	0	7	7	0	7
Technical Jobs	Projects manager/ projects	13	8	21	13	8	21	13	8	21
Administrative and Financial Jobs	Accountant, Administrative,	19	24	43	22	24	46	22	24	46
Supportive Jobs ( third category)	Supportive jobs	7	2	9	7	2	9	7	2	9
Total		48	35	83	51	35	86	51	35	86
Total Cost of Salaries		465344	319353	784697	652326	447674	1100000	677826	465174	1143000



### Most notable information about the Ministry/Department/Unit

No.	Description	base year	Value	Primary 2024	Estimatec 2025												
					Irbid	Ma'raq	Jarsh	Ajloun	Amman	Balqa'	Zaraq'	Madaba	Karak	Ma'an	Tafila	Aqaba	Total
1	Number of employees of productive branches.	2023	1146	1443	900	850	200	400	150	400	250	280	220	660	95	95	4500

# Chapter : 2904 Technical and Vocational Skills Development Commission

( In JDs )

Current Activities Appropriations According to Program							
Prog.	Activites		Actual	Estimated	Re-estimated	Estimated	Indicative
			2023	2024	2024	2025	2026
6621	601	Administrative and Support Services	1026212	1598000	1287000	1644000	1670000
		Total of Program	1026212	1598000	1287000	1644000	1670000
		Total	1026212	1598000	1287000	1644000	1670000

Capital Projects Appropriations According to Program							
Prog.	Projects		Actual	Estimated	Re-estimated	Estimated	Indicative
			2023	2024	2024	2025	2026
6621	001	Sectoral Skills Councils	39900	90000	50000	280000	200000
		Total of Program	39900	90000	50000	280000	200000
6622	005	Development of training curricula, tests and Training of Trainers (TOT)	82228	310000	190000	190000	250000
	006	Supporting projects of education,training and vocational and technical employment	1883024	7500000	2550000	2680000	3300000
	007	Sustaining the human resources information system, the labor market and gap studies in the economic sectors	221925	300000	300000	300000	300000
	008	Develop vocational and technological education	696000	900000	100000	600000	700000
		Total of Program	2883177	9010000	3140000	3770000	4550000
		Total	2923077	9100000	3190000	4050000	4750000

**Overall Summary of Expenditures for Chapter 2904- Technical and Vocational Skills  
Development Commission  
for the Years 2023 - 2027**

( In JDs )

Description	Actual	Estimated	Re-estimated	Estimated	Difference between estimated 2025 and re- estimated 2024	Indicative	
	2023	2024	2024	2025		2026	2027
Current Expenditure	1,026,212	1,598,000	1,287,000	1,644,000	357,000	1,670,000	1,686,000
Capital Expenditure	2,923,077	9,100,000	3,190,000	4,050,000	860,000	4,750,000	5,150,000
Total current and capital expenditure	3,949,289	10,698,000	4,477,000	5,694,000	1,217,000	6,420,000	6,836,000

**Most notable differences between estimated appropriations for 2025 and re-estimated for 2024**

**Current expenditure :**

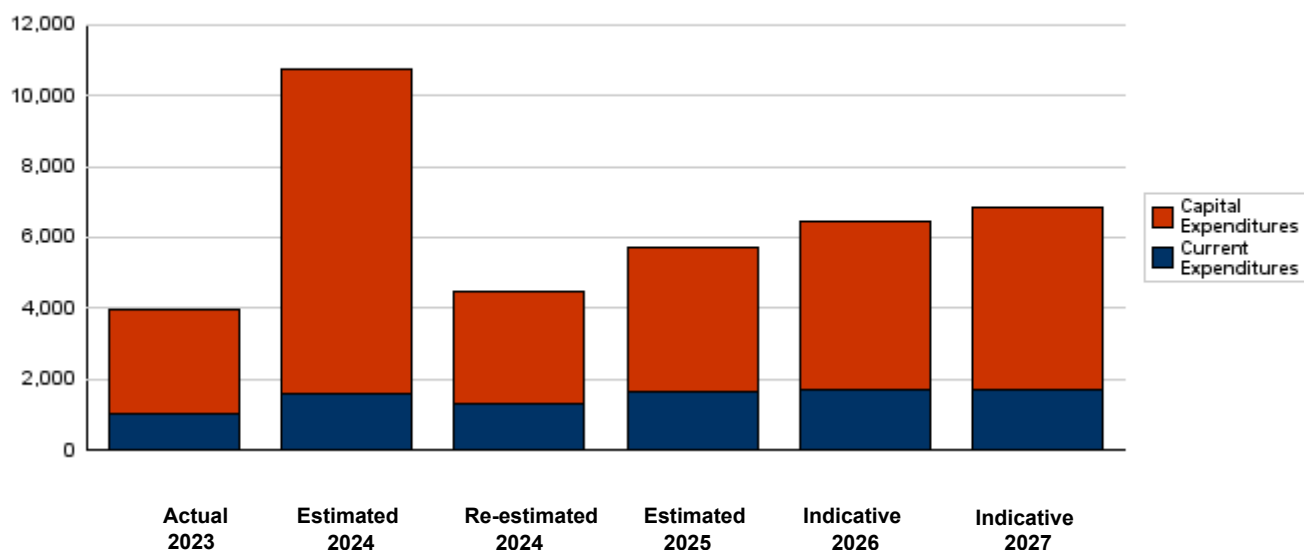
- Current expenditures increased by (357) thousand JDs, as follows:
- Compensations of employees: increased by (244) thousand JDs, concentrated on the natural increase of salaries, wages, allowances, the cost of vacancies and new jobs.
- Use of goods and services: increased in the amount of (11) thousand JDs. The increase represented in fuel item, maintenance and repairs of buildings and their supplies item, communications services item and expenses of goods and services item.
- Other expenditures increased by (102) thousand JDs, concentrated on refunds from previous years revenues.

**Capital expenditure :**

- Capital expenditures were increased by (860) thousand JDs. The increase was concentrated on the sectoral skills boards project, the project to support educational, training and vocational and technical employment projects and the project to develop vocational and technical education.

( Thousands of JDs )

Graph of the current and capital expenditures for the years 2023 - 2027



## Overall Summary of Current Expenditures for the Years 2023 - 2027

Chapter : 2904 Technical and Vocational Skills Development Commission

( In JDs )

Group	Item	Description	Actual 2023	Estimated 2024	Re-estimated 2024	Estimated 2025	Indicative 2026	Indicative 2027
21		Compensations of Employees						
2111		Salaries, Wages and Allowances						
	101	Classified Employees	15200	17000	16000	16000	16000	16000
	102	Unclassified Employees	86051	92000	92000	100000	102000	104000
	103	Comprehensive Contract Employees	9152	123000	23000	0	0	0
	105	Personal Cost of Living Allowance	90695	127000	100000	105000	105000	105000
	106	Family Cost of Living Allowance	6747	14000	10000	12000	12000	12000
	110	Overtime Allowance	4517	8300	8300	8000	8000	8000
	111	Additional Allowance	121479	171000	134000	140000	143000	145000
	112	Other Allowances	34981	45000	45000	45000	45000	45000
	113	Transportation Allowance	5538	7000	7000	8000	8000	8000
	114	Transport Allowance	16268	17700	17700	22000	23000	24000
	116	Employees' Bonuses	259943	270000	270000	300000	300000	300000
	120	Contract Employees	48664	88000	81000	82000	83000	85000
	121	Fixed-term staff	0	0	0	178000	182000	186000
Total			699235	980000	804000	1016000	1027000	1038000
2121		Social Security Contributions						
	301	Social Security	85462	120000	95000	127000	129000	131000
Total			85462	120000	95000	127000	129000	131000
22		Use of Goods and Services						
2211		Use of Goods and Services						
	202	Telecommunications Services	12802	18000	18000	20000	20000	20000
	203	Water	2117	5000	5000	7000	7000	7000
	204	Electricity	53397	60000	55000	55000	62000	63000
	205	Fuels	12414	16000	14000	17000	18000	18000
	206	Maintenance of Machines, furniture and acces	6977	7000	7000	7000	7000	7000
	207	Maintenance of vehicles, equipment and acces	3130	7000	7000	7000	7000	7000
	208	Repair and maintenance of buildings and acce	8823	12000	12000	15000	15000	15000
	209	Stationery, Publications and Office Supplies	15796	21000	20000	20000	20000	21000
	211	Cleaning services and supplies including clea	16233	23000	23000	23000	28000	29000
	212	Insurance	2093	4000	4000	4000	4000	4000
	213	Official Travel Missions	6037	7000	7000	7000	7000	7000
	214	Goods and services expenses	38466	50000	50000	51000	51000	51000
Total			178285	230000	222000	233000	246000	249000
28		Other Expenditures						
2821		Other Current Expenditures						
	302	Contributions	0	3000	3000	3000	3000	3000
	303	Scientific scholarships and training courses	3000	10000	8000	10000	10000	10000
	305	Non-Employees' Bonuses	60230	250000	150000	150000	150000	150000
	306	Refunds from previous years revenues	0	5000	5000	105000	105000	105000
Total			63230	268000	166000	268000	268000	268000
Total of Chapter			1026212	1598000	1287000	1644000	1670000	1686000



# Overall Summary of Capital Expenditures for the Years 2023 - 2027

Chapter : 2904 Technical and Vocational Skills Development Commission

( In JDs )

Group	Item	Description	Actual 2023	Estimated 2024	Re-estimated 2024	Estimated 2025	Indicative 2026	Indicative 2027
		Expenditures						
21		Compensations of Employees						
2111		Salaries, Wages and Allowances						
	501	Salaries	488372	600000	147000	400000	500000	500000
Total			488372	600000	147000	400000	500000	500000
22		Use of Goods and Services						
2211		Use of Goods and Services						
	510	Buildings and facilities repair and maintenance	0	0	0	50000	100000	100000
	512	Operating and Sustaining Expenditures	2128019	7060000	2383000	2270000	2900000	3300000
Total			2128019	7060000	2383000	2320000	3000000	3400000
28		Other Expenditures						
2822		Other Capital Expenditures						
	504	Studies, Research and Consultations	222692	400000	380000	530000	430000	430000
Total			222692	400000	380000	530000	430000	430000
		Fixed Assets						
31		Non-financial Assets						
3111		Buildings and Constructions						
	508	Works and Constructions	0	700000	240000	500000	500000	500000
Total			0	700000	240000	500000	500000	500000
3112		Devices, Machinery and Equipment						
	505	Equipment, Machines and Devices	44094	340000	40000	300000	320000	320000
	506	Vehicles and Equipment	39900	0	0	0	0	0
Total			83994	340000	40000	300000	320000	320000
Total of Chapter			2923077	9100000	3190000	4050000	4750000	5150000

**Appropriations directed for females and child according to chapter : 2904 Technical and Vocational Skills Development Commission**

( In JDs )

Description	2023	2024	2025	2026	2027
Females	319,353	447,674	465,174	470,465	475,756
Child	0	0	0	0	0
Appropriations distributed according to population index					
Females	1,487,358	4,511,060	2,138,970	2,474,080	2,663,490
Child	1,139,253	3,455,280	1,638,360	1,895,040	2,040,120
Total appropriations directed for females	1,806,711	4,958,734	2,604,144	2,944,545	3,139,246
Total appropriations directed for Child	1,139,253	3,455,280	1,638,360	1,895,040	2,040,120

**6621 Program Administration and Support Services****Objective of the program :**

- Increasing the efficiency of the Commission and its staff and improving its services to training providers.
- Provision of logistical support to the Authority.
- The formation of sectoral skills councils, which are the basis of public-private partnerships in the development of the vocational and technical education and training system and any other specialized committees, in addition to the preparation of sectoral studies.
- Automation of the Commission 's services and operations.

**The strategic objective related to the program :**

Governance of the education, vocational and technical training sector.

**Directorates associated with the program :**

Financial and Administrative Affairs Directorate, Internal Control Unit, Accreditation and Quality Control Directorate, Sectoral Skills Councils Directorate, IT Unit, Institutional Performance Development Unit.

**Services provided by the program :**

- Composition of sectoral skills councils and any other specialized technical committees according to the criteria approved by the council.
- Organizing vocational work at its levels according to the national qualifications framework and licensing the practice of professions.
- Contributing to covering the cost of sectoral studies.

**Program's main outputs and results during the years (2025 -2027):**

- Formation of sector skills boards.
- Preparation of sectoral studies.
- Automation of the Commission's functions and operations.

**The Program's challenges :**

- The decision to merge the Commission with the Accreditation and Quality Assurance Commission for Higher Education Institutions, which in turn contributed to delaying the amendment of legislation and the completion of the automation process.
- Reducing the budget of the Commission as a result of economic conditions.

**Actions to address challenges and improve services provided:**

- Resuming work on the Commission's plans, despite the existence of the merger resolution, in order to amend legislation and launch the Commission's automation project.
- Deferral of certain commitments for the following year and use of budgetary implementation tools (transfers) to cover certain commitments.
- Funding of certain expenditures through donors.

**Gender:**

The program supports gender by activating the provisions of the women's support human resources bylaw such as maternity leave, flexible working time and other supporting provisions.

**Staff working in the program :**

The program is implemented through a functional staff in 2024 estimated with ( 86 ) staff, including ( 51 ) males and ( 35 ) females .

**Appropriations directed for females and child****(In JDs)**

Description	2023	2024	2025	2026	2027
Females	319,353	447,674	465,174	470,465	475,756
Child	0	0	0	0	0
Appropriations directed according to population index					
Females	132,265	276,360	367,070	335,580	336,990
Child	101,309	211,680	281,160	257,040	258,120
Total appropriations directed for females	451,618	724,034	832,244	806,045	812,746
Total appropriations directed for Child	101,309	211,680	281,160	257,040	258,120

**Key Performance indicators for Program**

Performance Measurement Indicator		Base Year	Value	Actual value	Target value	Preliminary Self Evaluation	Target Value		
				2023	2024		2025	2026	2027
1	Number of sectoral skills councils.	2022	9	9	17	15	17	18	19
2	Number of sectoral studies.	2022	3	3	6	5	6	7	8

**6621 Program Administration and Support Services****Appropriations 6621 Program Administration and Support Services Per Activities and Projects****(In JDs)**

<b>Activities and Projects</b>		<b>Actual 2023</b>	<b>Estimated 2024</b>	<b>Re-estimated 2024</b>	<b>Estimated 2025</b>	<b>Indicative 2026      2027</b>	
<b>Current Expenditures</b>		<b>1,026,212</b>	<b>1,598,000</b>	<b>1,287,000</b>	<b>1,644,000</b>	<b>1,670,000</b>	<b>1,686,000</b>
<b>601</b>	<b>Administrative and Support Services</b>	<b>1,026,212</b>	<b>1,598,000</b>	<b>1,287,000</b>	<b>1,644,000</b>	<b>1,670,000</b>	<b>1,686,000</b>
<b>Capital Expenditures</b>		<b>39,900</b>	<b>90,000</b>	<b>50,000</b>	<b>280,000</b>	<b>200,000</b>	<b>200,000</b>
<b>001</b>	<b>Sectoral Skills Councils</b>	<b>39,900</b>	<b>90,000</b>	<b>50,000</b>	<b>280,000</b>	<b>200,000</b>	<b>200,000</b>
<b>Program / Treasury</b>		<b>39,900</b>	<b>90,000</b>	<b>50,000</b>	<b>280,000</b>	<b>200,000</b>	<b>200,000</b>
<b>Total Program</b>		<b>1,066,112</b>	<b>1,688,000</b>	<b>1,337,000</b>	<b>1,924,000</b>	<b>1,870,000</b>	<b>1,886,000</b>

# Current Expenditures According to Program and Activities for the Years 2023 - 2027

Chapter : 2904 - Technical and Vocational Skills Development Commission

(In JDs)

Program : 6621 - Administration and Support Services								
Activity : 601 - Administrative and Support Services								
Group	Item	Description	Actual 2023	Estimated 2024	Re-estimated 2024	Estimated 2025	Indicative 2026	Indicative 2027
<b>21</b>		<b>Compensations of Employees</b>						
<b>2111</b>		Salaries, Wages and Allowances						
	101	Classified Employees	15200	17000	16000	16000	16000	16000
	102	Unclassified Employees	86051	92000	92000	100000	102000	104000
	103	Comprehensive Contract Employees	9152	123000	23000	0	0	0
	105	Personal Cost of Living Allowance	90695	127000	100000	105000	105000	105000
	106	Family Cost of Living Allowance	6747	14000	10000	12000	12000	12000
	110	Overtime Allowance	4517	8300	8300	8000	8000	8000
	111	Additional Allowance	121479	171000	134000	140000	143000	145000
	112	Other Allowances	34981	45000	45000	45000	45000	45000
	113	Transportation Allowance	5538	7000	7000	8000	8000	8000
	114	Transport Allowance	16268	17700	17700	22000	23000	24000
	116	Employees' Bonuses	259943	270000	270000	300000	300000	300000
	120	Contract Employees	48664	88000	81000	82000	83000	85000
	121	Fixed-term staff	0	0	0	178000	182000	186000
		<b>Total</b>	<b>699235</b>	<b>980000</b>	<b>804000</b>	<b>1016000</b>	<b>1027000</b>	<b>1038000</b>
<b>2121</b>		Social Security Contributions						
	301	Social Security	85462	120000	95000	127000	129000	131000
		<b>Total</b>	<b>85462</b>	<b>120000</b>	<b>95000</b>	<b>127000</b>	<b>129000</b>	<b>131000</b>
<b>22</b>		<b>Use of Goods and Services</b>						
<b>2211</b>		Use of Goods and Services						
	202	Telecommunications Services	12802	18000	18000	20000	20000	20000
	203	Water	2117	5000	5000	7000	7000	7000
	204	Electricity	53397	60000	55000	55000	62000	63000
	205	Fuels	12414	16000	14000	17000	18000	18000
	001	Heating	5120	8000	7000	9000	9000	9000
	002	Saloon vehicles	4987	5000	5000	5000	6000	6000
	003	Transport vehicles and heavy equipment	2307	3000	2000	3000	3000	3000
	206	Maintenance of Machines, furniture and accessories	6977	7000	7000	7000	7000	7000
	207	Maintenance of vehicles, equipment and accessories	3130	7000	7000	7000	7000	7000
	208	Repair and maintenance of buildings and accessories	8823	12000	12000	15000	15000	15000
	209	Stationery, Publications and Office Supplies	15796	21000	20000	20000	20000	21000
	211	Cleaning services and supplies including cleaning contracts	16233	23000	23000	23000	28000	29000
	212	Insurance	2093	4000	4000	4000	4000	4000
	213	Official Travel Missions	6037	7000	7000	7000	7000	7000
	214	Goods and services expenses	38466	50000	50000	51000	51000	51000
	001	Events and hospitality	7691	15000	15000	15000	15000	15000
	008	Advertisements and subscriptions	6573	10000	10000	10000	10000	10000
	013	Services, security and guarding contracts	16938	17000	17000	18000	18000	18000
	028	Professional services expenditures	2294	3000	3000	3000	3000	3000
	108	Cases and fees	3000	3000	3000	3000	3000	3000
	121	Administrative expenses	1970	2000	2000	2000	2000	2000
		<b>Total</b>	<b>178285</b>	<b>230000</b>	<b>222000</b>	<b>233000</b>	<b>246000</b>	<b>249000</b>
<b>28</b>		<b>Other Expenditures</b>						
<b>2821</b>		Other Current Expenditures						
	302	Contributions	0	3000	3000	3000	3000	3000
	028	End of Service Compensation	0	3000	3000	3000	3000	3000
	303	Scientific scholarships and training courses	3000	10000	8000	10000	10000	10000
	305	Non-Employees' Bonuses	60230	250000	150000	150000	150000	150000
	306	Refunds from previous years revenues	0	5000	5000	105000	105000	105000
		<b>Total</b>	<b>63230</b>	<b>268000</b>	<b>166000</b>	<b>268000</b>	<b>268000</b>	<b>268000</b>
		<b>Total of Activity</b>	<b>1026212</b>	<b>1598000</b>	<b>1287000</b>	<b>1644000</b>	<b>1670000</b>	<b>1686000</b>
		<b>Total of Program</b>	<b>1026212</b>	<b>1598000</b>	<b>1287000</b>	<b>1644000</b>	<b>1670000</b>	<b>1686000</b>
		<b>Total of Chapter</b>	<b>1026212</b>	<b>1598000</b>	<b>1287000</b>	<b>1644000</b>	<b>1670000</b>	<b>1686000</b>

# Capital Expenditures According to Program and Projects for the Years 2023 - 2027

Chapter : 2904 Technical and Vocational Skills Development Commission

( In JDs )

Program 6621 Administration and Support Services								
Project		001 Sectoral Skills Councils						
Fund Source		102001 Capital (Treasury)						
Group	item	Description	Actual 2023	Estimated 2024	Re-estimated 2024	Estimated 2025	Indicative 2026	Indicative 2027
22		Use of Goods and Services						
2211		Use of Goods and Services						
	510	Buildings and facilities repair and maintenance						
	009	Buildings repair and renovation	0	0	0	50000	100000	100000
		Total of Item	0	0	0	50000	100000	100000
28		Other Expenditures						
2822		Other Capital Expenditures						
	504	Studies, Research and Consultations						
	036	Miscellaneous studies	0	50000	50000	200000	100000	100000
		Total of Item	0	50000	50000	200000	100000	100000
31		Non-financial Assets						
3112		Devices, Machinery and Equipment						
	505	Equipment, Machines and Devices						
	068	Solar cells generating the electric energy	0	40000	0	30000	0	0
		Total of Item	0	40000	0	30000	0	0
	506	Vehicles and Equipment						
	001	Saloon cars	39900	0	0	0	0	0
		Total of Item	39900	0	0	0	0	0
		Total of Project / Treasury	39900	90000	50000	280000	200000	200000
		Total of Program	39900	90000	50000	280000	200000	200000

**6622 Program Supporting vocational education and training activities****Objective of the program :**

Supporting the activities of vocational and technical education and training and Developing various training processes in public and private sector institutions, promoting the participation of these sectors in education and training and providing them with financial resources in accordance with the legislations governing them.

**The strategic objective related to the program :**

Contributing to sustainable economic and social development.

**Directorates associated with the program :**

Financial and Administrative Affairs Directorate, Fund Directorate, Accreditation and Quality Control Directorate, Certificates & Exams Directorate, Internal Control Unit, Trainers Training Directorate.

**Services provided by the program :**

- Employing in the remote areas as per agreements with investors in order to establish and operate productive branches.
- Training trainees as per agreements with training providers represented by the Vocational Training Corporation, the National Company for Employment and Training, Civil Society Institutions in the fields of agriculture, constructions, tourism and engineering in addition to supporting education for students at institutes and vocational colleges in the field of hotels, tourism, culinary and mosaics art.
- Developing the capacities and skills of vocational and technological trainers and supervisors.
- Identifying the standards for recruiting vocational trainers and supervisors and their classifications, arranging their vocational ranks as per instructions and regulations issued for this end.
- Developing the vocational and technological curriculum and education programs as per the requirements of the sector.
- Granting permits for practicing professions to successful candidates in theoretical and practical tests.

**Program's main outputs and results during the years (2025 -2027):**

- Training trainees to operate under agreements with training providers.
- Developing standards and curricula according to the requirements of the sector.
- Contributing to the sector's entrepreneurial SME financing.

**The Program's challenges :**

- The decision to merge the Commission with the Accreditation and Quality Assurance Commission for Higher Education Institutions, which in turn contributed to delaying the amendment of legislation and the completion of the automation process.
- Reducing the budget of the Commission as a result of economic conditions.

**Actions to address challenges and improve services provided:**

- Resuming work on the Commission's plans, despite the existence of the merger resolution, in order to amend legislation and launch the Commission's automation project.
- Deferral of certain commitments for the following year and use of budgetary implementation tools (transfers) to cover certain commitments.
- Funding of certain expenditures through donors.

**Gender:**

Providing vocational training programmes for women to enable them to enter the labour market and contribute to the provision of appropriate employment opportunities.

**Staff working in the program :**

This program is implemented through the Commission's staff.

**Appropriations directed for females and child**

(In JDs)

Description	2023	2024	2025	2026	2027
Females	0	0	0	0	0
Child	0	0	0	0	0
Appropriations directed according to population index					
Females	1,355,093	4,234,700	1,771,900	2,138,500	2,326,500
Child	1,037,944	3,243,600	1,357,200	1,638,000	1,782,000
Total appropriations directed for females	1,355,093	4,234,700	1,771,900	2,138,500	2,326,500
Total appropriations directed for Child	1,037,944	3,243,600	1,357,200	1,638,000	1,782,000

**Key Performance indicators for Program**

Performance Measurement Indicator		Base Year	Value	Actual value	Target value	Preliminary Self Evaluation	Target Value		
				2023	2024		2025	2026	2027
1	Percentage of employed trained persons in the productive branches projects financed by the Commission.	2022	1998	1146	6244	1443	4500	5000	5500
2	Number of productive branches funded by the Commission.	2022	14	14	15	14	29	30	31

**Chapter 2904 - Technical and Vocational Skills Development Commission**

**6622 Program Supporting vocational education and training activities**

<b>Appropriations 6622 Program Supporting vocational education and training activities Per Activities and Projects</b>							
<b>(In JDs)</b>							
<b>Activities and Projects</b>		<b>Actual 2023</b>	<b>Estimated 2024</b>	<b>Re-estimated 2024</b>	<b>Estimated 2025</b>	<b>Indicative 2026                  2027</b>	
<b>Current Expenditures</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Capital Expenditures</b>		<b>2,883,177</b>	<b>9,010,000</b>	<b>3,140,000</b>	<b>3,770,000</b>	<b>4,550,000</b>	<b>4,950,000</b>
<b>005</b>	Development of training curricula, tests and Training of Trainers (TOT)	82,228	310,000	190,000	190,000	250,000	250,000
<b>006</b>	Supporting projects of education, training and vocational and technical employment	1,883,024	7,500,000	2,550,000	2,680,000	3,300,000	3,700,000
<b>007</b>	Sustaining the human resources information system, the labor market and gap studies in the economic sectors	221,925	300,000	300,000	300,000	300,000	300,000
<b>008</b>	Develop vocational and technological education	696,000	900,000	100,000	600,000	700,000	700,000
<b>Program / Treasury</b>		<b>2,883,177</b>	<b>9,010,000</b>	<b>3,140,000</b>	<b>3,770,000</b>	<b>4,550,000</b>	<b>4,950,000</b>
<b>Total Program</b>		<b>2,883,177</b>	<b>9,010,000</b>	<b>3,140,000</b>	<b>3,770,000</b>	<b>4,550,000</b>	<b>4,950,000</b>



# Capital Expenditures According to Program and Projects for the Years 2023 - 2027

Chapter : 2904 Technical and Vocational Skills Development Commission

( In JDs )

<b>Program 6622</b> Supporting vocational education and training activities								
<b>Project</b>		<b>005</b> Development of training curricula, tests and Training of Trainers (TOT)						
<b>Fund Source</b>		<b>102001</b> Capital (Treasury)						
Group	item	Description	Actual 2023	Estimated 2024	Re-estimated 2024	Estimated 2025	Indicative 2026	Indicative 2027
<b>22</b>		<b>Use of Goods and Services</b>						
<b>2211</b>		Use of Goods and Services						
	512	Operating and Sustaining Expenditures						
	008	Qualification and training expenses	50000	80000	80000	70000	100000	100000
	015	Operating systems and software	6713	80000	40000	50000	50000	50000
		<b>Total of Item</b>	<b>56713</b>	<b>160000</b>	<b>120000</b>	<b>120000</b>	<b>150000</b>	<b>150000</b>
<b>28</b>		<b>Other Expenditures</b>						
<b>2822</b>		Other Capital Expenditures						
	504	Studies, Research and Consultations						
	024	Market studies	767	50000	30000	30000	30000	30000
		<b>Total of Item</b>	<b>767</b>	<b>50000</b>	<b>30000</b>	<b>30000</b>	<b>30000</b>	<b>30000</b>
<b>31</b>		<b>Non-financial Assets</b>						
<b>3112</b>		Devices, Machinery and Equipment						
	505	Equipment, Machines and Devices						
	001	Computers and accessories	7804	50000	40000	20000	50000	50000
	023	Electrical devices and equipment	16944	50000	0	20000	20000	20000
		<b>Total of Item</b>	<b>24748</b>	<b>100000</b>	<b>40000</b>	<b>40000</b>	<b>70000</b>	<b>70000</b>
		<b>Total of Project / Treasury</b>	<b>82228</b>	<b>310000</b>	<b>190000</b>	<b>190000</b>	<b>250000</b>	<b>250000</b>
<b>Project</b>		<b>006</b> Supporting projects of education, training and vocational and technical employment						
<b>Fund Source</b>		<b>102001</b> Capital (Treasury)						
Group	item	Description	Actual 2023	Estimated 2024	Re-estimated 2024	Estimated 2025	Indicative 2026	Indicative 2027
<b>21</b>		<b>Compensations of Employees</b>						
<b>2111</b>		Salaries, Wages and Allowances						
	501	Salaries						
	001	Salaries	488372	600000	147000	400000	500000	500000
		<b>Total of Item</b>	<b>488372</b>	<b>600000</b>	<b>147000</b>	<b>400000</b>	<b>500000</b>	<b>500000</b>
<b>22</b>		<b>Use of Goods and Services</b>						
<b>2211</b>		Use of Goods and Services						
	512	Operating and Sustaining Expenditures						
	008	Qualification and training expenses	1214792	3000000	2058000	550000	550000	600000
	210	Vocational and technological operation, education and training expenses	160514	3000000	105000	1000000	1500000	1850000
		<b>Total of Item</b>	<b>1375306</b>	<b>6000000</b>	<b>2163000</b>	<b>1550000</b>	<b>2050000</b>	<b>2450000</b>
<b>31</b>		<b>Non-financial Assets</b>						
<b>3111</b>		Buildings and Constructions						
	508	Works and Constructions						
	013	Construction of buildings	0	700000	240000	500000	500000	500000
		<b>Total of Item</b>	<b>0</b>	<b>700000</b>	<b>240000</b>	<b>500000</b>	<b>500000</b>	<b>500000</b>
<b>3112</b>		Devices, Machinery and Equipment						
	505	Equipment, Machines and Devices						
	004	Educational devices and equipment	19346	200000	0	230000	250000	250000
		<b>Total of Item</b>	<b>19346</b>	<b>200000</b>	<b>0</b>	<b>230000</b>	<b>250000</b>	<b>250000</b>
		<b>Total of Project / Treasury</b>	<b>1883024</b>	<b>7500000</b>	<b>2550000</b>	<b>2680000</b>	<b>3300000</b>	<b>3700000</b>

## Capital Expenditures According to Program and Projects for the Years 2023 - 2027

Chapter : 2904 Technical and Vocational Skills Development Commission

( In JDs )

<b>Program 6622</b> Supporting vocational education and training activities								
<b>Project</b>		007 Sustaining the human resources information system, the labor market and gap studies in the economic sectors						
<b>Fund Source</b>		102001	<b>Capital (Treasury)</b>					
Group	item	Description	Actual 2023	Estimated 2024	Re-estimated 2024	Estimated 2025	Indicative 2026	Indicative 2027
28		Other Expenditures						
2822		Other Capital Expenditures						
	504	Studies, Research and Consultations						
	009	Statistical surveys studies	221925	300000	300000	300000	300000	300000
		<b>Total of Item</b>	<b>221925</b>	<b>300000</b>	<b>300000</b>	<b>300000</b>	<b>300000</b>	<b>300000</b>
		<b>Total of Project / Treasury</b>	<b>221925</b>	<b>300000</b>	<b>300000</b>	<b>300000</b>	<b>300000</b>	<b>300000</b>
<b>Project</b>		008 Develop vocational and technological education						
<b>Fund Source</b>		102001	<b>Capital (Treasury)</b>					
Group	item	Description	Actual 2023	Estimated 2024	Re-estimated 2024	Estimated 2025	Indicative 2026	Indicative 2027
22		Use of Goods and Services						
2211		Use of Goods and Services						
	512	Operating and Sustaining Expenditures						
	008	Qualification and training expenses	296000	400000	100000	300000	400000	400000
	015	Operating systems and software	400000	500000	0	300000	300000	300000
		<b>Total of Item</b>	<b>696000</b>	<b>900000</b>	<b>100000</b>	<b>600000</b>	<b>700000</b>	<b>700000</b>
		<b>Total of Project / Treasury</b>	<b>696000</b>	<b>900000</b>	<b>100000</b>	<b>600000</b>	<b>700000</b>	<b>700000</b>
<b>Total of Program</b>			<b>2883177</b>	<b>9010000</b>	<b>3140000</b>	<b>3770000</b>	<b>4550000</b>	<b>4950000</b>
<b>Total of Chapter</b>			<b>2923077</b>	<b>9100000</b>	<b>3190000</b>	<b>4050000</b>	<b>4750000</b>	<b>5150000</b>