



Labor Force Profile Study

Presentation to DZC Chief

Presented by
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Labor Profile Study Objectives

1

Analyze labor demand of the private sector in the development area in terms of quality and quantity of needed employees, to develop a labor demand profile.

2

Analyze labor supply focusing on the characteristics of the labor force in the area, in terms of skills, training, location, willingness to work... etc. to develop a labor supply profile.

3

Compare the labor force demand and supply to identify the level of match between available workforce and available jobs and make relevant decisions accordingly.



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Undertaken LFP Projects

Completed

- Mafrag
- Dead Sea

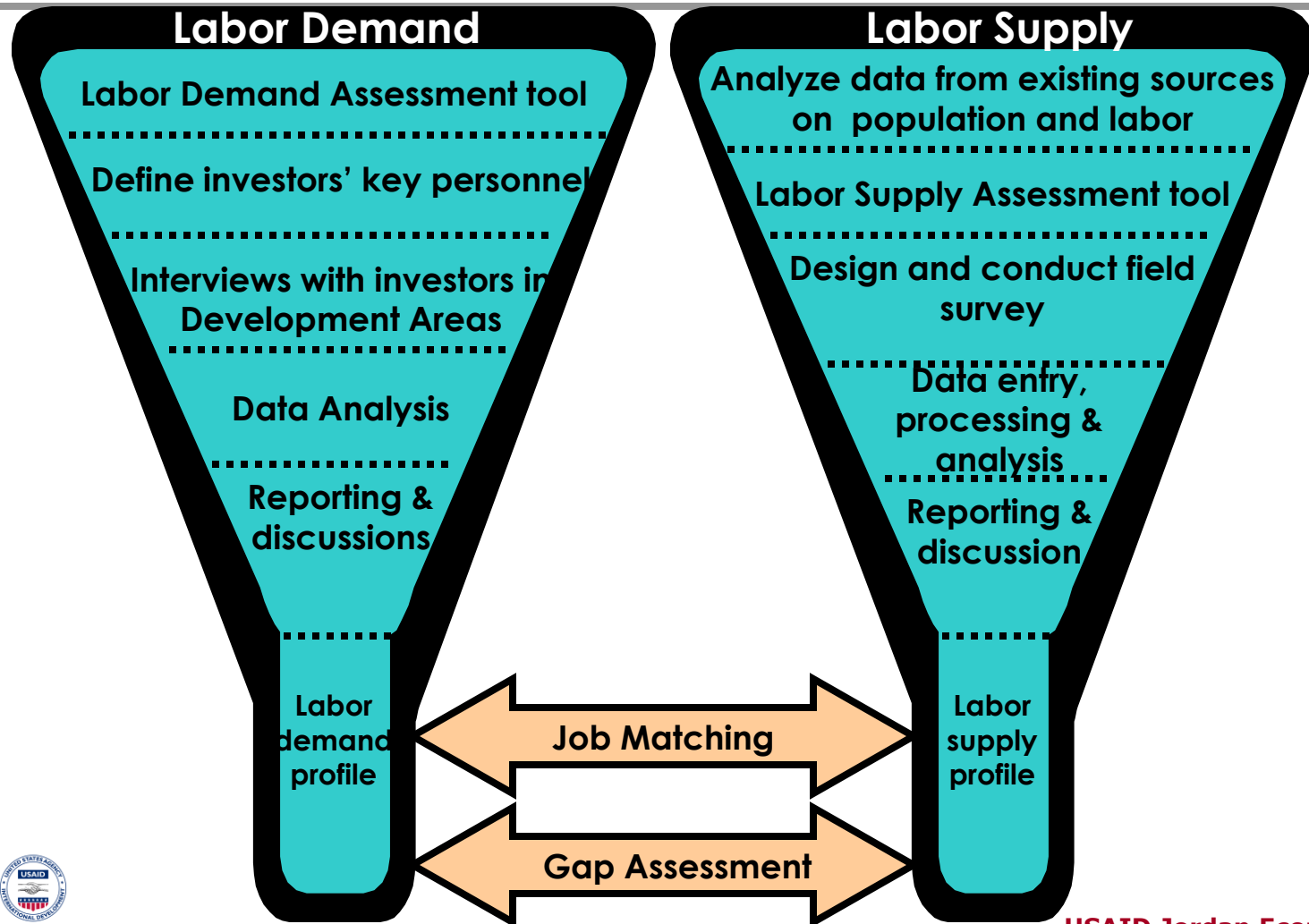
In Progress

- Irbid
- Ajloun

Planned

- Ma'an

Labor Force Profile Methodology



Addressing Areas' Needs

- Customized labor force demand survey tool
- Customized labor force supply survey tool
- Representative sample covering region according to client requirements
- Customized cover letter to be communicated by surveyors in the field



Captured Information From Labor Demand Survey

1. Investor/company information (type, sector, activity, operation capacity, departments, total number of expected jobs)

2. Human resources demand (job titles and departments, gender, education level, experience, skills, personal traits, job conditions, job location, salary range, benefits, incentives, recruitment method and duration...etc)

3. Human resource plan for the next five years.

Captured Information From Supply Questionnaire

Basic characteristics of the workforce (gender, age, social status).

Education and training

Work status

Job search methods

Sector/ job preferences,

Work conditions and benefits preferences

Available skills

Previous work experience

Average acceptable salary and other sources of income

commitment to work, difficulties faced in securing a job...etc.



Main Recommendations

- Specialized training for workforce in the areas surrounding the development zones
- Design training programs that focus on fields such as technical and personal skills
- Customize existing vocational training level and diploma graduates in the industrial,, tourism and logistics fields
- Work with investors to address needs such as transportation, medical insurance, nurseries, separate work environment for women
- Establish a communication and data center as the outreach arm and assist in linking unemployed labor with employers
- Provide incentives for companies that employ women in certain jobs



Challenges

- High expectations of local community members regarding employment generation and new projects
- Lack or limited number of existing or potential investments in the development areas lead to difficulties in preparing the demand profile
- Limited labor information available at the newly-established companies in the development areas.

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