

Jerusalem Institute for Market Studies:

State Spends NIS 600 Million for Employee Training: No Targets, Follow-up or Success

The Ministry of Industry allocates over NIS 600 million annually for training programs whose efficiency has never been truly examined, according to a position paper issued by the Jerusalem Institute for Market Studies today, December 5, 2010.

Yarden Gazit, a policy analyst at JIMS who authored the paper, said, “Most of the graduates of the state courses do not work in the professions for which they received training. Nearly a third do not work at all.”

JIMS reveals that a year and a half after the course only 44.7% of graduates work in the profession in which they were trained. In some professions, the percent is less than a third. About 30% do not work at all.

Only 5.6% of graduates were trained in construction, though 16% of positions open in the economy are in that field.

JIMS notes that courses are offered in professions for which there is little demand in the private sector. Programs do not follow guidelines recommended by the OECD, which include greater private sector involvement and rigorous measurement and assessment of each program. In practice, private sector involvement is negligible, and no employment targets are set, which makes it difficult to assess any program's value.

JIMS says Israel does not meet the standards set by the OECD regarding clear targets and measurability for the programs, and co-funding with the private sector. In Israel, for example, of NIS 62 million spent on courses for adults, only NIS 2.9 million was allocated for on-the-job training.

“When employment targets are not set and results not compared, it is no wonder that over the years billions of shekels have been wasted on training for professions in which there is little demand for new workers,” says Gazit.

The full Hebrew text of the position paper can be read at the JIMS website: www.jims-israel.org

For more information: Yarden Gazit, 054-5887769.