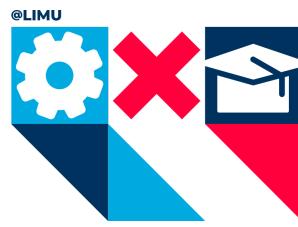


المؤتمر العلمي للمخرجات التعليمية

أزمة عدم توافق المخرجات الجامعية
مع احتياجات سوق العمل المستقبلي



The Crisis of Mismatch Between University Outcomes and Future Labor Market Needs

Conference Recommendations

I.

At the Level of National Educational Policies

- **Realigning the Higher Education System with Future Labor Market Trends:** Adopt flexible national policies to periodically update academic programs based on forward-looking studies of the labor market and rapid technological changes, with active participation from employment sectors.
- **Establishing Lifelong Learning as a Mandatory Career Path:** Link Continuing Professional Development (CPD) to the renewal of professional licenses and job accreditation to ensure the readiness of graduates and employees to face cognitive and technological obsolescence.

II.

At the Level of Universities and Educational Institutions

- **Shifting from Content-Based Education to Competency-Based Education:** Design academic programs around core skills—such as critical thinking, problem-solving, teamwork, and self-learning—rather than focusing solely on theoretical knowledge.
- **Updating Teaching Strategies Toward Active and Flexible Learning:** Adopt modern educational models, including:
 - Flipped Classroom.
 - Problem-Based Learning (PBL).
 - Team-Based Learning (TBL).
 - Blended Learning.
 - These models ensure active student participation and link learning to real-world scenarios.
- **Integrating Advanced Educational Technologies:** Utilize smart digital platforms, simulations, virtual laboratories, and learning analytics to personalize educational paths and improve the quality of outcomes.

- **Adopting Micro-credentials and Flexible Short Paths:** Include micro-credentials and short applied courses within academic programs to enable students to acquire specialized skills immediately required by the labor market.

III.

At the Level of Students and Graduates

- **Developing Learners Capable of Self-Directed Learning:** Enhance metacognitive awareness, digital literacy skills, and knowledge management, enabling students to evaluate their performance and continuously develop their skills after graduation.
- **Enhancing Future Skills and Professional Readiness:** Focus on skills such as adaptability, self-learning, the use of modern technologies, and working within multidisciplinary teams to ensure a smooth transition for graduates into the labor market.

IV.

At the Level of the Labor Market and Employers

- **Building Sustainable Strategic Partnerships with Universities:** Involve labor market institutions in curriculum design, practical training, and evaluation to ensure genuine alignment between education and employment needs.
- **Creating Work Environments Supportive of Continuous Learning and Development:** Adopt an institutional culture that encourages learning, innovation, and knowledge exchange, while linking career promotion to the acquisition of new and certified skills.

Final Recommendation of the Conference

Shifting from addressing the employment gap to building an integrated professional educational system. The conference emphasizes that resolving the crisis of mismatch between university outcomes and the labor market cannot be achieved through partial measures. Instead, it requires a comprehensive system involving policies, universities, students, and the labor market within a clear and implementable future vision.