

Future Sustainability Plan

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1 Review about JOB-JO

Job Jo is aiming to reduce unemployment and poverty in remote areas in Jordan through the establishment of multiple Business Bureaus in the participating higher education institutions. These Bureaus will provide the necessary teaching and training services for unemployed graduates and re-qualify them to increase their job opportunities. Job Jo also claims to have a special focus on women. The foreseen outcomes will effectively contribute to improving the capacity building process at the national level and to allow graduates to gain the skills and training needed for their profession.

Moreover, the foreseen activities will surely foster economic growth and reduce unemployment and poverty in remote areas. Job Jo aims include providing services and workshops to graduates to gain skills which are necessary, but not commonly provided by universities. In addition, Job Jo will promote the modernization of learning methods, training of staff and students, management and quality control and internationalization of higher education institutions. The priority addressed is a relevant national priority for the Jordan.

2 Objectives

2.1 Main Objectives:

- To support the identification of the market need in Jordan.
- To support the new graduate to find Jobs.
- To facilitate exchange of good practises between the academic and industry staff through the BSNB.
- To be connected to Job-JO website and twinning procedures in order to promote transfer of knowledge among its members.
- To encourage the submission of common proposals and development of projects among the members of the network.

2.2 Specific Objectives

- Establishment regional Business Service Network Bureau(BSNB) and this aims to promote employment in the provinces of Karak, Tafila, Maan, Aqaba and Irbid.
- Development of Training courses in the BSNB based on the experience exchange with the EU partners.
- Producing training material to BSNB.
- Adapting job creation instruments to the needs of young people in remote areas.
- Supporting initiatives designed to enhance the employability of young people in the region.
- Creating employment opportunities by supporting entrepreneurship.
- Include Lesson Learned from the European partners to ensure their cooperation with non-academic partners.

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- Establishing Network Service between the Universities, Industries, and Public and Private Sectors.
- Promote the relationship between the Jordanian Institutions with EUs ones.
- Train Students and staff from JO partners in EU partners institutions.

3 Introduction to Sustainability

Sustainability activities are designed to ensure that Jordanian institutions are committed, and have the ability to continue implementation of the outcomes of the project. JOBJO will have a sustainable impact on social reforms and addressing issues to ensure the sustainability of results, the project will produce the following outcomes:

- Reducing unemployment and creating new jobs.
- Growth of business entities.
- Increase in real incomes.
- Solving the problems of labour migration
- Increase employability rates and female entrepreneurship in south of Jordan.
- Develop and implement a Web Platform, a social and collaborative learning environment, which will be set up as a real, online, open, flexible and social-educational.
- Apply a new vocational training program in partner regions.
- Create, through social networking sites, networking opportunities to aggregate and support ideas, experiences and competences in a common design of women's skills development to play an active role in the social economic project reference contexts

- Create and implement a repository of Entrepreneurship stories and experiences and female role models in the south of Jordan areas
- Job seeking women to become entrepreneurs and generate sustainable development processes

3.1 Sustainability at the financial level

It can be achieved due to:

1. Image of BSNB at various levels, conducted seminars and meetings, reviews of listeners will attract a big number of people willing to undergo training and be employed later.
2. Effective cooperation and participation of non-academic partners such as Companies and NGOs and other facilities in addition to associated partners will also attract listeners.
3. Development of E-workshops materials based on Baseline analysis to prepare the grounds for effective implementation of academic staff and Students.
4. Carrying out both field trainings for various businesses, and at the BSNB.

3.2 Sustainability at network level

The sustainability plan will be connected to one or more of the following key dimensions:

Partnership: an assessment of the capabilities and competences of the project partners to deliver effective results also in the future.

Governance: collaboration between different sectors and over multiple levels of governance for improving coherence, coordination and complementarity in policies, programmes and projects.

Innovation: in terms of practices, methodologies, technologies of the project

Transferability: good practices to be implemented.

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3.3 Sustainability at institutional level:

Structural changes of the economy, causing unemployment guarantee necessity and demand for Established BSNB. Also the Opportunity to obtain professional training of people who could not get it for various reasons at the political level can be achieved, in addition to the recognition of the need for cooperation of employment with universities.

4 Elements of the JOBJO training Programs

Having sustainable training elements and processes will lead to a sustainable project. Thus, we need to ensure main training materials components and processes. To do so, we need first to identify the key elements and process of the training workshops. The following are the main elements of the training programs:

- Location, logistics and BSNB
- Students
- Academic Staff
- End users

4.1 Location, logistics and labs

This proposal represents a business plan to establish Establishment of Business Service Network Bureaus at JO Partners (MU, JUST, UJ, AHU and TTU). The BSNB is a place where University faculty, staff, students, and community members work in a collaborative environment to create rich, engaged learning and teaching experiences supported by the utilization of Information and Communication Technology (ICT) in education; the center increases student success, builds vital community partnerships, and invites individuals to become members of an intellectually diverse, active learning community.

The proposed Center will be integral to the academic mission of the university in terms of integrating technology in education; essential in offering stronger and more technology integrated support services to its students; led by experienced faculty, staff, and students; housed in the universities as the following:

P#	Partner Name	BSNB Location
P1	Mutah University (MU)	Deanship of Students Affairs
P2	Tafila Technical University (TTU)	Tafila Development Studies Center
P3	Al Hussein Bin Talal University (AHU)	School of Business and Economics
P10	Jordan University of Science and Technology (JUST)	Deanship of Students Affairs
P11	University of Jordan (UJ) / Aqaba	Communication and Community Service Office

to build the capacity of the university to integrate technology in teaching and learning with engagement through service-learning and related academic initiatives; provide curricular support for both conventional and e-Learning courses and environments; and position the institution as a leader in efforts to advance educators, Trainers and learners engaged in the teaching and learning process.

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The BSNB will have the capacity to establish and maintain long-term, sustainable, mutually-transformative partnerships across the campus and between the campus and the broader community in terms of using Online education due to covid19 pandemic ; provide seamless support between and among student service areas (including e-Content development, blended learning diffusion, etc.), productively involving both staff and faculty in these areas; expand into new, relevant online courses areas; connect systematically with related initiatives on campus (such as blended learning, eLearning, distance education, e-assessment for training materials and trainers, etc.); collaborate with faculty, staff, students, university community members and Stakeholders engaged in related forms of experiential, community-based teaching and learning. In support of the Center, the business plan recommends the following administrative structure: Responsible administrator; Center Director / Responsible Person (a specialized faculty member in Educational Technology, curricular and extracurricular student activities).

The establishment of the Center thus provides the best institutional opportunity to actualizing and maintaining productive connections between three parties; Student Services, Stakeholders and Academic Affairs, along with utilizing technology in teaching and learning. Accordingly, the Steering Committee members of the Research Project named “Promoting Youth Employment in Prompt Areas in Jordan / (Job-Jo)” which Co-funded by the Erasmus plus Programme of the European Union, comprised of a diversity of representatives from different universities in Jordan, having met in a series of workshops over the fall, spring and summer semesters of the 2019/2020 academic year, offer the following proposal toward the establishment of the Business Service Network Bureaus at JO Partners.

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4.1.1 Contact Information for the centers

Administration:	Mutah University
Business name:	Business Service Network Bureaus Center at MU
Address:	Al Karak - Jordan
Telephone:	(00962) 32372380 Ext.
Fax:	
E-mail:	job.jo.team@gmail.com , m_r_almajali@yahoo.com , maaitah_noor@hotmail.com

Administration:	The University of Jordan / Aqaba
Business name:	Business Service Network Bureaus Center at UJ
Address:	Aqaba - Jordan
Telephone:	(00962) 3 2090 450 Ext. 35079
Fax:	(00962) 65300237
E-mail:	m.sbaihat@ju.edu.jo , salaymeh@ju.edu.jo , Rashaalbaik93@gmail.com , job.jo.team@gmail.com

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Administration:	Jordan University of Science and Technology
Business name:	Business Service Network Bureaus Center at JUST
Address:	Ar Ramtha - Jordan
Telephone:	(00962) 2 7201000 Ext. 23375
Fax:	
E-mail:	abualrub@just.edu.jo , hasanruba0@gmail.com , job.io.team@gmail.com

Administration:	Tafila Technical University
Business name:	Business Service Network Bureaus Center at TTU
Address:	Al Tafila - Jordan
Telephone:	(00962) 32250326 Ext.
Fax:	
E-mail:	job.io.team@gmail.com , mahasneh70@yahoo.com .

Administration:	Al Hussein Bin Talal University
Business name:	Business Service Network Bureaus Center at AHU
Address:	Ma'an - Jordan
Telephone:	(00962) 32179000 Ext.
Fax:	+962 32179050
E-mail:	job.io.team@gmail.com , abukaraki@ahu.edu.jo .

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4.1.2 Business Service Network Bureaus Center Description

Each University will establish a well-equipped Business Service Network Bureaus center to be as a hub for training, developing, and sharing e-content built by trainees from different disciplines using best-practices in utilizing.

These five centers will act as developing benchmarks of training materials in best practices in education and preparation of training material concerning promoting employment courses.

These five centers designed and developed based on best practices already conducted in partner EU universities. In both level of centers and smart classrooms, it should be emphasizing that the equipment will be fully integrated within Physical and virtual learning environment through online platforms that is aligned to open source technology.

Delivered learning objects will be installed on the JOB-JO Website. This will be installed and managed by all centers in each partner's country. In these centers, the instructors and trainers can deliver their classes using Physical, blended learning or fully online learning. This approach will give the project an innovation aspect in developing, collaborating, and sharing of providing learning objects built on best practices in workshops. Moreover, such approach will provide different modalities in teaching and learning.

The centers are including the following equipment: Computers (PC), Printers, Switches, LED Screens and Laptops.

Mission statement: Added essential benefits to learning institutions and students as the available educational technology stimulated the development of the traditional learning patterns in educational institutions, especially Jordanian universities. Furthermore, it makes learning process and workshops easier to students and staff through facilitating follow-up, communication, interaction and others. Furthermore, the Center aimed to provide a unique experience for the undergraduate and graduate students in the partners' institutions.

Vision statement: The Center stated goal is to create an inclusive initiative based on training, as an active labour policy lever, to promote economic, social and professional integration processes of a large group of women, long term unemployed/first time job seekers who find it difficult to enter/re-enter the labour market for reasons related to age, management of family and children, low skill levels.

Also, BSNB will offer developed differentiated courses (basic set for beginners and those wishing to start their own business (management, marketing, taxation, and advanced course for those with some experience) will help to settle in the market.

Form of ownership: Sole proprietor by JU universities (MU, JUST, UJ, TTU & AHU).

Most important strengths and core competencies: The factors that will make the Center succeed are as follows: autonomous Educational Technology Center, hub of knowledge, and diverse clusters of courses from different disciplines concerning JOBJO aims. The other strength the Center will bring to the business is that the hub of knowledge will continually updated and customized to fit the needs of instructors and users (Students and staff).

Sustainability of BSNB : In terms of sustainability and exploitation of results, the exploitation activities, of the BSNB center, are the following:

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- The proposed BSNB Centers in partner countries are expected to become autonomous and provide training in best practices for staff and students. Top management in PC universities should adopt the training material developed in the project.
- The pool of trainers who already conducted training workshops in the project should conduct training in partner countries universities.
- The trainers who already conducting training in the project will be added to the pool of trainers whom already exist in the university and responsible for training students and staff.
- The E-workshops materials developed through the project will continue to cooperate and collaborate in sharing experiences related in best practices in teaching and learning.

However, to ensure a long-lasting sustainability for JO partners will allocate the required financial resources to guarantee the continuation of the BSNB activities. Thus, in terms of human and financial resources, the following are some of the procedures envisaged to guarantee that the BSNB will continue to function:

- Long term vision: we should know where we see our Center after a period of 5 years. If we have thoroughly thought of how and what will we do in the long run, half of the work is done. Once we know the long term vision of our BSNB, we can easily draft the various things required to achieve it. With the use of data and facts, we can explain to the donor about our long term goal and the processes, resources required to ensure success.

- Integrate sustainability in all our projects: It is always advisable to integrate sustainability aspects in our project/Center right from the beginning. This would help us to develop partnerships and relations with relevant stakeholders at an early stage of project development. This would also ensure that once the primary funding terminates we have a strong support to continue our project.
- Communication and Outreach: Develop a strong communication strategy so that our project results can be shared with a large audience. Well documented project results can help us in getting support from a range of stakeholders and donors. A well thought communication strategy can avoid last minute rush of donor search.
- Involve key stakeholders: Another major step to ensure sustainability is the involvement and participation of key stakeholders in program development. As part of the project activities we can initiate multi-stakeholder dialogue workshops to involve relevant people in our project.
- Diversify funding sources: The most important aspect of sustainability is to diversify our donor base and to develop long term partnerships with donors to support us in our endeavor. We will not just look at the traditional donor agencies but explore new opportunities as well.
- Create inventory of resources: Create an inventory of all physical resources that our university can keep after a project ends. Some devices and equipment's purchased during a

project can be used in the future, for example: training modules, camera, recorder, furniture for the Center, PCs, etc. can be used even after the grant expires.

short term sustainable indicators:

- Teaching staff in each JO partners widely will apply skills in teaching, learning and outreach activities.
- Modernized Courses contents on promoting employment skills courses that qualitative the Quality of courses training workshops, Topics of the courses cover and Skills and competences gained.
- Improving network will allow to solve problems in cooperation.
- BSNB Centres can improve the competence of trainers, improve the material and technical base, improving teaching materials, improve their image.

long term sustainable indicators:

- The plan for the future of the BSNB Center lays on its growth; this can be achieved by updating the equipment and open a number of smart rooms in all JO partner's campuses (MU, JUST, UJ, TTU & AHU). Furthermore, the Center is developing strategies for continued growth, which can be achieved through increased number of e-Learning services provided, diversification, or eventual online workshops developed by the Center.
- Establishment of BSNB and thus cause to the variability of workshops and events.
- Teaching staff in each JO partners widely will apply skills in teaching, learning and outreach activities.

- Increased employability prospects for trainees and that will lead decreasing the number of un-employability among university graduates.
- Conducting New training model and approach including training materials (Books, videos...), Change in teaching and learning methodologies.
- Modernized Courses contents on promoting employment skills courses that qualitative the Quality of courses training workshops, Topics of the courses cover and Skills and competences gained.
- Improving network will allow to solve problems in cooperation.
- BSNB Centres can improve the competence of trainers, improve the material and technical base, improving teaching materials, improve their image.
- Unemployed youth will get employment opportunities by enhancing their skills.
- Fostering economic growth

To attract target groups: Unemployed registered in Employment Authority will guide to the BSNB to participate in trainings and Authority will finance their participation;

The above tasks can be achieved by attaching JOBJO program to the already “sustainable” programs in the universities.

4.2 Academic staff

Academic staff are key elements of any academic program. They educate future leaders by providing training workshops in Communication skills, time management skills, C.V. writing, Interview skills, presentation skills, expel negative energy, self-motivation and community participation, creative thinking skills, Body language, investing time in light of Corona Pandemic, developing the performance of the employees and working in difficult conditions for the employees. The faculty members should be aware that their tasks must include – Commitment to provide students with fundamental knowledge within

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the main training topics in addition that teaching staff in each JO partners widely will apply skills in teaching, learning and outreach activities.

4.3 Students

To achieve sustainability for the student element, we need to insure the enrolment of the maximum number of students at all times. The program student-capacity is usually defined by the accreditation committee according to the faculty members involved in the program. To ensure that, we need to attract all students from all specializations to the training programs which will be held in BSNBs by:

- Creating a more welcoming and diverse community through Info days, seminars and advertisement. This part is in process now and will be continue.
- Promote increased interaction between undergraduate students and different labour market to be primary contributors in research and workshops.

4.4 Non-Academic and Associated Partners

Sustainability activities are designed to ensure that Jordanian institutions are committed, and have the ability to continue implementation of the outcomes of the project. JOB-JO will have a sustainable impact on social reforms and addressing issues of unemployment to ensure the sustainability of results, the project will produce the following outcomes:

Effective cooperation and participation of non-academic partners and associated partners will also attract listeners.

The objective of the sustainability strategy is to ensure the sustainability of the project and its results beyond its lifetime. The sustainability strategy contains recommendations and guidelines for the continuous usage of the project's results also after the end of the project.

Greater Alkarak Municipality (GKM) is one of the nonacademic partners which involved as a project partner and it carried out its functions and attract new listeners to the trainings that held during the first

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half of the project period and also encourage people to participate in the training workshops which will be held at BSNB such as the held Workshop at Karak Municipality which targeted stakeholders from karak city, to make sure how to involve all decision makers and as much as they can form the fresh graduates.

Also, the stakeholder's role in this project can make a big difference in achieving the sustainability in promoting employment through JOBJO Project and its dissemination channels and tools such as workshops, conferences, online webinars and local meeting in addition to the signed networking forms that all news, activities and contribution will be shared between stakeholders and JOBJO.

Many of the registered stakeholders contributed and cooperated with JOBJO partners to promote and sustain JOBJO objectives like Aqaba logistics village which conducted online workshops with attendees of more than 150 participants during covid19 pandemic with career skills.

Networking link: <https://www.mutah.edu.jo/job-jo/networking.aspx>

4.5 End users

To ensure the sustainability, BSNB implementation and to achieve JOBJO all objectives, the following strategies should be applied:

- Ensure the sustainable program and maintain high quality staff and hire professional technical and administrative specialist on this bachelor program, we should:
- Build a life communications plan between the academy and stakeholders.
- Develop marketing tools in collaboration with undergraduate Admission for JOBJO project and industry
- Prepare and market short courses and training programmes related to program's topics in collaboration with private sector.
- As all JO stakeholders realized the importance of founding the BSNBs, all of them will contribute to the sustainability by cooperation in the held workshops

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- Conducting the info days and workshops which are important to increase the awareness for the importance of these programs to the students, universities, and medical associations.
- All partners will contribute to the sustainability of the website. However, the sustainability of the site after the life time of the project is the main issue that should be considered. For this reason, the website will be hosted on the server at MU, thus no maintenance fees will be needed. The site will be connected to disseminate the activities of these workshops through BSNBs.
- Establishment of these BSNBs by the project fund is the first strategy to sustain these BSNBs. The BSNBs are equipped by the budget allocated by the project. Thus, equipment is available in the BSNBs using the budget from the JOB-JO project.
- The research activities conducted by students will be another strategy to sustain the BSNBs.