EU4SKILLS

PROMOTING SKILLS AND EMPLOYABILITY FOR PRIVATE SECTOR DEVELOPMENT

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INCEPTION PHASE RESULTS

Analysis of Libya's Skills & Employability Ecosystem

May 2025

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INCEPTION PHASE RESULTS

4 REGIONS

UNIMED and BDO

6 MONTHS

GOAL

Generate evidence-based understanding of Libya's skills & employability ecosystem

METHODOLOGY

Qualitative & Quantitative Research

KEY PARTICIPANTS

110+ Stakeholders Engaged:

	Organizations	Individuals
- Policy-Makers:	21	39
- National Agencies:	40	44
- HE&TVET* institutions:	43	43
- Business & Industry:	22	24
- International Actors:	15	23
- CSOs*:	06	06

12 Financial Institutions

* HE: Higher Education
TVET: Technical and Vocational Education and Training
CSOs: Civil Society Organizations

DATA COLLECTION

6 Focus Groups (210+ participants)

3 Stakeholder Workshops

38+ Key Informant Interviews

12 Surveys

KEY FINDINGS/CHALLENGES:

Education and Employability Sectors:

- **Skills Mismatch:** Training doesn't meet job market demands.
- **Poor Coordination:** Government and institutional efforts are fragmented.
- **Data Scarcity:** Lack of a functional Labor Market Information System (LMIS).
- **Limited Private Sector Role:** Businesses are not sufficiently involved.
- **Exclusion:** Women, youth, and people with disabilities face barriers.
- **Regional Disparities:** institutional capacities and opportunities differ across Libya.

Digital Sector

- **Outdated Infrastructure & Limited Tech:** Insufficient digital tools.
- **Digital Skills Gap:** Lack of necessary digital abilities.
- **Weak Policy & Framework:** Absence of clear digital regulations.
- **No Coherent Strategy:** Need for a unified digital plan.
- **Limited Public-Private Partnerships:** Insufficient collaboration.
- **Underutilized Digital Tools:** Existing platforms not fully used.

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INCEPTION PHASE RESULTS

KEY FINDINGS/CHALLENGES:

Green and Blue Economies:

- **Untapped Potential:** Underdeveloped for sustainable jobs.
- **Lack of Strategy:** No clear sustainability roadmaps in training.
- **Green/Blue Skills Shortage:** Need for professionals in key sustainable areas.
- **Weak Enforcement:** Environmental regulations not adequately applied.
- **No Direct Green/Blue Job Training:** Vocational training lacks focus.
- **Low Environmental Awareness:** Limited understanding among institutions and the public.

Financial Sector:

- **IBFS*** lacks modern infrastructure and e-learning systems.
- **SME* finance** is limited by low bank capacity, strict lending models, and staff skill gaps in these areas.
- **No unified system** to link training to performance, certification, or sector standards.
- **SMEs struggle** to access finance due to untailored products, and limited banks knowledge.
- **Fintech, green finance, and ESG*** training are not yet integrated into IBFS curricula.

* IBFS: Institution of Banking and Financial Studies
SME: Small and Medium Enterprises
ESG: Environmental, Social and Governance

Voices
from the Inception Phase

"We teach theory, but the market wants skills. Our students graduate with certificates, not opportunities."

"Universities, employers, and government institutions lack effective coordination, hindering the potential for integrated and impactful outcomes."

"In general, the use of technology within government institutions varies between institutions and departments and depends on the active individuals within that institution. "

"Environmental awareness among people is low, and there aren't enough campaigns to educate people on how to protect the environment."

RECOMMENDATIONS FOR IMPROVEMENT

Education and Employability Sectors:

- Develop employability strategies for HE and TVET
- Improve education sector & labour market coordination
- Invest in training
- Promote inclusion
- Support data availability

Digital Sector:

- Strengthen digital infrastructure in public institutions
- Enhance digital skills through curriculum development
- Create a national digital framework
- Develop existing digital platforms to maximize usability

Green and Blue Economies:

- Develop Green/Blue National strategic plans
- Invest in capacity building for HE & TVET
- Support National policies & institutional frameworks
- Promote Awareness on the importance of blue and green jobs and sustainability

Financial Sector:

- Upgrade IBFS infrastructure
- Build capacities in SME finance
- Develop a national training/ certification framework
- Support designing SME friendly products
- Integrate Fintech, green finance, and ESG into IBFS curricula

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