

Including and Empowering Disadvantaged Female Trainees at The Hair Styling and Cosmetology Section at ATC

Amman Training College & Centre (ATC)



Learning Skills

- Providing female trainees with all the skills related to To Beauty salon, and required for the labor market.
- Providing expert Advice and Guidance
- Acquiring a full-year free of charge training, and getting technical Diploma to start work right after graduation.



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Objectives

- ❖ Equipping and enabling disadvantaged females with the necessary tools and skills to enter the labor market, and become financially independent.

PROJECT DELIVERABLES

- ❖ A survey was conducted before implementing the pilot project to obtain precise and adequate data.
- The aim of the survey was to shed light on the different aspects to be tackled to enable the skillful trainees to get hired even before graduation.
- Other trainees are expected to acquire the skills fully and would be capable of practicing from home.
- These pros would enable some female trainees to overcome the financial barriers and support themselves and their families.
- Awareness lectures regarding their future career were delivered.
- A pre- and post-training questionnaire were conducted to evaluate trainees' progress. A data analysis followed to evaluate their performance.

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Inclusion means..

Including someone excluded to be part of a group in a condition where equity is applied and diversity is taken into consideration. Inclusion constitutes a state where minorities are integrated within the environment they dwell in. Inclusion allows the targeted group to become an essential and vital part of the whole unit; thus, bringing welfare and prosperity to all members.

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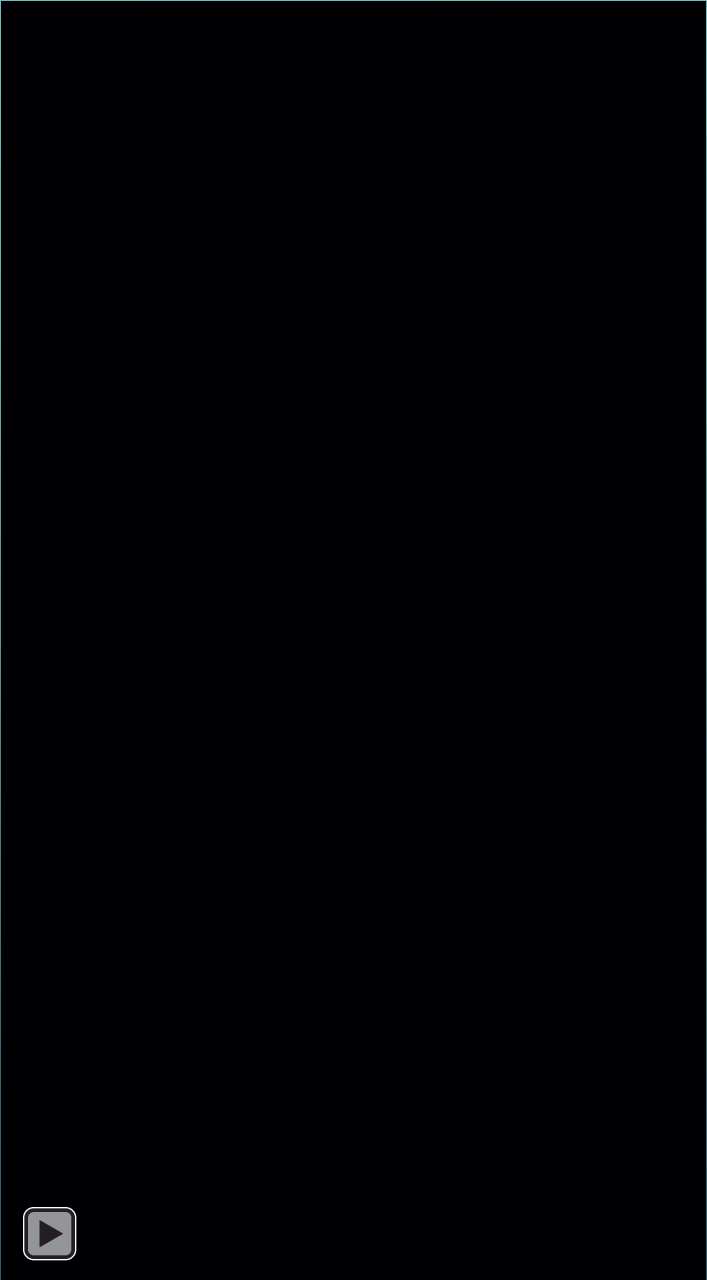
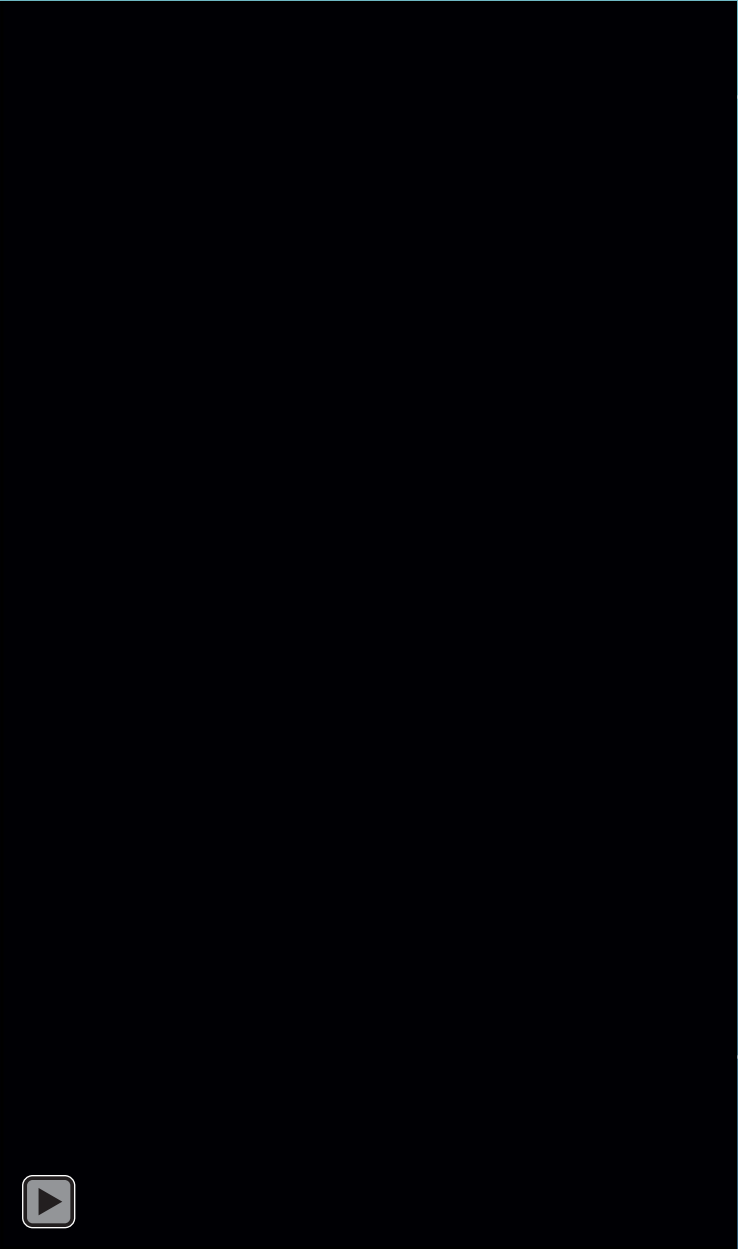
Challenges

- Trainees' inability to provide their daily pocket allowances while studying or training, especially for trainees coming from rural areas, or who have financial difficulties.
- Families refusal to allow trainees to work or train due to social factors or labor market work environment
- Trainees low self-esteem due to the society down look upon such occupations.

- Progress:
- 57 female trainees who joined the program at the beginning of the scholastic year were considered beneficiaries. They were the target group that needed to be equipped with the necessary skills to be able to join the labour market and become financially independent.

At the end of the training:

- 50 female trainees (88%) joined the labour market, and became professional at their speciality.
- ❑ A very small percentage; 7 trainees =(12%) did not pursue job opportunities due to different reasons, such as: getting married, refusal to work long hours, could not cope with labour market requirements.
- ATC institution built strong solid relations with the Stakeholders who were a great help at completing the progress of the project during the implementation process. Also, this partnership proved to be fruitful in the future.
- Trainers acquired the necessary knowledge to handle excluded trainees from the beginning by carrying out individual study cases.



Final Statement

- ❖ This pilot project was a great opportunity that enabled us at ATC to help excluded and migrant female trainees to overcome the serious obstacles forced on them, and become included at the campus life, and at the labor market.
- ❖ Though implementation process was long and demanding, the final results were worthwhile.
- ❖ Also, the project set milestones for us as a team to go beyond what's apparent, and search deep to understand the hidden parts of each trainee. Now, we take the time to investigate, unfold secrets, overcome barriers, and achieve success.