

Bedayati Solar Skills Academy

Industry-Led Workforce Development Partnership 2026

Training • Work-Integrated Learning • Internship • Employment



Building Lebanon's Skilled Workforce for the Solar Energy Sector

Bedayati equips young Lebanese women and men with practical solar PV skills, workplace preparation, hands-on technical experience, and direct exposure to employers. Through collaboration with industry partners, the academy creates a structured pathway from training to internship and employment while supporting Lebanon's clean-energy transition.



Context

Lebanon's solar energy sector has expanded rapidly, creating increasing demand for technicians who can safely install, test, commission, maintain, and troubleshoot solar photovoltaic systems.

At the same time, many young people face difficulty accessing practical technical training, workplace experience, and direct employment pathways.

Solar companies and electrical contractors also face challenges in finding entry-level candidates who possess basic technical knowledge, safety awareness, practical skills, and professional workplace behaviour.

Bedayati Solar Skills Academy addresses this gap by bringing training providers, industry partners, technical experts, and young talent together through an integrated training, internship, and employment model.

The Partnership Model

Company Skills Needs → Industry-Aligned Training → Practical Workshops and Assessment → Internship and Site Exposure → Employment and Apprenticeship Opportunity

Industry partners can contribute at one or more stages according to their operational capacity, recruitment needs, and corporate social responsibility priorities.

Build Your Future Workforce Before You Need It

- **Access to prepared candidates**
Meet motivated trainees who have completed technical, safety, practical, and employability preparation.
- **Reduced recruitment and onboarding time**
Identify potential interns and junior employees before beginning a full recruitment process.
- **Influence the training curriculum**
Help Bedayati align technical content, equipment, working methods, and assessments with current industry needs.
- **Early access to graduates**
Receive priority access to trainee profiles, assessments, and graduate recruitment events.
- **Strengthened company visibility**
Demonstrate your company's commitment to youth employment, skills development, and Lebanon's clean-energy transition.
- **Long-term workforce planning**
Build a pipeline of junior technicians who can grow with your company.

Partner Role

1. Industry Advisory Partner

Provide feedback on job roles, technical skills, safety expectations, equipment, installation practices, and emerging workforce needs.

Advisory partners may participate in curriculum reviews, employer consultations, or annual industry meetings.

2. Equipment and Technical Support Partner

Support practical training through the donation, loan, or discounted provision of:

- Solar modules
- Inverters
- Batteries
- Charge controllers
- Mounting systems
- Electrical tools
- Testing equipment
- Personal protective equipment
- Training materials

3. Internship and Site-Experience Partner

Provide trainees with structured exposure to real working environments through:

- Company visits
- Project-site visits
- Short practical placements (1–5 days)
- Internships 2–8 weeks (paid or unpaid, depending on the company)
- Job shadowing
- Mentorship from technicians and engineers

Suggested commitment: two to five internship or site-experience opportunities per year, depending on company capacity and operational needs.

4. Employment Partner

Consider qualified graduates for entry-level roles, apprenticeships, temporary assignments, or project-based employment.

Potential roles may include:

1. Junior solar PV installer
2. Electrical technician assistant
3. Solar maintenance technician
4. Site-support technician
5. Testing and commissioning assistant
6. Technical-sales assistant
7. Junior PV design assistant

5. Guest Speakers and Mentorship Partner

Assign experienced employees to deliver technical talks, career sessions, project case studies, safety briefings, or mentorship activities.

These sessions help trainees understand professional expectations, industry practices, and career-development opportunities.

Year 1 Impact Targets

- 100 young people enrolled
- At least 85% training completion rate
- At least 30% female participation
- 10–15 industry partners engaged
- 30–40 workplace exposure opportunities (*including company visits and job shadowing*)
- 25–35 graduate placement opportunities (employment or apprenticeship)
- At least 80% employer satisfaction with placed trainees

Solar PV Installation and Maintenance Technician Program

Indicative duration: 12 weeks

Training schedule: Monday–Wednesday–Friday

Total learning hours: Approximately 144 hours

Delivery method: Classroom instruction, practical workshops, technical demonstrations, assessments, site exposure, and employability preparation

Target participants: Young people aged 18–35 with a minimum educational qualification of a secondary school (high school) certificate or equivalent. Priority will be given to TVET graduates, electricians, engineering students, recent graduates, and job seekers interested in developing practical skills in the solar PV sector.

1. Electrical Fundamentals

- AC/DC Electricity
- Ohm's law
- Electrical Safety
- Tools & Equipment

2. Solar PV Technology

- Solar Radiation
- PV Modules
- Inverters
- Mountings Systems
- Batteries
- Charge Controllers

3. System Design

- Site Assessment
- Load Calculations
- PV Sizing
- Cable Selection
- Protection
- Devices

4. Installation

- Roof Installation
- Ground Mount Systems
- Wiring & Cabling
- Testing
- Commissioning

5. Operation & Maintenance

- Inspection
- Troubleshooting
- Preventive Maintenance
- Performance Monitoring

6. Health & Safety

- PPE
- Working at Heights
- Electrical Hazards
- Emergency Procedures

7. Employability Skills

- CV-Writing
- Interview Preparation
- Communication & Workplace Skills
- Customer Service
- Introduction to Entrepreneurship

Trainee Assessment and Graduate Profiles

Trainees will be assessed through a combination of:

- Attendance and participation
- Technical quizzes
- Practical workshop exercises
- Safety-behaviour observations
- Installation and troubleshooting tasks
- Team assignments
- Final technical assessment
- Mock job interview and CV submission

Where appropriate and with participant consent, partner companies may receive graduate profiles summarising completed training, technical strengths, practical performance, attendance, and employment interests.

Training Quality and Safety

Bedayati will seek to maintain an industry-relevant, safe, and practical learning environment through:

- Qualified technical trainers
- Documented lesson plans and practical exercises
- Appropriate tools and training equipment
- Personal protective equipment during practical activities
- Attendance and assessment records
- Participant feedback
- Employer feedback
- Periodic curriculum review
- Incident-reporting and safeguarding procedures

Industry Partnership Packages

Partnership Activity	Bronze	Silver	Gold
Company listed as an industry partner	✓	✓	✓
Invitation to academy events	✓	✓	✓
Curriculum and skills feedback	✓	✓	✓
Site visit or company presentation	Optional	✓	✓
Guest speaker or mentor participation		✓	✓
Internship or job-shadowing opportunities	Optional	✓	✓
Access to graduate profiles		✓	Priority
Priority recruitment access			✓
Curriculum co-development			✓
Equipment or technical sponsorship		Optional	✓
Annual workforce-planning meeting			✓
Recognition as a Founding Partner	✓	✓	✓

Partnership packages are flexible and may be adapted according to company capacity, workforce needs, available projects, and preferred level of involvement.

Become a Founding Industry Partner

Companies joining the academy during its launch phase will be recognized as Founding Industry Partners. Founding Partners will have the opportunity to:

- Contribute to the academy's initial curriculum design
- Identify priority technical skills and job profiles
- Meet trainees during the training period
- Participate in technical and career events
- Receive early access to suitable graduate profiles
- Build visibility as supporters of youth employment and clean-energy development

Companies joining the launch phase become part of Lebanon's future workforce development network.

Together, we can create:

A skilled workforce

- Practical solar PV installation and maintenance skills
- Strong electrical safety awareness
- Job-ready graduates with hands-on experience
- Improved employability for Lebanese youth

Stronger companies

- Access to trained entry-level technicians
- Reduced recruitment and onboarding time
- Opportunities to influence training content
- A pipeline of future employees

Industry-relevant training

- Curriculum aligned with employer needs
- Practical workshops using industry-standard equipment
- Exposure to real project environments
- Continuous input from industry partners

Positive social and environmental impact

- Increased youth employment opportunities
- Greater participation of women in the renewable energy sector
- Support for Lebanon's clean energy transition
- Stronger collaboration between education and industry

Let's Build Lebanon's Solar Workforce Together

Bedayati welcomes partnerships with solar companies, electrical contractors, engineering firms, equipment suppliers, facility-management providers, educational institutions, donors, and organisations committed to youth employment and renewable energy.

Contact us to arrange an introductory meeting and discuss how your organisation can participate.

Companies joining the academy during its launch phase will be recognized as Founding Industry Partners.

Contact person: Kamal Alomari

Position: Program Manager

Organisation: Bedayati

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Telephone: + 961 3 746 977

Website: <https://programs.bedayati.org/solar-skills-academy>

QR code:



Expression of Interest

Company name: _____

Company sector: _____

Representative name: _____

Position: _____

Email: _____

Phone: _____

Areas of Interest

- ☐ Industry advisory partner and curriculum input
- ☐ Equipment or technical support
- ☐ Company or project-site visits
- ☐ Guest speakers or mentorship
- ☐ Internship placements
- ☐ Job-shadowing opportunities
- ☐ Graduate recruitment
- ☐ Financial sponsorship
- ☐ Other: _____

Preferred Partnership Level

- ☐ Bronze
- ☐ Silver
- ☐ Gold
- ☐ To be discussed

Expected number of internship or job opportunities: _____

Comments or requirements:

Representative signature: _____

Date: _____