

## GOOD PRACTICES AND LESSONS LEARNED

### World Vision – Somalia

Project: Nugal Empowerment for Better Livelihood Project

#### Good Practice: Creation of an Employment Promotion Working Group

##### 1. Brief summary

Under the project, World Vision established an Employment Promotion Working Group (EPWG) in Puntland to link TVET graduates to potential employers. Other International NGOs, such as Care and Save the Children, as well as UN agencies like ILO and FOA, the Ministry of Education (MoE), the Ministry of Labour, Youth and Sports (MoLYS), the private sector and TVET providers are members of the working group. The working group helps to promote and strengthen networking systems between the TVET trainers, MoLYS, municipalities, and the private sector. The latest consultation meetings were conducted in October and November 2017 to clarify roles and responsibilities, identify necessary support, and outline the way forward to eliminate all factors that hinder youth gaining employment. It envisioned that an online platform will be set up where employers post their job adverts and potential employees and that the working group will organize “job fairs” in the future, during which private sector companies can present themselves, TVET centres and graduates can showcase their skills and both can be linked up for employment opportunities.

##### 2. Key Areas of Good Practice

- Institution and capacity strengthening of implementing agency, project partners including (local) government agencies (1.9)
- Vocational and/or skills training (3.6)
- Enabling especially vulnerable groups on economic empowerment (women, people with disabilities, affected by HIV, youth, refugees, migrants, minority groups, etc.) (4.6 ....)

##### 3. Context - Brief description of:

##### Where the good practice was implemented:

The good practice is being implemented in Garowe, which is the capital of Puntland state in Somalia. With an estimated population of around 570,000 people, Garowe is the third largest city in Puntland and constitutes an urban setting. It houses the regional parliament, presidential palace, and Puntland government ministries. UN agencies as well as international and local NGOs have offices in Garowe. Garowe is also a thriving business hub in Puntland as it lays along one of the main trade and migration corridors in Somalia and has a relatively diverse private sector for Puntland.

##### Why it was implemented:

The good practice was one of the components of the project that was developed to ensure the long-term sustainability and greater impact. While the project provided skill training through TVET courses and business skills training for beneficiaries who wanted to start their own business, the original design was missing a component that would link beneficiaries who were looking for employment opportunities (as opposed to starting their own business) with potential employers. There was also no existing linkage between relevant government ministries, TVET centres, UN agencies and NGOs working in this sector, and private sector enterprises and companies. Hence, we decided to add this vital component.

**Who was involved:**

Project staff, local government official from MoE and MoLYS, other INGOs (CARE and Save the Children), UN agencies (ILO, FAO) and TVET centre managers.

Both TVET graduates and the private sector benefit. The working group will make finding employment for TVET graduates easier. Private sector enterprises and business are able to fill their vacancies quicker and with qualified candidates and thus able to grow their businesses.

**When the activity was implemented:**

Implementation of the activity began in 10 October 2016 with the first working group meeting held in Garowe. Working group meetings were held in 2017 and are envisioned to continue independently after the project will have ended in May 2018.

**4. Level and type of innovation of the good practice**

The good practice might not be innovative in more stable contexts. However, in the context of Puntland it is innovative since this is the first time that potential employers from the private sector, relevant government ministries, NGOs working in TVET, and TVET centre representatives were brought together to develop a system that would link up people seeking for employment (such as beneficiaries who graduated from a TVET course as it was the case for our project) with employment opportunities.

**5. Description: processes and steps involved**

Once project staff had identified the need, separate consultation meetings were held with various stakeholders to determine whether there was an interest. Since the response was positive, project staff together with the MoLYS then set up the first meeting in October 2016. The project ensured from the beginning that MoLYS was taking on a leadership role in these meetings as they will be the ones to continue setting up the working group meetings in the future once the project will have come to an end

**6. Resources and skills are needed to carry out the good practice**

Coordination skills, leadership skills and the capability to bring different stakeholders together and have them rally behind the same cause; IT skills later on to set up the platform

**7. Sustainability of the Good Practice:**

After the consultation meetings had been conducted and the first meeting successfully held, project staff has ensured that the process is led by MoLYS offering support and guidance when needed.

**8. Links to Other Resources:**

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**9. What the originators of the Good Practice would do differently if they were to do it again**

Since this good practice is still in its early stages, it is difficult to provide a conclusive answer at this point. However, we would recommend including the establishment of a similar network/mechanism right from the beginning in projects seeking to create employment opportunities in similar contexts where such a system is not in place yet.