



**Shabelle Relief and Development Organization
(SHARDO)**

FINAL REPORT OF SHARDO YOUTH VOCATION TRAINING SKILLS PROJECT



Project Name:	<i>SHARDO Youth Vocational Training Skills Project</i>
Project location:	<i>(Mogadishu-Somalia)</i>
Project phase 1:	<i>1st March to 31st August 2013</i>
Project phase 2:	<i>1st February to 31st July 2014</i>
Grant Number#:	<i>Cooperative Agreement 2817-SOM</i>
Implemented by:	<i>Shabelle Relief and Development Organization (SHARDO)</i>
Supported by:	<i>United States African Development Foundation (USADF)</i>



1.1 INTRODUCTION AND BACKGROUND.

Shabelle Relief and Development Organization SHARDO is a local NGO, nonprofit and nongovernmental organization operating in middle Shabelle, Banadir, Galgaduud, Hiraaan and lower Shabelle regions of south central Somalia. The organization was founded in 1995 with the endorsement of the community leaders and the local authorities as well.

The organization has mainly focused on education, emergency relief and rehabilitation, mother health care for communities in operational regions. SHARDO has built its reputation at grassroots level as a visionary organization capable of working with communities mutually to alter the current course of conflicts and disempowerment at communal and individual level in the regions.

SHARDO is partnered with all the local organizations who work in the operational regions to create friendly environment, Therefore, we are partnered with *Gothenburg initiative, SIBO, OXFAM NOVIB, UNICEF, WHO, WFP, UNDP, ILO* and *USADF*. SHARDO main office located in Mogadishu, Somalia and branch offices located in Jowhar, Balad, Warsheikh of middle Shabelle region and Nairobi-Kenya.

SHARDO implemented livelihood, protection, health, education relief and response for entire community in south central Somalia particularly operational zones like Hiran, Middle and Lower Shabelle and Banadir regions.

During civil wars there is increased the rate of unemployment, poverty and lack of livelihoods copying mechanism skills for youth remains a challenging issue while the little humanitarian support stood support the youth for basic living needs in south & central regions of Somalia thus the need for attitude change for the youth is predictable. The lack of social economic stability for many parents has resulted the youth to get limited or no access to basic education and higher education because of their experience and vulnerable resulted the recruitment of many youth particularly young boys and men to be recruited into the different alliances in the country whether warlords, Muslim militants alliance in South central Somalia.



Hundreds of thousands of young people with encompass male and female have partly or completely missed their formal educational opportunities. Becoming desperate with little or nothing to expect from their future, they have been attracted to the conflict, It is mainly livelihood uncertainty and unemployment that impel numerous youth groups in to pursue destructive deeds without reckoning the consequence where by unemployment reached over highest level that ever never occur in Somalia due to civil wars erupted.

SHARDO is one of the organizations that stood to develop the entire community in South central Zones of Somali (SCZ) a long term impact oriented project of youth empowerment and training through supporting vocational skills i.e. Auxiliary nurse, Electricity installation, Fishery, Auto-Mechanical, Computer Software, Mobile repairing, Computer Hardware, Secretarial, Tailoring Business development training skills funded by different partners.

In 2013, SHARDO has entered cooperative agreement with USADF with grant # **2817-SOM** of implementation of promotion livelihood/live skills through vocational training with selection criteria age (18-35 years) with gender balance consideration therefore, **180** trainees participated and benefited the vocational training skills project with difference skills such as Business Development, Computer and Secretarial and Tailoring skills trainings in Mogadishu-Somalia since **80** trainees was business development training **49** female and **31** male, **80** computer and secretarial training **19** female and **61** male and **20** tailoring training skills **3** male and **17** female

1.2 GENERAL OBJECTIVE

The general objective of the project was to:

Improve livelihood skills and reducing unemployment rate on target youths for 18-35 years in Mogadishu-Somalia through youth support vocational training skills.

1.3 SPECIFIC OBJECTIVES

- a) To reduce unskilled youths of selected ages
- b) To improve the life style of the youths through grant award to set up new small scale of business
- c) To organize different skills training to improve the employability of youths through youth support vocational training



d) Sustainable opportunities for (self) employment creation

1.4 PROJECT STRATEGY

There have been two broad meetings with local authorities in the project location and the project local community discussing on the project targets and goals. The local authority is mainly mandated with the security issues in the implementation districts. Both the authority and the community are involved in the all project phases from start up till to end and evaluation SHARDO together with the authority and local community have set up the beneficiaries' selection criteria, importantly it includes ages between 18-35, to be vulnerable economically, to be level 2 in the applied skill, not participating from another project and having commitment with the project objectives.

To make known this opportunity for the target groups, print media and short notice papers were used while it has been publicized at the community gathering areas such public gardens/tea bars and mosques. After five days, the handling of beneficiary application was started. There has been applicant form that the potential applicants should fill to identify personal profile and selected course against the two trainings. Twenty days was marked as the application period

Shortlisted and they entered the test. After test, the eligible 180 project beneficiaries for the trainings were selected on Computer and Secretary Skill, Business Development and Tailoring training skills

One skill center with enough space and good condition was identified and rented. It is located in Karan district-Banadir region and annexed to the Karan police station. As per the agreement, SHARDO contributes most training equipment such computers, tables and forms. That equipment were maintained and repaired to be utilized in the training delivery. Other training materials as described in the budget were purchased.

The community together with the local authority has voted temporary three members representing for the community at this project life to participate in the project activities such the mobilization, beneficiaries registration, procurement and supervision.

Considering both procurement threshold of SHARDO and ADF, the procurement of tailoring equipment and material have been purchased through public tendering and as shared, SIHAM tailor store has been contracted to supply those sewing machines and the its complete training materials. Other small training materials and stationeries are purchased and will be purchases step by step and as need arise.

The hiring of project trainers has been accomplished. 4 new trainers (1 female) have been contracted. One for computer & secretarial training, one for Tailoring and two for Business Development Training, in terms of hiring process, as previous session, SHARDO sent requests



for local universities and colleges for interesting experienced trainers. Simad, Banadir, Mogadishu, Somalia and Indian universities were all sent a letter of Trainers hiring interest pointing out the skills and competencies required. 10 trainers have been proposed and after screening, testing and interviewing. Trainers have been selected to train the youth beneficiaries for a work duration of four months. (2 for classrooms and 2 for class out activities such helping and counseling trainees in market research and business plan development as well as business set ups)

The Technical Vocational Education Training (TVET) center preparation has been complete and the training equipment have been set up in the classes such computers and tailors.

1.5 PROJECT IMPLEMENTATION AND SUSTAINABILITY

SHARDO had deeply liaised and consulted with the other project stakeholders like community leaders' local authorities of target districts in Mogadishu before launching the project. The project of youth vocational skills training sustainable business development opportunities and placement was targeting 180 youths in Mogadishu Somalia training them with three different skills training.

The project key implementation strategy was based on a participatory approach where key project stakeholders had been involved in the design and effective implementation Project implementation Committees whose main task is to oversee the project implementation in all stages, the local community were well informed on the project's objectives and as well as the targeted beneficiaries.

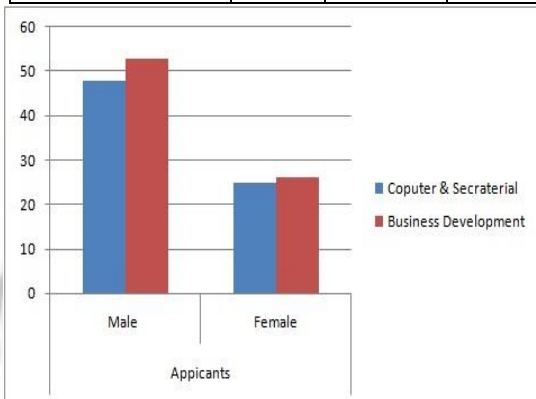
a) Short listing trainees, test taking and final trainee's selection for phase one

152 applicants have been applied program but phase one project target beneficiaries were 100. After test, the eligible 100 project beneficiaries for the two trainings were selected. 40 (21 female and 19 male) were selected for Business development training and 60 (16 female and 44 male) were selected for computer and secretarial study. To ensure the fairness of test, it was supervised by the local community those who have been involved in the initial.



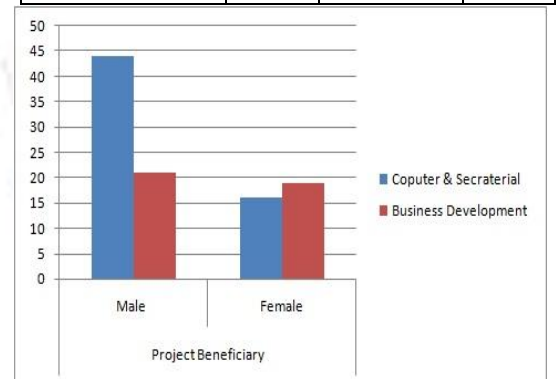
Phase 1: REQUESTED

Training Session	Applicants		Total
	Male	Female	
Computer & Secretarial	48	25	73
Business Development	53	26	79
Total	101	51	152



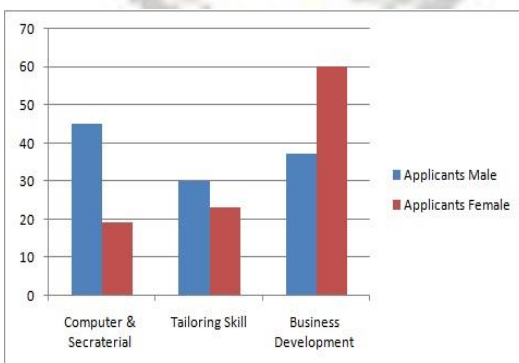
SUCCEEDED

Training Session	Project Beneficiary		Total
	Male	Female	
Computer & Secretarial	44	16	60
Business Development	21	19	40
Total	65	35	100

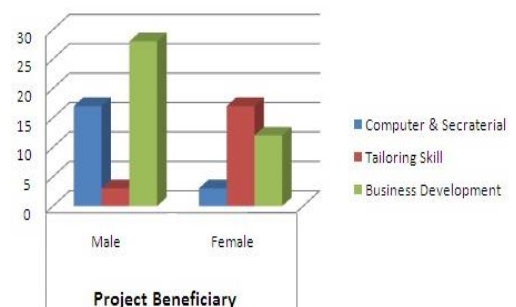


Short listing trainees, test taking and final trainee's selection for phase two

Training Session	Applicants		Total
	Male	Female	
Computer & Secretarial	45	19	64
Tailoring Skill	30	23	53
Business Development	37	60	97
Total	112	102	214



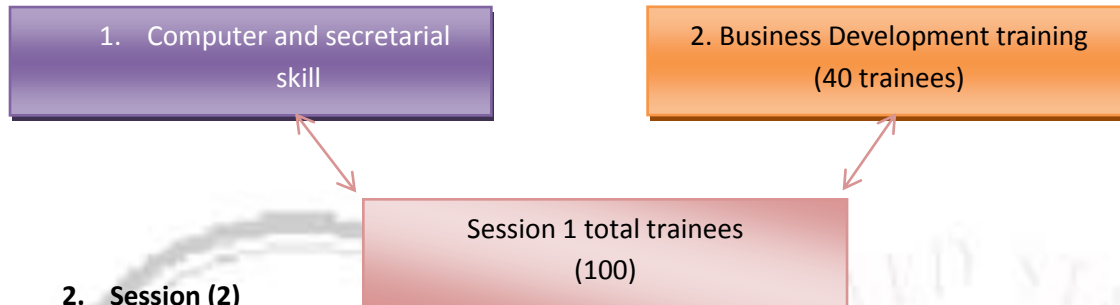
Training Session	Project Beneficiary		Total
	Male	Female	
Computer & Secretarial	17	3	20
Tailoring Skill	3	17	20
Business Development	28	12	40
Total	48	32	80





The project phases and courses with target beneficiaries structure as following below

1. Session (1)



2. Session (2)



After business proposals developed, submitted and reviewed, grants award provision ceremony was conducted aiming cash reward for the 80 trainees of business development course of two phases project as business startups capital. As planned, each trainee developed his/her own proposal describing the type of business, where and how then rewarded with **USD 500** to launch small scale business for livelihood and income generation improvement.

The grant distribution methodology used was through issuing bank check given to trainees to have access for withdrawal and for security purposes and there was grants certification form to be signed by the 80 youth beneficiaries.








The event participants include SOCA, local authority and community as well as business people. They all appreciated this project how purely was implemented and they thanked ADF for the funding of this helpful project that enhance income generation and livelihood development.



Also 20 tailoring trainees that completed the course of tailor have been distributed the tailoring machines with its tools in the training centre due to some of trainees suggested that the sewing machine is consist of some component included sands and easily to broke it to that, SHARDO and SOCA decided to distribute in the training centre without fixing since, SHARDO contributed each trainees will installed for its business location.

1.6 SELECTION CRITERIA FOR THE PROJECT TRAINEES

SHARDO had followed and developed the criteria selection of project beneficiaries considering the ADF criteria outline in the grant agreement between SHARDO and USADF (18-35).

-  He/she must be 18-35 years of age
-  Must he/she read and write English, Somalia especially the Somalia language
-  He/she must be committed to complete training course on time
-  He/she must be unemployed youth in the project target location
-  He/she must not be beneficiary of similar programs within the same location
-  Must be a Somali national.
-  Applicants Must have a prior skill of the area applied course preferably grade one

1.7 PROJECT ACHIEVEMENT

- ❖ 90 % of youths have understood the training courses and got access to job and earns on daily basis.
- ❖ 180 youths had been completed different types of training
- ❖ 80 out of 180 youths had trained business development training and got grant to set up small scale of business.
- ❖ 80 out of 180 youths had completed computer and secretarial course
- ❖ 20 out of 180 youths had trained tailoring skills and distributed sewing machines and set up new business.
- ❖ 80 youths of business skills have been changed their livelihood standard after start their new business set up
- ❖ 31 out of 80 women were benefited the business grant award and set up their sole businesses base with their business plan proposal
- ❖ 49 out of 80 men were got an opportunities of business grant award that to set up their individual business which based on their business plan proposal
- ❖ 51% of trainees that completed the computer and secretarial course were got job employment opportunity
- ❖ 20 youth trainees which completed tailoring course were distributed sewing machines and tools due to set up their own business and functioning



1.8 PLACEMENT PROCESS

SHARDO had in the courses of the project implementation of the Youth Support through vocational training so that SHARDO held various consultative meetings with key private sectors' representatives which they were also invited the launching event of the project and its key aim and objectives mobilized. Therefore, before project start, SHARDO made commitment letter signed the private sector/companies who were potential clients who promised to place the trainees that completed the course of computer and secretarial training skills. Some of the major companies/institutions who promised to make job placement were: Mogadishu cable, African world travel Agency, Amoudi printer centre, Women and Child Care Support Organization (WOCSO), Olympic Money express, CDCR, Kulan Money Express, SHARDO, Mogadishu Notary, Dalo School, Warsheikh Web media, Makaran Photo & studio, Banadir Zone, SHIBIS district centre, DAALLO airline, Bilan print and Design, Oceanic Travel Agency, Bilan Business Centre, Karan district youth organization, Blue Sky Studio, Hamar Notary, Yaqshid district centre, Hodan Global Money Transfer, Olympic Money Transfer, Faras Logistic & general trading, Banadir regional Administration and Ayaan Construction Company, therefore, these mentioned companies/institutions had been placed 65 out of 80 trainees as inclusive phase one and phase two and 51% trainees had got job employment opportunities.

This tabulated below is indicated the actual companies/institutions that have been offered the job employment opportunities to youth trainees that were completed the training course

#	NAME OF EMPLOYERS	INDUSTRY TYPE	ACTUAL EMPLOYMENT
1	Mogadishu cable	Media/Business	5
2	African world travel Agency	Business	4
3	Amoudi printer centre	Business	3
4	Women and Child Care Support Organization (WOCSO)	NGO	2
5	Olympic Money express	Business	3
7	Kulan Money Express	Business	2
8	SHARDO	NGO	2
9	Mogadishu Notary	Business	1
11	Warsheikh Web media	Media	1
13	Banadir Zone	Education	2
	SHIBIS district centre	Public administration	2



DAALLO airline	Private fight company	1
Bilan print and Design	Publication	2
Bilan Business Centre	Business	1
Karan district youth organization	Public administration	1
Blue Sky Studio	Recording & photo graph	1
Hamar Notary	Private office	1
Yaqshid district centre	Public administration	1
Hodan Global Money Transfer	Money transfer	1
Faras Logistic & general trading	Private business	2
Banadir regional Administration	Public administration	2
Ayaan Construction	Construction Company	1
Total		41

1.9 CHALLENGES

- Some of employed trainees have started to suffer from low pay by the institutions employed them which is less than **US\$ 80** per month.
- As per the local business legal, there are orders from the local authority on taking business license as charges are compulsory to be paid. So that, they could not afford due to less business investment plan.
- Youth trainees particularly business trainees have grasped well the area of documentation and record keeping system through observation of SHARDO & partner
- Security is another challenge as it also impacted the original proposal of conducting vocational training skills
- Skill graduates youth that completed the computer and secretarial training course less to prefer on job employment though without equipment related their training



1.10 RECOMMENDATION

- The employers have consider the rights of trainees employed with encouragement and promotion of salary that can match bit the livelihood support expenses
- We recommended and purposed to ADF to consider surplus business license cost and local authority to facilitate the business license with low charges
- We recommended to make brief refreshment training those who did not well understood the area of record keeping and documentation system
- The concerned security agencies to improve the security situation in entire Somalia
- Skill graduates youth should have to distribute tools related their training course that will facilitate job employment opportunities for them which highly consider the employers
- SHARDO is proposed future program to consider following skills: Auxiliary nurse, Electricity installation, Fishing, Tailoring and Business development training skills which is seems highly priority and more marketable in terms of employability and self job creation, therefore, computer and secretarial skills training will be omitted since less of availability employment opportunities.

1.11 TRAINEES SUCCESS STORIES

CASE 1.1: Business Trainee: - Mohamed Abdullahi Hassan, 23 years old with single



Mohamed Abdullahi, 23 years old got training on Small business skills on May 2014. He was really happy for the training of business development training that got from vocational training skills. "I have finished my studies of business Development training. I set up a small scale of business based on my business proposal plan and I got from grant award from SHARDO/ADF start up new business but I succeed the establishment of my new business and I hereby identify to you that I filled the gap and increased my family new income. Now I am very comfortable with my job and I am saving a day \$2 per day and also contributed to my family some money for basic daily life."

CASE 1.2: Business Trainee: - Farhiyo Mohamed Hassan, 27 years old with 4 kid

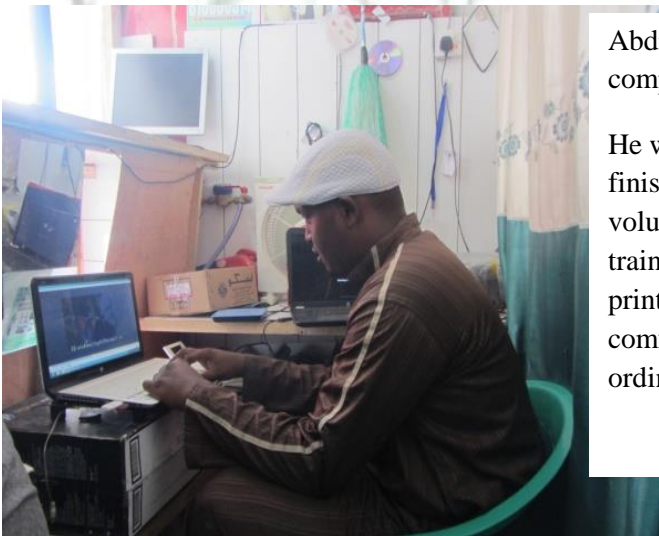


Farhiyo Mohamed, 27 years old. Mother of 4 kids with husband. One of first graduates. She was really pleased for the training of business development training that provided from SHARDO vocational training skills. "I have finished my studies of business Development training. I set up a small scale of business based on my business proposal plan and I got from grant award from SHARDO/ADF to start up new business but I succeed the establishment of my new business and I hereby classify to you that I filled the gaps of my family and increased my income because my husband, my child and me have enjoyed such investment. Now I am very comfortable and I covered essential of our daily life."

CASE 2.1: Computer & Secretarial Trainee: Ahmed Mohamed , 26 years with 2 kids

Ahmed Mohamed, 26 years old, with wife and 2 kids.. He was member of computer & secretary trainees in second session.

He was really excited the training with job placement provided. “I have finished my studies of computer & secretarial. I used to work as voluntary in **WOCSSO NGO** for on job training on two month on job training. Now I am very comfortable with my job am paid normal salary on monthly basis as ordinary staff.”

CASE 2.2: Computer & secretarial Trainee: Abdifitah Abdullahi Mohamud, 31 years with 3 kids

Abdifitah Abdullahi Mohamud, 31 years with 3 kids and wife, studied computer and secretariat in session two.

He was really excited the training with job placement provided. “I have finished my studies of computer & secretarial. I started my job as voluntary in **Blue Sky Studio** for on job training on two month on job training. I am currently here as a staff and I edited the videos and also print out the pictures such passport size and normal size and I am very comfortable with my job and get enough salary on monthly basis as ordinary staff.”

CASE 3.1: Tailoring Trainee: Ahmed Muhidin Afrah, 28 years with 2 kids

“I am very much grateful for ADF and SHARDO who really appeared a life skill changing project, I have gained a lot from the project and in my work day I gain a logical income from the tailoring work that I do on daily basis after the graduation. The project had really inspired me and gave me a motivational spirit while I was committed in getting access to the skills training as I used to attend the training sessions while I was jobless and now I quick developed my livelihood and my life style. My wife, my kinds and me are comforting the new established tailoring business and we obtained our daily life basis”

CASE 3.1: Tailoring Trainee: Raho Dahir Isse, 25 years with 3 kids

Firstly, I thanked to SHARDO and ADF who facilitated such skill training programs and I also advise both SHARDO and ADF to keep doing the different skill-training opportunities since it is mainly important to the poor community in Somalia and in myself, I really excited the training tailoring skill provided. “I have finished my studies of tailoring training skills. I got tailoring machines with its tools from SHARDO/ADF to start up new business but I succeed the establishment of my new business and I hereby really expressing you that I filled the gaps of my family and have enjoyed such job creation. Now I am very comfortable and I covered essential of our daily life.”