



Skills Development & Labor Market Integration: Examples from the Field

Vocational Skills Development in the Context of Violent Extremism
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Overview

- Who is Silatech?
- Guiding questions
- Defining an integrated approach
- Good practice examples
 - Iraq
 - Syria
 - Tunisia
 - Egypt



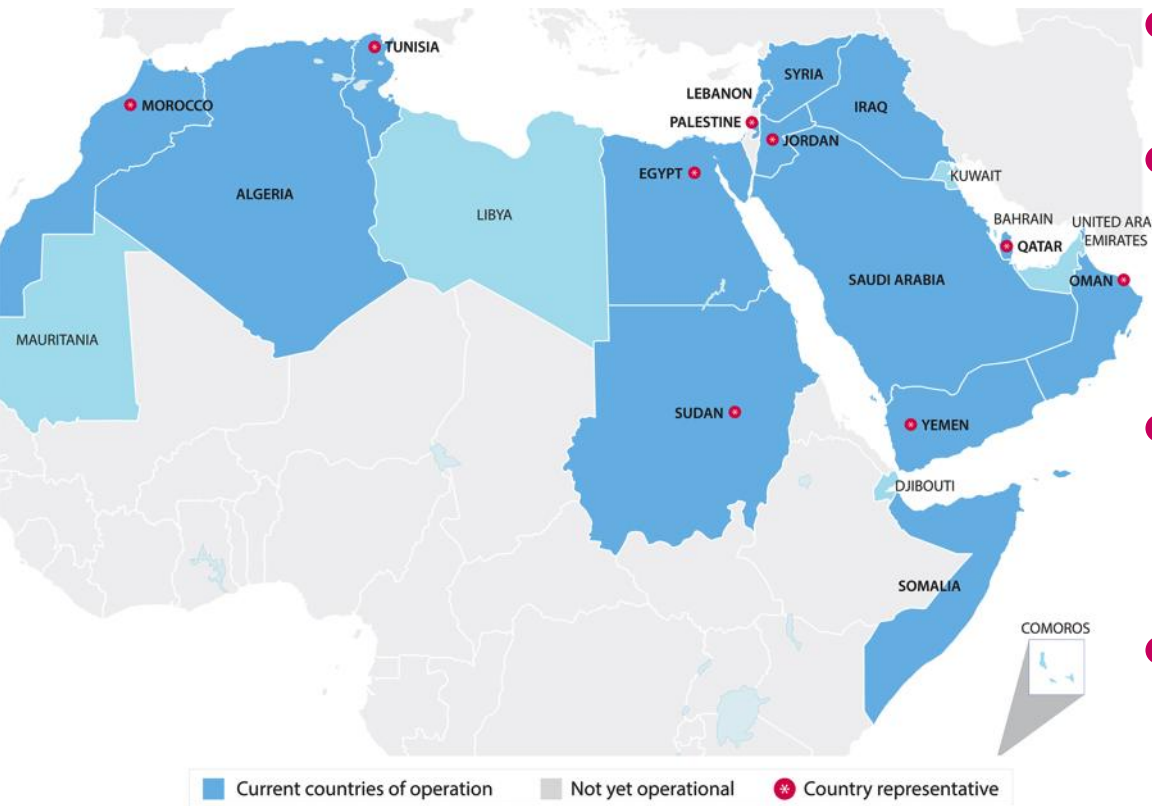
Who We Are

Silatech is a regional social initiative that works to create jobs and expand economic opportunities for young people throughout the Arab world.

We provide innovative solutions that connect young people to employment.



Fast Facts



Founded in 2008 under the leadership of HH Sheikha Moza bint Nasser

Programs currently in 15 Arab countries—Algeria, Egypt, Iraq, Jordan, Lebanon, Morocco, Palestine, Qatar, Saudi Arabia, Somalia, Sudan, Syria (on hold), Tunisia, Oman and Yemen, as well as regionally

Headquartered in Doha, with country representatives in Morocco, Tunisia, Egypt, Sudan, Palestine, Jordan, Qatar, Yemen, Oman

Over 100 partners, including NGOs, governments, corporations, universities, financial institutions, etc.

What We Do

Employment/ Employability



We prepare young job seekers for the world of work through career guidance, skills development and training, and direct linkages with employment opportunities.

Enterprise Development



We support the startup and growth of sustainable, job-creating youth enterprises by unlocking new sources of financing, by business development training and mentoring, and by opening access to new markets.

Research & Policy



We research which programs and policies work to benefit youth—and which don't—to improve the impact of our own programs, as well as the programs and policies of other organizations and governments.

Guiding Questions

1. Program Design
2. Special considerations for vulnerable groups
3. Access to employment or self-employment
4. Benefiting target groups vs. others

Integrated Programing





IRAQ: IDPS & SYRIAN REFUGEES

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FORAS Iraq

- 33-month workforce development project funded by USAID
- Implemented by FHI 360, in partnership with Silatech and other INGOs.
- *Foras* was designed to strengthen employability and lower barriers to entry into the job market while also satisfying employers' needs for qualified labor.
- *Foras* assisted Iraqi companies to hire over 19,000 employees

Core Project Components

- Online Jobs Portal
- Online & Physical Training programs
- Establishment of Job Placement Agencies

Foras created efficiencies in the Iraqi labor market by expanding access and awareness of employment opportunities while simultaneously furthering employability skills.

Lessons Learned

- Economic stability is critical for IDPs
- The most vulnerable are often the least skilled or educated.
- Job training and placement services are extremely valuable and must be integrated.

Lessons Learned

- Web-based job posting and
- Web-based learning and training assets augmented job seeker skill sets and improved their employability.
- However, these methods are most effective when coupled with on-the-ground, localized support.



Erbil Job Fair 2015

Private Sector Orientations

In an effort to introduce job seekers to basic skills that would help them search for, get, and keep an appropriate job to their personal requirements *Foras* implemented Private Sector Orientations (PSOs). These trainings introduced varied methods of conducting a job search, to basic job interviewing skills, and how to write a suitable CV. Finally, PSOs armed job seekers with knowledge of basic professional norms such as punctuality, dependability, and a pro-active attitude

Centers of Opportunity

Foras implemented training sessions at the Centers of Opportunities (COOs) aimed at reaching IDPs and other economically vulnerable Iraqis. The COOs provided invaluable skills building sessions for Iraqis like Ibtisam Bolis, who fled her hometown near Mosul because of the threat from ISIS. Ibtisam was the head of household and supported her family by working in the public sector for more than 30 years. Unfortunately, she had to give up her job when she was forced to leave.

As Ibtisam shared her story, her concern about her family was apparent: neither she nor her husband had a job after fleeing. Their expenses soon surpass their life savings, in which case they would become financially dependent on their relatives. Ibtisam heard about the Jobs Portal through Facebook and wanted to be better prepared before applying for a job. She needed advice on how to apply her public sector skills to the exciting job openings that she found on the portal.

Ibtisam joined ten other IDP women for the session and by the end, all of the participants had registered on the portal, written their CVs, and applied for applicable job postings.

Skills Programming

- Devastated training & education infrastructures makes skills acquisition extremely difficult

Skills Programming

- eLearning courses on the Portal
- Brick-and-mortar Centers of Opportunity

Focus on Vulnerable Populations and IDPs

- Unprecedented internal migration of Iraqis mid-project;
- *Foras* was asked to help IDPs secure economic security;
- *Foras* implemented a six-month employability initiative in the northern provinces of Iraq;

Focus on Vulnerable Populations and IDPs

- The initiative targeted both camp-based and urban IDPs;
- Partnerships with INGOs and civil society groups to engage with IDPs.
- Referrals for psycho-social support



OTHER EXAMPLES: SYRIA, EGYPT, TUNISIA

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Training Farmers in Syria

- Primarily for IDPs working on abandoned lands;
- Receive training, equipment & seeds to cultivate the land;
- Contributing to local/national food security;
- 1300 farmers generating income.

TVET in Tunisia

- Ministry of Women, Child & Family addressing needs of youth in the countries interior, who are most vulnerable to recruitment;
- Providing career guidance and new directions to those most likely to leave.
- Guidance leading to: training in new (and needed) fields, jobs, funding for enterprises... HOPE.

Job-creation via microfinance: Syria & Egypt

- Syria: Training and funding to entrepreneurs to rebuild destroyed businesses or create new micro-enterprises.
- Jobs created will target IDPs.
- Egypt: Establishing YSLAs in poor, rural communities.
- Leads to micro-startups among youth with no prospect for formal employment.

Revisiting the Guiding Questions

1. Program Design
2. Special considerations for vulnerable groups
3. Access to employment or self-employment
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THANK YOU

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