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Federal Department of Foreign Affairs FDFA
Swiss Agency for Development and Cooperation SDC

Network: IHEID_EVENT
Password: EBTHX-VEJMN

Vocational Skills Development in the context of Violent Extremism – Technical Workshop

IHEID Geneva, Switzerland – 16-17 March 2016





Aim of the workshop

- Sharing evidence on what the causes and drivers of violent extremism are and on **VSD's potential to address some of them** (*are we doing the right thing?*)
- Sharing experiences and **good practices** within the skills / employment / fragility nexus, focusing on aspects such as conflict-sensitive targeting, training content and labour market integration – and these aspects' relevance for VSD interventions in the particular context of violent extremism (*are we doing things right?*)



Workshop Programme – Day 1

14:30 **Opening**, Roger Denzer, Head of the Staff of the Directorate of the Swiss Agency for Development and Cooperation SDC

15:00 **Keynote Speech**, Mohammad-Mahmoud Ould Mohamedou, GCSP and the Graduate Institute

16:00 Coffee break

16:30 **Panel discussion: What is the role of vocational skills development in preventing violent extremism and how can it best be implemented?**

- Rudolf Batliner, NADEL, ETH Zurich
- Shannon Green, CSIS
- Khalid Koser, GCERF
- Mohammad-Mahmoud Ould Mohamedou, GCSP / the Graduate Institute
- Marc Probst, SAD

18:00 **Closing of day 1 and reception**



Opening Speech

- Roger Denzer,
Head of the Staff of the Directorate of the Swiss Agency
for Development and Cooperation SDC



Keynote Speech

“Preventing violent extremism: Defining the issues, tackling the problems”

- **Mohammad-Mahmoud Ould Mohamedou,**
Deputy Director and Academic Dean of the Geneva Centre for Security Policy GCSP and Adjunct Professor at the Graduate Institute of International and Development Studies



Coffee Break

#VSDforPVE



Panel discussion

“What is the role of vocational skills development in preventing violent extremism and how can it best be implemented?”

- **Rudolf Batliner**, Senior Scientist at NADEL, Centre for Development and Cooperation, ETH Zurich
- **Shannon Green**, Director and Senior Fellow, Human Rights Initiative, Centre for Strategic and International Studies CSIS
- **Khalid Koser**, Executive Director, Global Community Engagement and Resilience Fund GCERF
- **Mohammad-Mahmoud Ould Mohamedou**, Deputy Director and Academic Dean of the Geneva Centre for Security Policy GCSP and Adjunct Professor at the Graduate Institute of International and Development Studies
- **Marc Probst**, Executive Director of the Swiss Academy for Development SAD



Panel discussion

“What is the role of vocational skills development in preventing violent extremism and how can it best be implemented?”

Franz Kehl

Shannon Green

Khalid Koser

Mohammad-Mahmoud

Ould Mohamedou

Rudolf Batliner

Marc Probst



Reception



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Workshop Programme – Day 2

8:30 **Wrap-up day 1 and introduction to day 2**

8:45 **Keynote Speech**, Michel Carton, NORRAG and Joost Monks, NORRAG

9:00 **Round table 1: Targeting – Which beneficiaries for PVE and poverty reduction? How to identify and reach out to them?**

- **Chair:** Katerina Ananiadou, Programme Specialist, UNESCO-UNEVOC
- **Research findings:** Martine Zeuthen, RUSI – “Identifying youth ‘at risk’ of radicalisation and recruitment – lessons from Somalia and Kenya”
- **Good practice example:** Marc Probst, SAD – “Targeting youth at risk for VSD: A synthesis of experiences from the Middle East, Africa and Asia”

Discussion

10:30 Coffee Break



Workshop Programme – Day 2

11:00 Round table 2: Delivery

- **Chair:** Derek George, SDC
- **Research findings:** Tara Noronha, Mercy Corps – “Does youth employment build stability? Lessons from Afghanistan”
- **Good practice example:** Gustavo Payan, EDC – “Fostering resilience in at-risk youth through skills development: The EDC experience”

12:30 Lunch Break

14:00 Round table 3: Integration

- **Chair:** Christoph David Weinmann, Independent Consultant
- **Research findings:** Anette Hoffmann, Clingendael – “Skills training and labour market integration as a violence reduction tool: Pitfalls and success factors”
- **Good practice example:** Rachel Awad, Silatech – “Job creation and employment for Arab youth – the Silatech experience”

15:30 **The way forward:** Wrapping up the workshop’s findings and defining next steps

16.00 Closing



Some key messages from day 1

- Complex issue
 - Lack of clear definition / common terminology
 - No one-size-fits-all solution
 - Contextualized approaches
- PVE: Naming generically what is meant specifically
- Treating symptoms or tackling the root causes?
- Radicalization emerges in societies under stress
- VSD is not the sole response
- VSD not limited to technical training but personal development
- Window of opportunity for breaking vicious circles
- Local partners & trust



Keynote Speech

“Challenges of violent extremism for education policy frameworks”

- Michel Carton, Executive Director, Network for international policies and cooperation in education and training NORRAG
- Joost Monks, Managing Director, Network for international policies and cooperation in education and training NORRAG



Round table 1

Targeting: Which beneficiaries for PVE and poverty reduction? How to identify and reach out to them?

- Chair: **Katerina Ananiadou**, Programme Specialist, UNESCO-UNEVOC
- Research findings: **Martine Zeuthen**, Team Leader of the EU funded Strengthening Resilience to Violent Extremism programme (STRIVE), Royal United Service Institute RUSI - *“Identifying youth ‘at risk’ of radicalisation and recruitment – lessons from Somalia and Kenya”*
- Good practice example: **Marc Probst**, Executive Director of the Swiss Academy for Development SAD - *“Targeting youth at risk for VSD: A synthesis of experiences from the Middle East, Africa and Asia”*



Round table 1

Guiding questions

- How can these groups at risk be identified?
- What are the risk indicators?
- And if they are identified, how can VSD programmes reach out to them and ensure their participation?
- How can the typical access barriers – educational level, tuition fees, and geographical distance – be overcome?
- And how can the typical problems of exclusive targeting – (further) stigmatisation of the target groups on the one hand and (perceived) discrimination against non-prioritised groups on the other hand – be avoided?



Coffee Break!

#VSDforPVE



Round table 2

Delivery: What kind of training and which skills are needed to improve young people's resilience and social cohesion?

- Chair: **Derek George**, Programme Officer Employment and Income, Swiss Agency for Development and Cooperation SDC
- Research findings: **Tara Noronha**, Senior Advisor, Youth Employment and Market Systems Development, Mercy Corps – *“Does youth employment build stability? Lessons from Afghanistan”*
- Good practice example: **Gustavo Payan**, Project Director, Education Development Center EDC – *“Fostering resilience in at-risk youth through skills development: The EDC experience”*



Round table 2

Guiding questions

- What kind of training supply and course design attract such young people and facilitate their retention?
- How can technical training be combined with the acquisition of life skills and the strengthening of resilience or a change of mind-set?
- What is the importance of youth participation and how can it be assured?
- What is the role of the private sector and how can it be involved?



Lunch



Round table 3

Integration: How can skills development programmes facilitate labour market integration and thereby societal integration of graduates?

- Chair: **Christoph David Weinmann**, Independent Consultant
- Research findings: **Anette Hoffmann**, Research Fellow on private sector development and peace building, Conflict Research Unit (CRU) of the Netherlands Institute of International Relations 'Clingendael' – *"Skills training and labour market integration as a violence reduction tool: Pitfalls and success factors"*
- Good practice example: **Rachel Awad**, Associate Director, Employment, Silatech – *"Job creation and employment for Arab youth – the Silatech experience"*



Round table 3

Guiding questions

- How should skills development programmes be designed to open up realistic pathways to employment and income for their graduates?
- What are the key aspects to be considered with regard to vulnerable groups?
- What can training providers do beyond offering quality training to facilitate graduates' access to jobs or to self-employment?
- And how can it be avoided that the target groups get jobs at the expense of other groups not supported by the intervention?



The way forward: Wrapping up the workshop's findings and defining next steps

Wrapping up

- Wolfgang Schlegel, Managing Director, Institute for Vocational Training, Labour Market and Social Policy
INBAS

Next steps

- Frederique Weyer, Senior Thematic Advisor Income and Employment, Swiss Agency for Development and Cooperation SDC



Wrap up

■ On PVE in general

- Complexity – lack of definitions, unclear terminology
- Political implications

■ VSD specific issues

- No one size fits all and not more of the same:
Contextualised and target group specific approaches

■ Targeting

- is crucial...but very difficult
- lots of risk indicators – but different according to context
- Challenge to avoid stigmatization and discrimination
- Local and community-driven



Wrap up

■ Delivery

- Beyond technical skills: combination of VSD & BE & life skills & socio-pedagogical support & youth work & urban development
- Labour market orientation: offering real prospects
- Attractiveness of occupations



Wrap up

■ Labour market and social integration

- Risk of raising and frustrating expectations
- Quality and status of jobs – issue of decent work
- It's not done with labour market integration – social integration aspects
- Support at the transition from learning to work is essential (job fairs, job coaching...online offers)
- Employment is crucial – but not everywhere
- Risk of benefitting target group at the expense of others



Wrap up

■ Challenges

- Mainstreaming PVE specific approaches? Include it in BE? Include it in main education pathways and GE streams?
- How to reconcile social inclusion, scale, systemic change and sustainability?
- Time horizons and resources?
- How to implement such approaches in the framework of today's donor programming logic?



Next Steps

UN-Level

- Workshop on Education, Vocational Skills Development and Labour Market Integration at 7/8 April UN/Swiss Conference Geneva on the Implementation of the UN Plan of Action on PVE

Swiss Level

- PVE: one of the goals of Swiss foreign policy
- Swiss Foreign Policy Action Plan on PVE

SDC Level

- VE is understood as a fragility issue among others → CSPM!
 - Long term engagements
 - Strengthening resilience
 - Strengthening human rights
- more funds for education and VSD in general foreseen in the new message to parliament (but not necessarily for PVE)
- SDCs approach to VSD is covering important issues mentioned quite well → PVE relevant, but PVE specific?

