

FUTURE SKILLS AND JOBS FOR ARMENIAN RURAL YOUTH



Russian Federation-UNDP Trust Fund for Development (TFD)

Project Annual Narrative and Financial Progress Report

Template

| | |
|--|--|
| Project title: | Future Skills and Jobs for Armenia's Rural Youth |
| Project ID: | 00112632/00111069 |
| Implementing partner: | Ministry of Territorial Administration and Infrastructure |
| Project budget: | Total: TFD: \$800,000 |
| Project start and end date: | Start Date: 01.03.2019 End Date:28.02.2021 |
| Period covered in this report: | 01.03.2019- 15.07.2019 |
| Date of the last Project Board meeting: LPAC | 17 December 2018 |
| SDGs supported by the project: | SDG 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all; and SDG 9: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation. |

1. EXECUTIVE SUMMARY

Please provide a short summary of the results, highlighting one or two main achievements during the period covered by the report. Outline main challenges, risks and mitigation measures.

During the first phase of project implementation analysis of current situation in the labor market was carried out in parallel with stakeholders mapping and building new partnerships in the target regions of the project. The analysis was carried out through desk researches, focus group discussions and face-to-face interviews. Particular attention was paid to examination labor right and legal framework of market regulations, to ensure project can constructively contribute with policy recommendations in the field.

Development of research materials.

Two main research products (“Unemployment in the regions and the reasons behind it”, “Baseline assessment of job market and advocacy mechanisms”) were presented to key stakeholders, partner ministries and relevant partners, interested in the topic of economic empowerment, employment issues and capacity building among youth. The presentation was public and open to media representatives.

In addition, Dasaran.am project which holds electronic database of school grades and assessments all across Armenia, has expressed interest in partnering with Kolba Lab within this project. Through data scraping method, additional material was made available for the research to find out talents in certain fields from early school age in the target regions.

New partnerships. The implementing partner, as mentioned in the project document, is the Ministry of Territorial Administration and Development, however the Ministry of Education, Science, Culture and Sport has voluntarily suggested to join the project board and partner in relevant field. Also, the Ministry of Labor and Social Affairs has expressed interest towards the project and also joined the partners list from

public sector. This gives shortcut opportunities to present research findings and policy level recommendations to target ministries.

Main challenges and risks: Skolkovo School of Management is the academic partner of the project, who is the strategic partner for foresight exercises in the target regions (Activity 1.2 Mapping of region-specific jobs).

Financial offer from the Skolkovo team of experts exceeded available planned budget, so it was decided the team of foresight experts from Skolkovo will conduct capacity building trainings for local moderators. Foresight mapping in the project regions will be done in the following way: one region will be covered by Skolkovo team, the other three- by trained local moderators.

Also, as Skolkovo's team agreed to compile future skills map for one region (within suggested budget), new partnership was established with another Russian academic institution, Higher School of Economics, to conduct prior regional development foresight. HSE will conduct foresight school for local moderators, and regional development foresight with have the same implementation logic: one region will be covered by HSE experts, the other three- by trained local moderators.

2. RESULTS

Please describe the main achievements during the project cycle and how they contribute to outputs/outcomes. Use of examples, evidence, personal stories of beneficiaries and reference to relevant SDGs is encouraged.

The results should be structured in accordance with project components per project document (they can be used as headings for subsections).

Project performance data should be attached as an annex and relevant indicators should be disaggregated by gender.

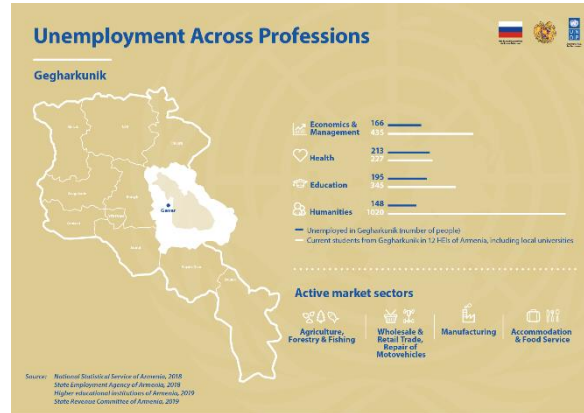
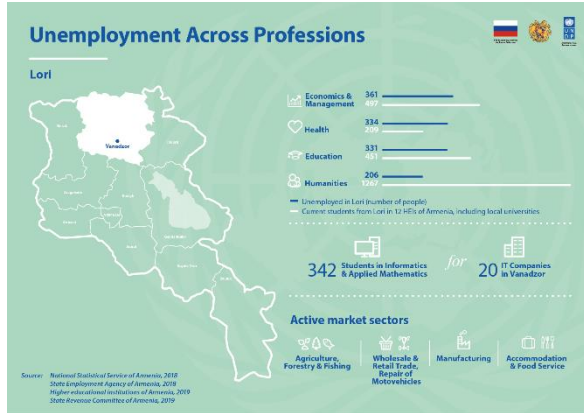
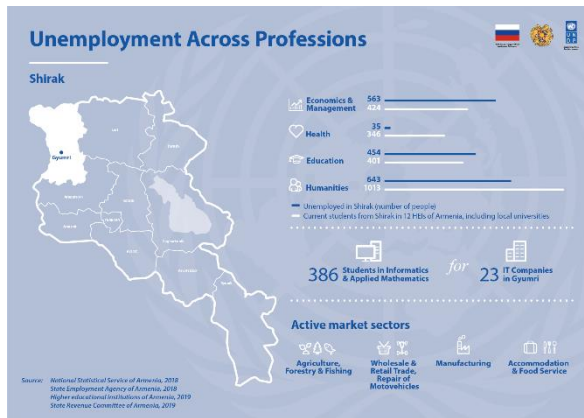
Output 1: Future-oriented opportunities for Youth

Activity 1: Situation Analysis

UNDP has initiated a comprehensive situation analysis, targeting at 4 pre-identified regions of Armenia, on the status of employment needs, educational choices of rural youth, their professional aspirations and career choices, youth employment aspirations, labor unions and worker rights. The data from State Statistical Service was analyzed, also focus groups and face-to face in-depth interviews were conducted with regional NGO representatives, employers and relevant stakeholders. As a result of the research process two products were developed (“Unemployment in the regions and the reasons behind it”, “

Baseline assessment of job market and advocacy mechanisms”), which were published through public event. Research findings include gender- segregated data on unemployment in the four target regions of Armenia, so that further interventions will be designed based on the data collected in this stage.

Output 2: Digital Skills for Youth



Activity 5: Annual Career Fairs

UNDP has established partnership with the team of experts who has strong portfolio of career orientation and career fairs organization in Armenia for over a decade. Initial agreement was reached on planning matchmaking events, Career Fairs in each region. The Fairs will bridge the emerging labor supply with the industry but will also present yet inexistent labor opportunities and self-employment opportunities to adolescents. Fairs are planned for the period of August-November, 2019.

Output 3: Regional Resource Centers for Youth

Activity 1: Resource and Development Centers in key urban areas

UNDP has upgraded the existing Resource and Development Centers created within the framework of RTF supported Integrated Rural Tourism Development Project into idea/knowledge resource hubs. The hubs served as liaison office during implementation of Activity 1, the situation analysis and facilitated connections with local governance bodies.

Activity 3: Outsourced and remote employment opportunities

To expand the horizon of employment possibilities for local youth, UNDP has initiated series of public talks on non-conventional professions. The first one took place in June on the topic of the profession of Protocol Expert, the event was open to public.



3. PROJECT RISKS

Please provide update on any changes with regard to the risks indicated in the project document (e.g. risk occurred; no change and etc.). Specify the responses taken including any project adjustments. Please identify risks (if any) you anticipate for the next year and suggested mitigation measures.

Risk Analysis

| | <i>Description</i> | <i>Date identified</i> | <i>Type</i> | <i>Impact and probability</i> | <i>Countermeasures / Management response</i> |
|--|---|------------------------|-------------------------|--------------------------------------|--|
| | <i>Limited local employment market to deploy new cadre of trained youth.</i> | <i>September 2018</i> | <i>Other - Economic</i> | <i>I = 3 medium P = 3 medium</i> | <i>UNDP will work with the local private sector companies to achieve initial consent on hosting internship and apprenticeship schemes, which will create potential opportunities for full employment.</i> |
| | <i>Reluctance of youth to engage in unusual (alternative) employment schemes, preferring the easy path of labour migration.</i> | <i>September 2018</i> | <i>Political</i> | <i>I = 3 medium P = 2 low</i> | <i>UNDP has envisaged an active awareness campaign throughout the project to mobilize young people around the initiative and to highlight the benefits of self-employment. Not to provoke unrealistic expectations, UNDP will not only build the capacity but will also provide practical internship and</i> |

| | | | | | |
|--|--|-----------------------|------------------|--------------------------------|--|
| | | | | | <i>self-employment windows.</i> |
| | <i>Armenia is a small economy and labor foresight may have the risk of too many uncertainties and “black swans”.</i> | <i>September 2018</i> | <i>Political</i> | <i>I = 2 low P = 2 low</i> | <i>In order to mitigate the risk, UNDP has planned a “layered” research, which starts with the situation analysis and goes deeper into full foresight exercise, but also incorporates the dreams and aspirations of young people through future making hackathons, to decrease the level of uncertainty.</i> |

4. LESSONS LEARNT

Please describe the lessons learnt and how they informed project changes and adjustments if any.

5. FUTURE PLANS

Please briefly describe the priority tasks for the next year based on the initial implementation plan, lessons learnt, new risks, etc.

- Four targeted “Opportunities Fair” in each region (Lori, Shirak, Tavush and Gegharkunik). The aim of these fairs is to give the opportunity to the local youth to connect with each region’s employers, as well as to learn the important skills that no matter the profession, they will need to access the labor market and be successful. The first one is scheduled to take place on August 12 in city of Vanadzor, Lori region. Apart from regional job fair that will be available for the entire day, there will be series of workshops available for the youth to attend, on various topics such as future skills, media literacy, communication at the interview. There will also be a special booth of CV compilation, where the participants will have the chance to create or fine-tune their resumes to make them look more professional. The next of these events are scheduled to take place until the end of October.
- Public outreach of research findings in four target regions (through events & production)
- Host delegation from Skolkovo School of Management to conduct foresight school and one foresight session in the region
- Host team of experts from Higher School of Economics to conduct regional development scenario building and one foresight session in one of the target regions
- Compile future skills maps for each region

- Organise focus group discussions to identify remote job directions
- Organise outreach events to highlight self-employment opportunities
- Identify target spaces/platform for creation of remote work hubs in one/two region(s)

6. PARTNERSHIPS

Please provide information on the partnership with various stakeholders and institutions, including women-led organizations if any. For a large number of partners a table form might be preferable.

The project results include not only positive dynamics in enhancing opportunities of employability of young people but also encouraging creative thinking and initiative taking among youth. Considering the role of digital media, Kolba Lab has partnered with “Arm Film Industry Development” Cultural Foundation in crowdsourcing ideas to produce a short film that will visualize future scenarios. The scenarios can describe various topics in the fields of technology, culture or economic development, thus triggering imagination among young people

7. PARTNERSHIP WITH THE RUSSIAN FEDERATION

Please provide information on the partnership with the Russian Federation, including

- *Cooperation with Russian institutions;*
- *Use of Russian expertise;*
- *Alignment and coordination with other Russia-funded projects in the area of project implementation, including projects implemented by other international organizations.*

Academic partner for the project is Skolkovo School of Management, which will carry labor foresights in 4 target regions of Armenia. In addition to this, Higher School of Economics will be the partner who will conduct more broad and strategic regional development foresight for project target regions (this wasn't initially planned during the project design stage).

8. COMMUNICATION AND VISIBILITY

Please provide details on the communication results. Media coverage data should be included in the annex featuring the information on the main news stories describing project results. It is encouraged to provide a link to the storage of the pool of best project photos.

The overall communication goal during this time was to re-engage the community both digitally and in-person. Kolba's new project is directed in the field of foresight/future modeling, so based on the topic of the project, the community engagement plan was to attract the audience by ‘feeding’ them with article and general information about future skills, emerging job market, trends on how to find a remote job, and what skills are required for specific professions, etc.

On June 24, Kolba organized the first community event, “Kolba Reload,” with the help of which we both gathered the community and restarted official in-person activities. With the new event series, the invited speakers from various professional fields talk about the skills which create unique and influential professionals that are not necessarily acquired through regular academic education. First event was dedicated to the job of a Protocol specialist. The next event is on track to take place by the end of July.

As Kolba is restarting its work with positioning specifically in foresight modeling, re-branding of the visibility and perception of Kolba is required to adjust to new target audiences with the new plans and activities. Currently the works are in progress for re-branding, and the next step is to also re-launch the website, the TOR of which is being announced currently, to hire an agency for website updates.

As part of the working plan, which got included into communication plan, to support and justify project activities, Kolba organized a focus group with freelancers to get more ideas on remote-job opportunities, pros and cons, etc. The project team participated in the annual most active event of the IT sector, Barcamp,

where also announced about the Freelancers and received a number of ideas and suggestions on how to attract regional youth in remote job opportunities.

On July 12 the official launch of the project, “Future Skills and Jobs for Armenia’s Rural Youth” took place. Our partners from Russian Federation, the Ministry of Territorial Administration and Infrastructure, Ministry of Education, Science, Culture and Sport and Ministry of Social Affairs were present and shared their support and interest in this project. During the official event, we the two researches on the topic of baseline assessment of labor market and trade unions were shared with the audience.



Activities and links are provided in the table below:

| Event Name | Dates | Link to images |
|----------------------------------|---------------|--|
| Kolba Reload | June 24, 2019 | Link to Facebook album |
| Kolba Re-branding started | June 18, 2019 | Still in progress, will have results by August |
| Announcement of freelancers FG | June 21 | Link to the post on FB |
| Activities and posts on Facebook | ongoing | Link to Kolba’s page |
| Activities and posts on Twitter | ongoing | Link to Kolba’s page |
| Official Project Launch | July 12, 2019 | Link to Facebook album |

9. FINANCIAL MANAGEMENT

| OUTPUT | Budgeted for the reported year | Delivered for the reported year | Delivery rate for the | Budgeted for the | Delivered since the |
|--------|--------------------------------|---------------------------------|-----------------------|------------------|---------------------|
| | | | | | |

| | | | reported year (%) | entire project | project start |
|---------------|----------------|------------------|------------------------------|---------------------------|--------------------------|
| Output 1 | 71,280 | 5,329.49 | 7.5 | 71,280 | 5,329.49 |
| Output 2 | 10,520 | 0 | 0 | 147,680 | 0 |
| Output 3 | 143,640 | 13,918.40 | 9.6 | 437,400 | 13,918.40 |
| Output 4 | 68,580 | 32,156.57 | 46.8 | 143,640 | 32,156.57 |
| TOTAL: | 294,020 | 51,404.46 | 17.48 | 800,000 | 51,404.496 |

In addition to the budget summary table please attach a Combined Delivery Report as an annex.

Submitted by _____

Date _____

Recommended length of the report – up to 15 pages (exclusive of the annexes).

10. ANNEXES

10.1 Project performance data

Indicator data disaggregated by gender when applicable can be organized in a table form following the results framework format:

| Expected outputs | Output indicators | Data source | Baseline | | Value for the previous year if different from baseline | Target for the reported year | Actual value for the reported year |
|--|--|-------------|----------|------|--|------------------------------|------------------------------------|
| | | | Value | Year | | | |
| Output 1 <i>Future-oriented opportunities created achieve the outcome.</i> | 1.1 Number of research products developed | | 0 | 2018 | | 3 | 3 |
| | 1.2 Number of job foresight maps on future professions created | | 0 | 2018 | | 1 | 0 |
| ... | 1.3 Number of hackathons organized | | 0 | 2018 | | 4 | 0 |
| Output 2 <i>Digital Skills for youth</i> | 2.1 Number of development strategies compiled | | 0 | 2018 | | 2 | 0 |
| | 2.2 Number of trainings organized in the regions | | 0 | 2018 | | 0 | 0 |
| | 2.3 Number of people engaged in municipal and TOT workshops | | 0 | 2018 | | 0 | 0 |
| | 2.4 Number of people engaged in the youth Career Trail Program | | 0 | 2018 | | 0 | 0 |
| | 2.5 Number of career fairs organized | | 0 | 2018 | | 0 | 0 |
| Output 3 <i>Regional Resource and Development Centers set up</i> | 3.1 Number of co-design workshops organized | | 0 | 2018 | | 0 | 0 |
| | 3.2 Number of grant contracts with start up projects signed | | 0 | 2018 | | 0 | 0 |

| | | | | | | | |
|--|---|--|---|------|--|---|---|
| | 3.3 Number of awareness events to highlight self-employment opportunities | | 0 | 2018 | | 8 | 0 |
|--|---|--|---|------|--|---|---|

10.2 **Combined Delivery Report** for the reported year.

| | Total Project Budget | Current Year (2019) | | | All Years Delivery as of SPR date (USD) | All Years Delivery rate as of SPR date (%) |
|-------|----------------------|---------------------|-------------------------------|----------------------------------|---|--|
| | | Annual Budget | Delivery as of SPR date (USD) | Delivery rate as of SPR date (%) | | |
| RTF | \$800000 | 294,020 (for 2019) | 44420.06 77476 | 5.55 26.4 | 44420.06 | 5.55 |
| | | | | | | |
| | | | | | | |
| Total | | 294,020 | 44420.06 | 5.55 | 44420.06 | 5.55 |

10.3 **Media coverage report** with links to main publications

10.4 - ... **Any other annexes** can be added if deemed necessary by the project team. Examples may include personal stories of project beneficiaries, outline of main projects supported under the area-based

programmes, etc.

| News Agency Name | Title of the article | Link to the article |
|------------------|--|---|
| Aysor.am | Մեկնարկել է "Ապագայի հմտություններ և աշխատատեղեր՝ մարզաբնակ երիտասարդների համար" ծրագիրը | https://www.ayzor.am/am/news/2019/07/12/%D5%A1%D5%BA%D5%A1%D5%A3%D5%A1%D5%B5%D5%AB-%D5%B0%D5%B4%D5%BF%D5%B8%D6%82%D5%A9%D5%B5%D5%B8%D6%82%D5%B6%D5%B6%D5%A5%D6%80/1585972 |
| Sputnik Armenia | Лекарство от хронической безработицы - какие профессии будут востребованы в Армении | https://ru.armeniasputnik.am/society/20190712/19580087/Rabotodateli-Armenii-nuzhdavutsya-v-stroitelnykh-zhivotnovodakh-i-spetsialistakh-poturizmu.html?fbclid=IwAR3j2kuYt59QIcbktMkjBs3k0o7-VVwQCSxMa-R2AQN_10sXcqHjPNYeeh8 |
| a1plus | Ամենաշատ աչքի զարնող խնդիրը մասնագիտական կողմնորոշման ինստիտուտի բացակայությունն է. փոխնախարար (տեսանյութ) | https://a1plus.am/hy/article/344112 |
| mtad.am | Փոխնախարար Վաչե Տերտերյանը մասնակցել է «Ապագայի հմտություններ և աշխատատեղեր՝ մարզաբնակ երիտասարդների համար» ծրագրի մեկնարկին | http://mtad.am/hy/news/item/2019/07/12/mtadundp/ |