



Youth Empowerment and employment in the wilayas of Adrar and Médéa Phase II



Project Final Report
July 2018 – March 2019

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I. Project Summary

The project "Youth Empowerment and employment in the wilayas of Adrar and Médéa - Phase II " strengthened the achievements of previous phase of the project, which supported the socioeconomic inclusion and empowerment of young people to reach the following strategic results:

- At policy level, support implementation of youth employment promotion policies at local level and identify improvement areas.
 - At institutional level, improve local institutions capacities through coordination, monitoring and evaluation mechanism, in order to support opportunities that can lead to job creation and local economic development promotion in the two targeted wilayas (Adrar and Médéa), by the achievement of 5 main outputs:
- 1) Strengthening local actors' capacities in planning, monitoring and evaluation areas to implement a development methodology of strategic sectors that create employment opportunities adapted to the local context.
 - 2) Develop a study on socio-economic situation and youth in the Wilayas of Adrar and Médéa.
 - 3) Develop a youth organizations' mapping; and identify youth entrepreneurship and employment networks and platforms.
 - 4) Training of young entrepreneurs (men and women) on social and economic innovation concept and practice in companies, on customer-oriented approach, on competitiveness, marketing and partnerships.
 - 5) Training and integration of first-time job seekers (men and women) into deficit sectors.

II. Activity Implementation

The project received the full support of the Government of Algeria but difficulties linked to the institutional environment delayed the initiation phase of the project.

The project was signed in July 2018 and the Government appointed a National Project Director very quickly after that, which was followed by the setup of the management unit, recruitment of the project manager, and purchase of the equipment needed to implement the project. This phase also allowed the project team to design the implementation plan of the project, developing terms of references and methodological notes for the various planned activities. From there on, the project moved on the recruitment processes for experts and service providers for the activities set out in the action plan.

The proper implementation phase of the project was therefore from November 2018 to March 31, 2019, effective date of project closure and expiration of Japanese Government funds.

During this period, planned activities were implemented, and several relationship-building meetings were held with local authorities in the two pilot wilayas (governorates) to and build strong support for the project:

Information meeting #1 at the Wilaya of Médéa (November 15, 2018):

The Wali of Médéa seized the opportunity to present his executive staff to the Project Management Unit and invite the Local Employment Director to expose the employment situation at regional level. The Wali insisted about the importance of achieving the project objectives and called on to all key actors to facilitate the implementation of the activities. This meeting was followed by a working session with members of the Local Employment Promotion Commission to discuss and identify capacity building needs, and also to have a clear update on the commission's work progress since the first phase of project.

Information meeting #2 at the Wilaya of Adrar (November 21, 2018):

A meeting was held with the Wali of Adrar, the Project Unit and UNDP representatives, to inform the Wali about the launch of the project and seek its support in the implementation of the planned activities. A working meeting was held on the same day with key actors and members of the local Commission for the Promotion of Employment, in order to identify the capacity building needs of the members of the commission.

Following this meeting, on February 2019, 12, the Governor of Adrar convened a working session, hosted by the Secretary-General, during which the members of the Local Commission for the Promotion of Employment discussed issues related to employment in the wilaya.

Based on the strong support and cooperation of government authorities at the local and national level, the following activities and results were implemented under the five outputs of the project:

Output 1: Strengthening local actors' capacities in the areas of planning, monitoring and evaluation, for the implementation of a methodology allowing the development of strategic sectors that create job opportunities adapted to the local context

The recommendations of the diagnosis on strengthening the wilaya intersectoral committee for the Promotion of Employment, which was carried out during the first phase of the project, served as a guideline in the definition of a monitoring and evaluation framework of the employment policies to be implemented with a view to strengthen the role and tasks of the Committee and reinforce the capacity of local actors in planning and monitoring & evaluation of employment issues and particularly youth employment.

A three-day training programme was held during 4-6 February 2019 to strengthen local employment actors' capacities in the field of analysis, programming, planning, monitoring and evaluation, and governance for the Local Employment Commissions' members of Adrar and Médéa.

The 27 participants strengthened their knowledge and skills in the areas of governance, labour market analysis, planning and monitoring- evaluation of employment programmes within the framework of local development policies. The training programme was delivered in cooperation with ILO, using a participatory, learner-focused approach. The activity led to the development of two action plans proposed by the members of the two committees based on the priorities defined by each of the wilayas.

Output 2: Develop a study on a socio-economic situation of young people in the wilayas of Adrar and Médéa

The study on the socio-economic situation of youth in the wilayas of Adrar and Médéa was developed, providing recommendations on the need to support young entrepreneurs beyond the set-up phase of businesses and the need to adapt skills training beyond usual/historical capacity. Development efforts. The study was validated by the national partner and the members of the Steering Committee and has been made available to the relevant bodies to support policy-making.

Output 3: Develop a mapping of youth organizations and identify youth entrepreneurship and employment networks and platforms.

This mapping - which pointed at modest activity levels among youth organizations and the need to strengthen their capacity in specific areas - was prepared and the feedback workshop for the validation of the report was scheduled for 8 May 2019, during which the beneficiary as well as the members of the steering committee unanimously validated the result of this study.

Output 4: Develop a training programme for young entrepreneurs (men and women) focusing on: Concept and practice of social and economic innovation in enterprises, Customer-oriented approach, Competitiveness, Marketing and Partnerships.

A 10-day training was provided in the two wilayas (Adrar and Médéa) for 45 young entrepreneurs from the National Youth Employment Support Agency (ANSEJ), out of whom more than 30% were women, working in the most dynamic sectors of their respective wilayas, to strengthen their capacity in terms of business development skills.

The modules were delivered in two sessions, and the program was organized around the following sequences:

1. First training course (10 days):
 - 16-20 December 2018 in Adrar.
 - 06-10 January 2019 in Médéa.

This first session concerned the introduction to the social entrepreneurship as well as the entrepreneurial marketing and innovation; (it) aimed at:

- Identification of innovative ideas in the E.S.S.
- Discovery of entrepreneurial Marketing concept.
- Business Models.

2. Second training course (10 days):
 - 13-17 January 2019 in Adrar.
 - 27-31 January 2019 in Médéa.

This second session was dedicated to capacity building of participants in relation with management and competitiveness; essentially focusing on management, and more particularly financial management. The objectives were:

- Contractor-manager financial management obligations.
- Identifying different levers of competitiveness and innovation using the “Business Model Template”.
- Contractor-manager obligations in terms of administrative responsibilities.

Three high-level experts provided 4 training sessions organized through the setup of several working groups. Project proposals based on social and solidarity economy were identified and presented according to the specificities of the two pilot wilayas.

This tutorial training also helped young entrepreneurs to become aware of their need to identify differentiating attitudes vis-à-vis their competitors, and to reflect on key aspects of their business such as: target segments, value propositions, distribution channels, activities and key partners, sources of revenue and cost items.

Despite existing demand, difficulties were encountered in identifying young entrepreneurs. Most of the selected candidates had not completed the initial training in the first phase of the project, as indicated in the terms of reference.

ANSEJ local director in Adrar, through his trainers who attended the first training session, ensured, the knowledge transmission to young entrepreneurs who were unable to attend this first session.

In order to further consolidate the achievements of the training provided under output 4, a training programme on entrepreneurial skills, funded by UNDP, was organized in ILO’s International Training Center (ITC-ILO) in Turin, so that young entrepreneurs can benefit from further and more in-depth training –a dozen of the most deserving and diligent entrepreneurs has been selected for this study trip on the basis of objective and precise criteria.

Output 5: Training and integration of first-time job seekers (men and women) into deficit sectors.

A 5-day training programme on job seeking techniques was held in Oran from March 24 to 28, 2019 for employment counsellors. The workshop was facilitated by two ANEM advisers from the wilayas of Relizane and Chlef. Both are certified by the ILO as part of the “Tawdif” project.

Seven ANEM counsellors participated for Adrar’s wilaya, while nine represented Médéa’s wilaya. The training focused on:

- Knowledge of one self.
- Knowledge of one self’s environment.
- Knowledge of job seeking techniques and action.

The approach to carry out this activity is based on knowledge management and transmission, through the recourse to certified trainers and inter-agencies partnerships, building on the experiences and tools developed by ILO.

An initial evaluation of the training provided has confirmed the general satisfaction of the beneficiaries. The training provided directly by the ANEM advisers added great value, as they played a facilitating role, particularly in terms of communication.

In addition, a Facebook group was set up by advisors from Adrar and Médéa branches, in order to allow trainees to access to additional documents and information, including a video with messages of Training Key messages that was developed and posted on :

<https://www.facebook.com/groups/398611897583347/permalink/406105766833960>

It was raised the importance of working in synergy and continuous communication with all local agencies, taking into account the specifications of each of them.

Summary

The activities carried out over the last eight months have been implemented in accordance with the general guidelines laid down in the project document (PRODOC), in accordance with pre-established objectives and in consistency with the national Employment Policy.

The main activities were carried out in accordance with the action plan established, given the tight deadlines for implementation, and the most relevant and essential planned activities were carried out according to their level of feasibility.

The following table details the implementation status of the activities and provides an overview of the financial status of the project.

III. Summary of Activities and Results:

Expected products	Activities	Budget spent (USD)
<p>Output 1</p> <p>Strengthening local actors' capacities in the areas of planning, monitoring and evaluation, for the implementation of a methodology allowing the development of strategic sectors that create job opportunities adapted to the local context</p>	<p><u>Activity 1.1</u></p> <p>Field mission for the project launch and relationship-building meetings with partners of the 2 wilayas (governorates).</p> <p>Meeting with members of the Local Employment Committees and the Wilaya's Executive</p> <ul style="list-style-type: none"> - Médéa on 15/11/2018 - Adrar on 21/11/2018 <p>Meeting with Local Committee for employment to discuss and identify the needs regarding capacity development of local commission of employment members.</p> <p><u>Activity 1.2</u></p> <p>Organization of a workshop of 4- 6 February 2019, at central level (Algiers), for Local Committees members of the two wilayas to allow an exchange of experience and lead to: a working methodology and a monitoring and evaluation mechanism.</p>	<p>\$55,629.71</p>

<p>Output 2 :</p> <p>Develop a study on a socio-economic situation and young people in the wilayas of Adrar and Médéa</p>	<p><u>Activity 2.1</u></p> <p>Socio-economic study in the two pilot wilayas</p> <p>Preliminary restitution workshop of the study in Algiers (30.01.2019).</p> <p>Recommendations and final validation of the study.</p> <p>Launch for the design and printing of 50 copies.</p>	<p>\$19,869.61</p>
<p>Output 3 :</p> <p>Develop a mapping of youth organizations and identify youth entrepreneurship and employment networks and platforms.</p>	<p><u>Activity 3.1</u></p> <p>Realization of a mapping of youth organizations:</p> <p>Development of terms of reference and launching of the process of selection and identification of expertise for the development of the study.</p> <p>Holding coordination meetings with the expert. Transmission of the intermediate report.</p>	<p>\$11,042.58</p>
<p>Output 4-5</p> <p>Develop a training programme for young entrepreneurs (men and women) focusing on : Concept and practice of social and economic innovation in enterprises, Customer-oriented approach, Competitiveness, Marketing and Partnerships</p>	<p><u>Activity 4.1</u></p> <p>Training of 45 young entrepreneurs on social and economic innovation in the enterprise:</p> <p>Wilaya of Adrar: First session: 16-20 December 2018. Second session: 13-17 January 2019.</p> <p>Wilaya of Medea: First session: 6-10 January 2019. Second session: 27-31 January 2019</p> <p><u>Activity 5.1</u></p> <p>Training of Employment Counsellors on Employment Research Techniques (TRE):</p> <p>A training programme on job seeking techniques was organized for the agencies in Adrar and Medea using a job search techniques guide.</p> <p>Experience and tools developed by the ILO, such as the guide on job search techniques.</p> <p>The workshop involved 7 advisers from Adrar and 9 advisors from Médéa.</p>	<p>\$91,427.79</p>
<p>Output 5: project management</p>		<p>\$13,218.01</p>
	<p>Total</p>	<p>\$191,187.30</p>

IV. Impact Analysis

While project encountered a few implementation challenges, especially in its initiation phase, all planned results were achieved. There were unexpected costs savings (\$8,812) under certain budget lines (venues for workshops, where the local authorities decided to cover these costs).

All in all, the project was able to :

- To strengthen capacities of Local Employment Committee members, thus enabling them to undertake an analysis to take charge of the two main characteristics of local development: complexity and diversity, and to equip them with operational tools to allow them to play their full role in promoting employment, especially youth employment.
- Produce two studies gathering information and data needed to understand the issue of employment using a local, intersectoral and participatory approach.
- Develop the capacities of the employment counsellors who operate at the level of the ANEM local agencies of the two pilot wilayas, through a training workshop on job search techniques according to the TRE job search techniques guide developed by ILO.
- Improve the entrepreneurial marketing, financial management and business development skills of young entrepreneurs. In the regard, based on entrepreneur trainees' positive feedback, additional training has been recommended and is prioritised by the local authorities.

V. Final Provisional Project Expenditures as of 31 Mars 2019¹

	USD Amount
Ressources from Japan	\$200,000.00
Total Project Expenditures for 2018 - 2019	\$191,187.70
Balance	\$8,812.30

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¹ The certified financial report will be issued by the UNDP comptroller before June 2020