



Ministry of Labor and Employment
South West State Somalia.



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Final Report

Social Rehabilitation and Economic Reintegration of Youth at Risk -Daldhis (Build Your Country) Project Hudur Bakool March – August 2019

Daldhis (Build Your Country) Project

Hudur, Bakool, South West State Somalia.

Final Report– August 2019.

NAME OF THE ORGANIZATION	WARSHIIKH RURAL DEVELOPMENT ORGANIZATION (WARDO).
PROJECT NAME	DALDHIS (BUILD YOUR COUNTRY) SOCIAL REHABILITATION AND ECONOMIC REINTEGRATION OF YOUTH AT RISK IN HUDUR
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PROJECT PERIOD	5 TH MARCH – 31 ST AUGUST 2019
DATE SUBMITTED	21 SEPTEMBER 2019
PROJECT LOCATION	HUDUR, BAKOOL - SOMALIA.
PARTNER AGENCY	UNITED NATIONS DEVELOPMENT PROGRAMME (UNDP)
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Introduction

Warshiikh Rural Development Organization (WARDO) is registered Non-Governmental Organization in South and Central Somalia in 2005. The organization has its main office in Mogadishu and Baidoa, with sub offices in South and Central Somalia (Jubaland, Galmudug, South West, and Hir-Shabelle). WARDO has an extensive experience in the areas of operation because most of the team members come from the local communities, WARDO has a well-grounded relationship with the local administration, these has largely reinforced our project effectiveness. WARDO's key mandate is to support the vulnerable members of the community including women, youth, IDP and PWDs by consolidating our efforts with the local and international development partners to provide humanitarian support to communities affected by the devastating conflict and climate change consequences.

WARDO employs community led interventions by working closely with the local leaderships and grass roots communities to identify issues and challenges affecting the community. We work with local communities to find long lasting solutions to their problems; These has enabled us to implement lifesaving and impactful interventions including: Education, Youth Development and TVET programs, WASH, Human rights, Food security and Livelihoods and Emergency Response in Somalia.

Project Background

According to Thematic Briefing of the United Nations Country Team Somalia, issue 3 presented on youth, shows that young people in Somalia are not just the future of the country – they are also the majority. Nearly three quarters of the population is under 30 years old. Most are born after the overthrow of the Siad Barre regime in 1991 and have only known conflict and violence. An entire generation has missed out on education, employment and knowing what a stable life is. Many lost hopes for a better future. In 2012, the United Nations Development Program (UNDP) Somalia published its Human Development Report “Empowering youth for peace and development.” This report which was based on surveys conducted in more than 3,000 households in south and central Somalia, revealed that the majority of Somali youth believe they have a right to be educated (82%) and a right to decent work (71%). However, youth feel disempowered by a lack of skills and missing job opportunities.

For young women, finding employment is even more difficult due to cultural biases and traditional gender roles. When it comes to education, Somalia has one of the lowest enrolment rates in the world. The survey showed that in Somalia overall, 27 per cent of youth aged 14-29 have not completed any type of school, 25 per cent attended a Koranic school, 27 per cent attended Primary school and 21 per cent went to secondary school or above. Due to the lack of educational opportunities over the last two decades, only half of young Somalis can read or write. Looking at employment, nearly 68 per cent of youth aged 14-29 years are unemployed. Due to the lack of opportunities, many even stopped looking for a job. When asked for the reasons for being unemployed, 20 per cent cite a lack of experience and low pay. Missing out on education and employment creates frustration and demoralization among many youths. They might be tempted by crime, endangering not only themselves but also their communities. Despite these challenges, Somali youth also show a great sense of optimism when it comes to the future of their country. They want opportunities to go to school and join the work force. They want to be heard and

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participate in politics and in rebuilding their nation. They want to shape their own future. If given a chance, youth have the potential to become drivers for peace and stability

To address the above predicaments faced by Somalia youth in Hudur district of South West Region of Somalia, Warshiikh Rural Development Organization (WARDO) partnered with the United Nations Development Program (UNDP) and the SWS Regional and local government authorities to respond to high level unemployment facing the youth in Hudur IDPs settlements and the host community member through the implementation of Daldhis (Build Your Country) project in Hudur district, Bakool region. Targeting 75 vulnerable youth with an equal representation from both genders that is (37 Men and 38 Women). The youth were carefully selected from different segments in the community including: (IDPs, refugees, ex -offenders, and youth at risk of engaging in illicit activities such as piracy and terrorism). The project has the following components:

- ❖ Social Rehabilitation: Sensitization, community outreaches, mentorship programs.
- ❖ The Economic Integration: Market-based vocational training and education, Basic business skills training and the Job placements and apprenticeships.

WARDO anticipate that the project will empower the youth with life skills, that will create a pool of job creators and job seekers, a pool of youth that will question the quality of service delivery by the ministries, improve the quality of services by the Government, thus reducing the number of frustrated youth that are migrating from Somalia or joining the militia group or engaging in criminal activities.

Project Objectives

The overall objective:

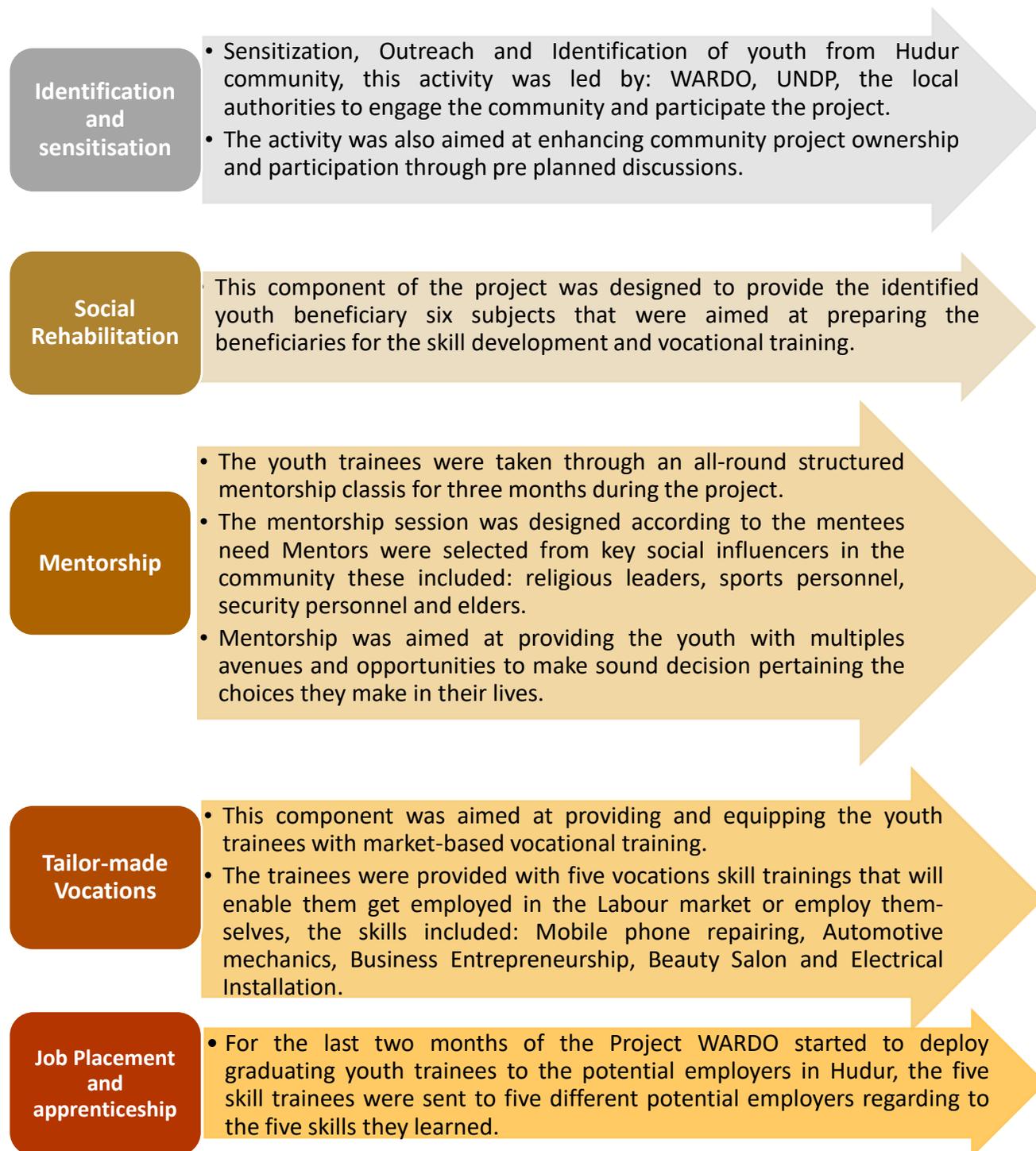
to promote the peace building and state building process through education and mobilization for youth including men and women to reach sustainable peace and empowerment in Somalia.

The specific Objectives:

1. To identify, sensitize and outreach of the target beneficiaries for the project.
2. To conduct the first component of the project which is to rehabilitate psycho-socially the youth beneficiaries (75) and make able the youth write and read and enhance their literacy level.
3. To provide standardized mentorship classes to the youth and identification of good mentors from Hudur community.
4. To equip the trainee's with market-based vocational skills, after a quick market assessment and identification of the market opportunity and demand.
5. To provide trainees income generating skills for them to generate incomes.
6. Create job placement/apprenticeship opportunities for the youth during the training period
7. To create the basic business startup for the trainees by providing them the startup tool kit or a revolving seed funds for the establishment new businesses.

Project activities:

The project was implemented on the following process and methodologies:



Community mobilization, sensitization outreach and beneficiaries' selection.

Objective:

To mobilize and sensitize targeted youth from the community in Hudur

Community mobilization and sensitization

This activity was jointly designed and executed by WARDO project team, local administration led by the District Commissioner and local community leaders. The team organized a one-day consultative meeting with local leaders, existing structures, youth leaders, women leaders, Gate keepers and the community at large. After the meeting, one of the main key action points agreed was to organize similar meetings to deliver the project activities to the targeted youth, as well as formation of a program committee to oversee the project progress, these was executed in one-week. In the meeting, the participants were oriented on the importance of the project, duration of the project, type of beneficiaries, and a brief description about WARDO and UNDP partnership.

Beneficiaries identification and selection

WARDO's effective implementation has always been as a result of putting the community at the center of our programs - these has always ensured full support and trust from the community we target. The trust has enabled us to penetrate with ease in the communities because the community in most cases decide what is best for them, who deserves most and where is the ideal location to meet them. This strategy played a significant role during the identification and selection of beneficiaries in Hudur, because we believed they are ones that understands the community.

WARDO worked hand in hand, for one week, with project selection committee that was elected during the mobilization and sensitization phase. The composition for the committee included: WARDO Project team in Hudur, local administration, youth leaders, gate keepers, women leaders, key business individuals, community elders at village levels, and other development partners in Hudur. Among the key mandate of the committee was the design of the beneficiaries' selection criteria that was going to be used to select the rightful and deserving individuals in the communities.

Among the key selection criteria included:

- He/she must be 18-30 years of age
- He/she Should have the basic literacy skill specially reading and writing the Somali and English and can solve the basic mathematics.
- He/she must be committed to complete training course on time and ready to be punctual.
- He/she must be unemployed youth in the project target location from the criteria
- He/she must not be beneficiary of similar programs within the same location
- Should be known to have a good relationship with local elders. Elders should recognize the background of the beneficiary and his current situation
- Applicants Must have a prior skill of the area applied training skill and describe the reason for choosing such skill.

The project committee agreed to task the 5 village elders to identify beneficiaries from each village, each elder was tasked to avail 25 beneficiaries totaling to 125 youth. In the second week guided by selection criteria designed by committee members, the committee members conducted a one-week screening process that selected 75 individuals who had equal representation from the vulnerable Host community, gender, IDPs, School drop outs and the all segments in the

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community. They also selected 25 individuals for back-up to replace the drop outs during the project.

The 75 youth 37 of them men and the other 38 women who were selected from the screening process were assigned dates to avail themselves for official registration, introduction with the teachers and familiarization with each other at the center. At the end of the day all the 75 youth were tasked to sign a mandatory agreement on their availability during the whole program duration.

Table shows the criteria of selection of the youth beneficiaries:

S / N	Beneficiary Type	Total	Percent (%)
1.	IDPs-Youth	10	13
2.	Single mothers/Divorcees-Youth	1	1.3
3.	School Drop Out	26	35
4.	Returnee-Youth	25	33
5.	Youth from -Youth led households	8	11
6.	People living with Disable (PLDs)-Youth	1	1.3
7.	House Wife-Youth	4	5.3
Total		75 (37M and 38W)	

Achievements

- 75 youth from Hudur community were successfully Identified to be direct beneficiaries for the project with commitment and collaboration with local elders.
- Effective and a collaborative project startup, a total buy-in from the local and SWS regional administration and the community members.
- 75 Youth were screened and sensitized, as well agreed to fully participate in the program for 6 months until they graduate.

The social rehabilitation and mentorship

Objective:

To socially rehabilitate the youth through –Adult learning and mentorship program in order to prepare them for the tailor-made vocational skills.

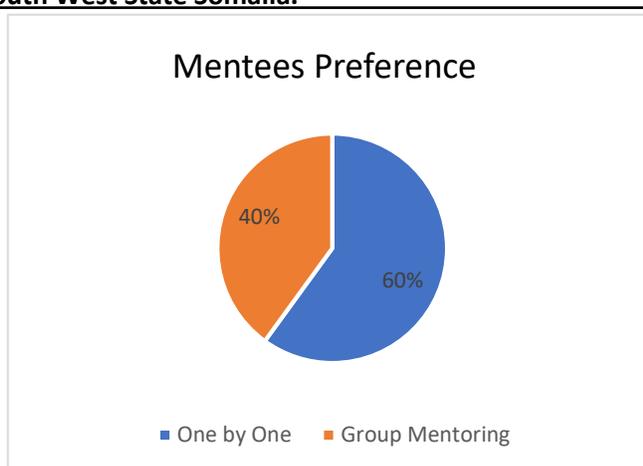
Mentorship program

The whole program was designed with an objective of re-designing the way the youth think about the society, enabling and make them sound decision concerning their future, equip them with necessary psychological prowess to deal with everyday challenges of unemployment, conflict resolution, respect to humanity and rule of law, thus becoming reliable citizens in Somalia.

Daldhis program had the component of mentorship that was designed to be aligned during the 6 months’ program implementation, the mentors were carefully selected from the religious leaders, community elders, sports personnel, teachers, security personnel. The mentees were the 75 trainees selected guided by the selection criteria.

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WARDO organized a one-day event specifically designed to give mentee and mentors chance to set their mentorship goals, familiarize with each other, time also for mentorship sessions. At the end of the day mentees were able to be matched with their prospective mentors, design the mentorship session time, sign the obligation forms and select key topics to taken during the mentorship sessions. The key learnings taken from event was: 60% of the mentees wanted one on one mentorship while remaining 40% wanted group mentorship.



Adult learning

Adult learning was also a key component of the social rehabilitation, prior to class commencement trainees were engaged with a preliminary test to measure their previous knowledge and levels of comprehension, subject of interest and their ideal timings for the classes.

This project component was key to ensure effectiveness of vocational training and mentorship sessions. Classes were arranged in the afternoon hours considering on the availability of trainees and teachers, never the less the classes went smoothly thanks to the cooperative, time conscious, and active students and the instructors who sacrificed their time and energy even on the weekends for recovery classes to provide a sense of commitment to the program and picture of change to the community perception towards the youth.

Six key subjects were taught, these included: Peace Building, Good Governance, Gender, Literacy and Numeracy, Leadership and Youth Empowerment and Civic Education. In this component the facilitators strived to cover the planned topics and contents which are in the confirmed line to comply with the course syllabus and in the Somali version as designed and approved by the UNDP. To measure the interest and comprehension levels a monthly aptitude test was examined by the teacher to students. There was a recovery classes for those who scored less marks were given improvement classes as a recommendation from UNDP, the classes were held after finishing the normal classes in normal days.

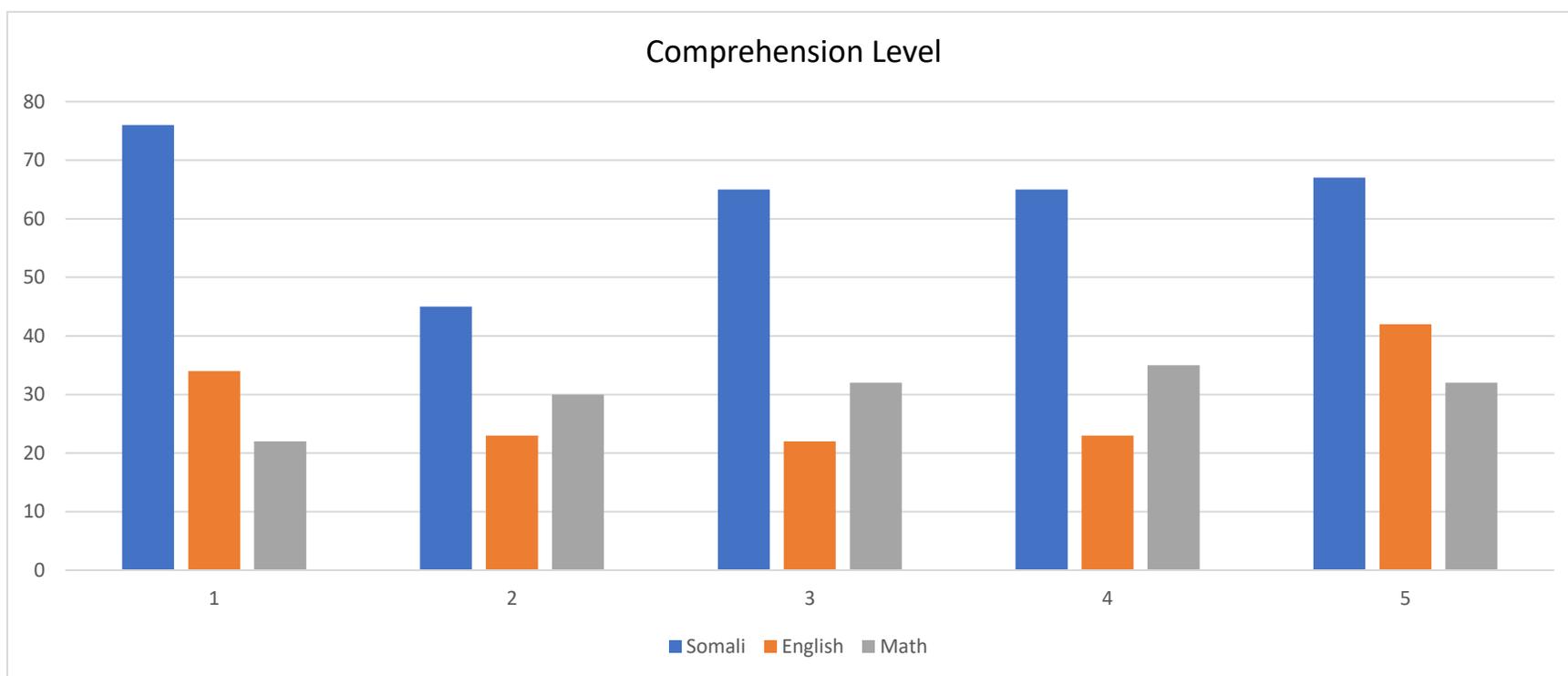
Achievements:

- 75 youth trainees 50% (37) men and 50% (38) women were successfully rehabilitated from Hudur Community.
- The youth became able to comprehend the basics of numeracy and literacy which is a good step towards trainees’ attainment.
- Six subject and the basics of numeracy and literacy were successfully completed and tests were conducted on monthly basis.
- Absent trainees were minimized to the least, and most of the trainees became punctual, where the project supervisor was closely working and monitoring the absent trainees.
- The UNDP approved syllabus and Somali version were trained the beneficiaries and completed properly and evaluated.

The following table and chart show trainee’s comprehension level and their attainment before and after the project with a randomly selected 5 and 10 marks respectively

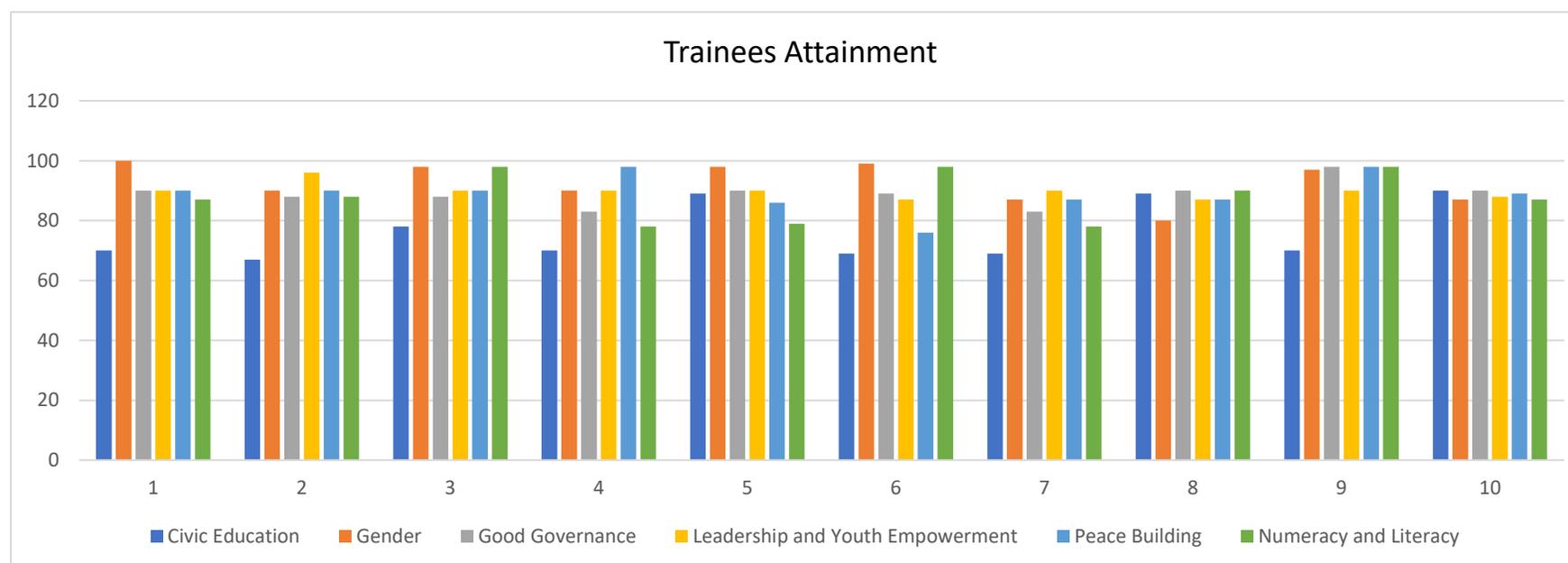
The Selected youth beneficiary's literacy and comprehension level before the social rehab:
Average five highest results obtained

S/N	Preliminary Courses	Test	Highest result 1	Highest result 2	Highest result 3	Highest result 4	Highest result 5
1	Somali		76	45	65	65	67
2	English		34	23	22	23	42
3	Mathematics		22	30	32	35	32



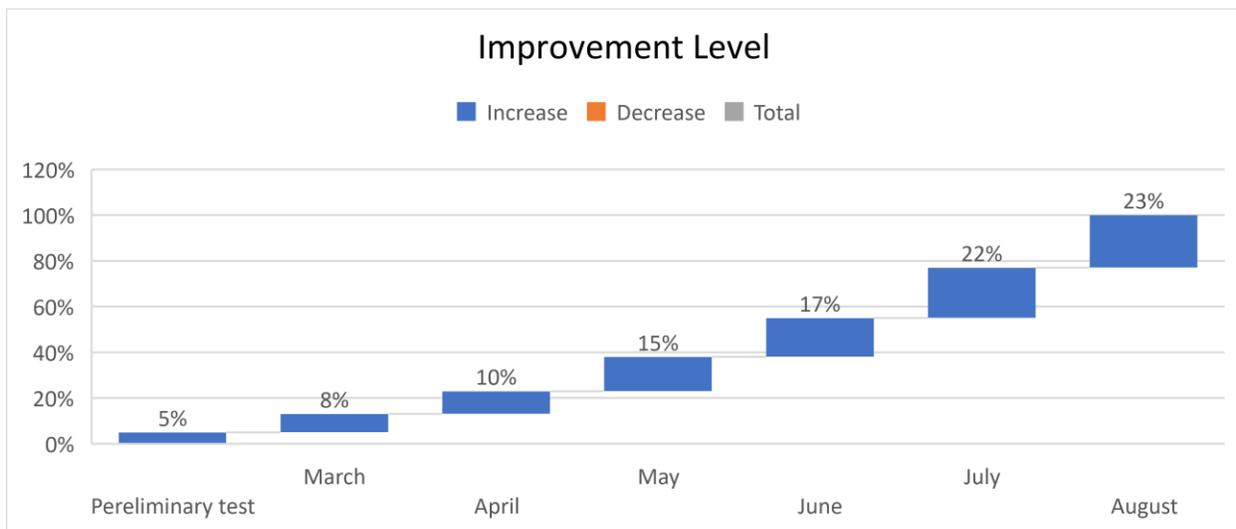
The youth beneficiary's improvement on the courses given in the social rehabilitation
(average highest 10 marks obtained from the six subjects by the 75 trainees)

S/N	Course Names	Highest result 1	Highest result 2	Highest result 3	Highest result 4	Highest result 5	Highest result 6	Highest result 7	Highest result 8	Highest result 9	Highest result 10
1	Civic Education	70	67	78	70	89	69	69	89	70	90
2	Gender	100	90	98	90	98	99	87	80	97	87
3	Good Governance	90	88	88	83	90	89	83	90	98	90
4	Leadership and Youth Empowerment	90	96	90	90	90	87	90	87	90	88
5	Peace Building	90	90	90	98	86	76	87	87	98	89
6	Numeracy and Literacy	87	88	98	78	79	98	78	90	98	87



An evaluation conducted by WARDO trainers, mentors and Islamic studies instructor resulted that the graduated youth trainees had been improving, from the day of the registration and enrollment. The results from the preliminary test conducted shown that the registered beneficiaries had only 5% of the required basic knowledge and comprehension. During the six months of the project life cycle they improved on a specific mentionable benchmark alongside with the social rehabilitation and the vocational skills lessons. The following table and the chart show the improvement the youth beneficiaries undergone:

Preliminary test	March	April	May	June	July	August	Total
5 %	8 %	10 %	15 %	17 %	22 %	23 %	100 %



Tailor-made vocational skill training

Objective:

To provide the youth trainees tailor made vocations and market opportunity-based vocational skills that is about to enhance the economic condition for the youth trainees.

The market based vocational trainings and basic business skills training were commenced on May 2019. Prior to commencement of the programs, WARDO engaged the local business community with an extensive consultation. The 75 youth in Hudur registered for the project (38 women and 37 men) received structured classes for theoretical knowledge and practical skill on five beneficial skills these are: Beautification and Beauty Salon, Electrical Installations, Mobile Phone and TV Repairing, Automotive Mechanics and Business Entrepreneurship.

In the commencement day of the tailor-made vocational skill WARDO project team gave an awareness session to all trainees after they graduated from the social rehabilitation program. WARDO informed to the trainees to select the skill they prefer and told them that all skill have an equal opportunity in the market and a same demand. The trainees were given a chance to consult with thier relatives and parents about how they would like to choose on the proposed skills for future learning. Each one of the trainees chosen the skill he/she prefers and thinks it could be better for his/her future employment.

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WARDO procured to the trainees all necessary work-related and personal equipment for the trainees, for the continuation of the project to keep the quality of the project. Trainees used Personal Protective Equipment (PPE) such as Gloves, Shirts (Uniform), Protective eyeglasses and Helmets - this is because of the safety of the trainees during the sessions of the training classes as well as the apprenticeship and placement activities. As approved by the UNDP, WARDO trainers were given training for the trainees ToT. The UNDP approved Somali syllabus emphasized the practical component of the syllabus without ignoring the theoretical part of the syllabus. *(Please refer to the attached lessons covered for the skill development component)*

Achievements

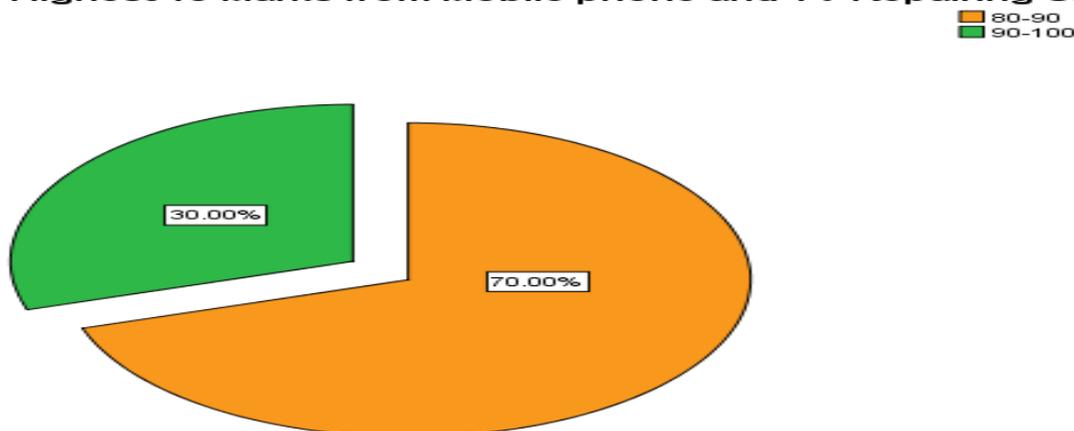
- 5 tailor made vocational skill were successfully commenced and provided to the youth trainees in Hudur project.
- In July the apprenticeship and placement were started and finished on August, while all the trainees were deployed to the potential employers in Hudur.
- The skill development/economic integration activity was completed and all vocations were equipped remarkably, where trainees used the Work-Related Personal Equipment (PPE).
- The final exam was conducted and knowledge of all the youth trainees were evaluated for final; and the results were published.
- Automotive mechanics trainees were trained on driving skill whereby video was recorded and the pictures were captured.
- The 25 highest scoring trainees were identified and were awarded the startup revolving seed funds.

The following are tables and charts showing trainees achievement in the tailor-made vocational skill component in the project.

Mobile Phone and TV Repairing skill Class

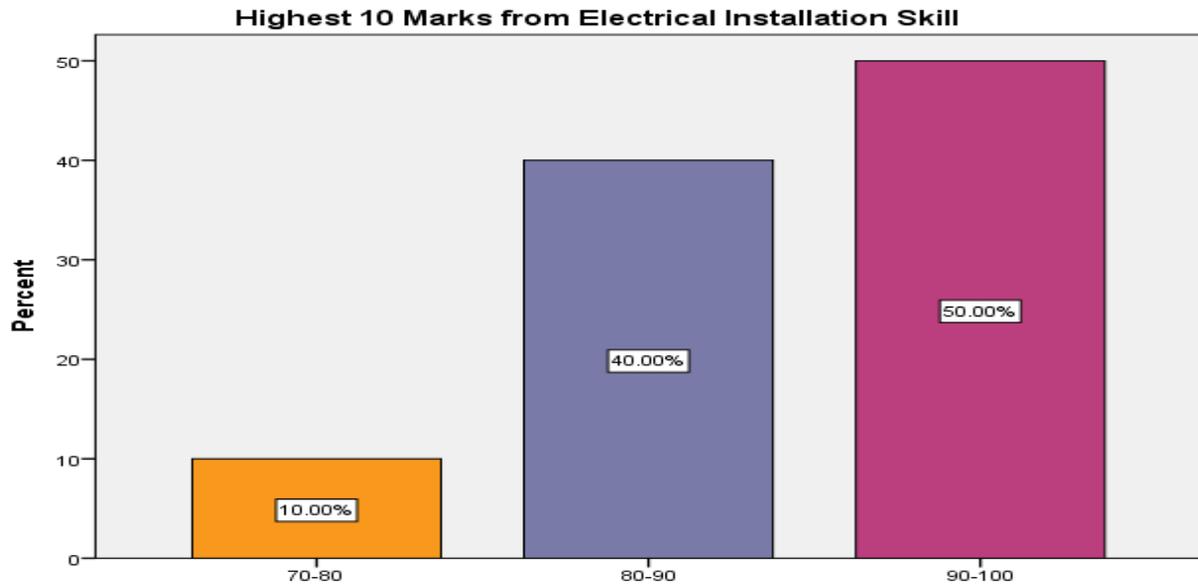
Results Range	Frequency	Percentage	Cumulative Percent
80 – 90	7	70	70
90 – 100	3	30	100
TOTAL	10	100 %	

Highest 10 Marks from Mobile phone and TV Repairing Skill



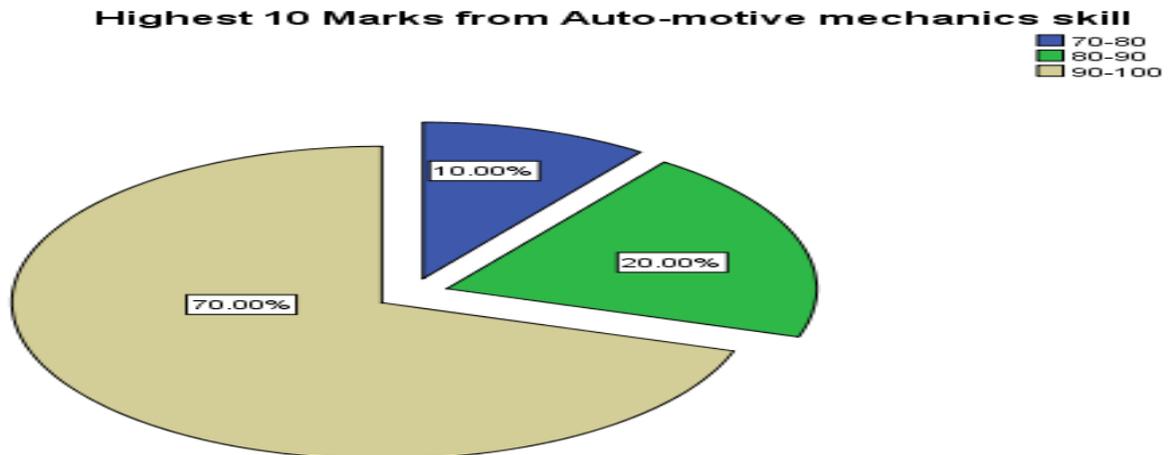
Electrical Installation trainees

Results Range	Frequency	Percentage	Cumulative Percent
70 – 80	1	10	10
80 - 90	4	40	50
90 - 100	5	50	100
TOTAL	10	100 %	



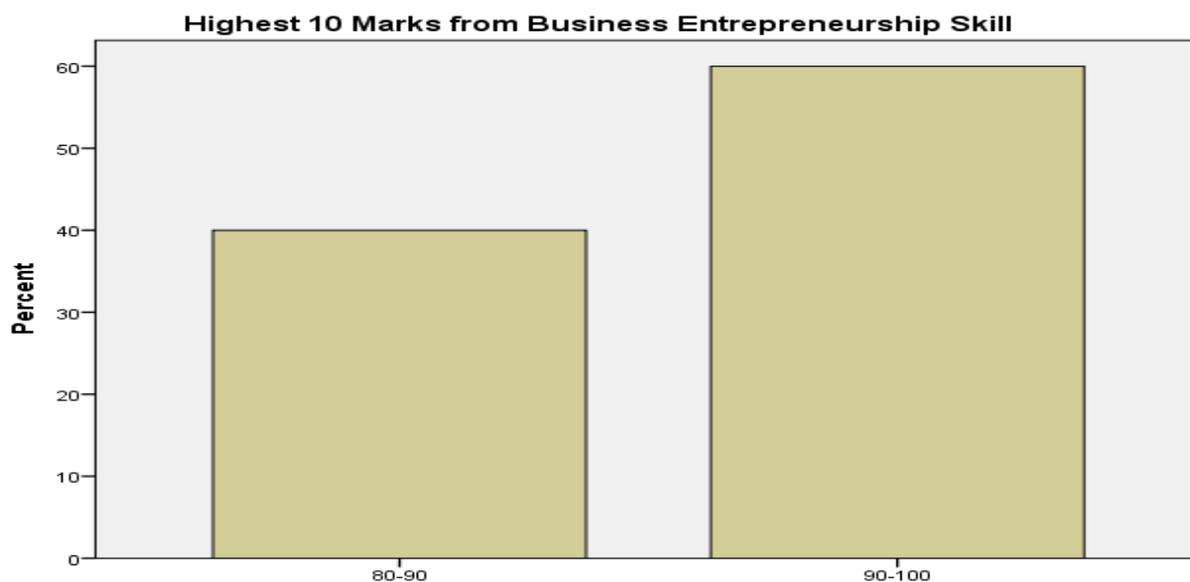
Auto-motive mechanics trainees results

Results Range	Frequency	Percentage	Cumulative Percent
70 – 80	1	10	10
80 - 90	2	20	30
90 - 100	7	70	100
TOTAL	10	100 %	



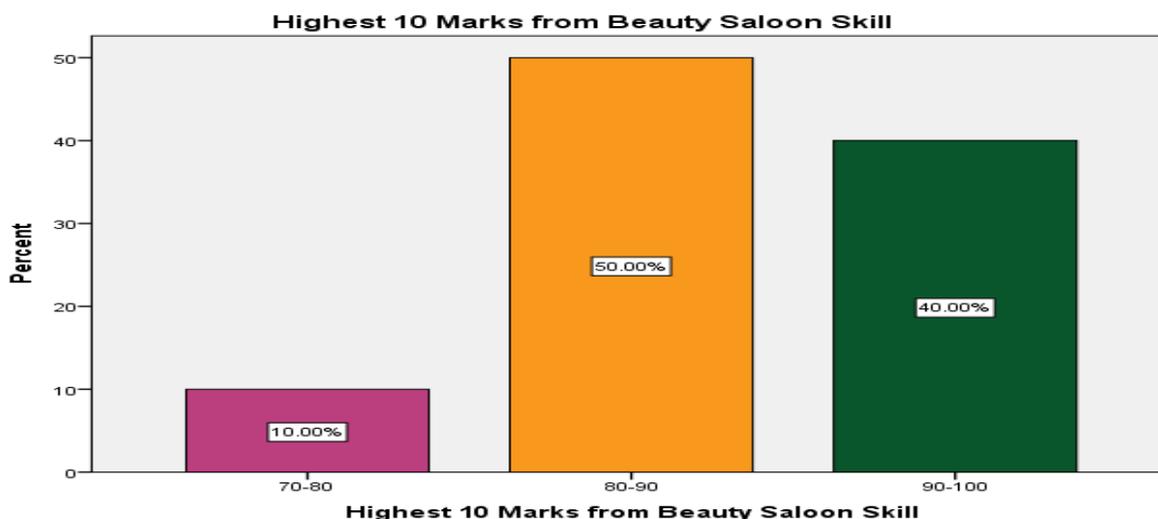
Business entrepreneurship skill class

Results Range	Frequency	Percentage	Cumulative Percent
80 - 90	4	40	40
90 - 100	6	60	60
TOTAL	10	100 %	



Beautification and Beauty salon training skill

Results Range	Frequency	Percentage	Cumulative Percent
70 - 80	1	10	10
80 - 90	5	50	60
90 - 100	4	40	100
TOTAL	10	100 %	



Apprenticeship/Job Placement Program

Objective

To equip the graduating youth trainees, the experience and the skill they need to practice before entering the labor market.

The apprenticeship and placement program were the last component of the project. This phase aimed at providing an opportunity for the trainees to put their attained knowledge and skills into practice thus providing them with necessary experience for the job market.

WARDO mapped business entities that were in line with the 5 key skills, in which the trainees were trained in the vocational training. The business entities were then selected basing on their labor needs and skills gap in their business. Most businesses selected were privately owned thus WARDO covered transport allowance for the trainees for two months because the entities didn't provide any incentives to the trainees.

WARDO contracted 5 employers for 2 months during July- August in Hudur District for 5 different skills i.e. Auto-mechanics, Mobile phone repairing, Business entrepreneurship, Electrical installation and Beauty Salon. WARDO project committee and the trainers worked very closely with business entities in monitoring the progress of the trainees at their work place and reported to UNDP on monthly basis. At the end apprentice duration, the trainees were either retained by the prospective employers or had gain enough skills to open up their own business and be self-employed. *Please read through for details and classification.*

The following is the potential employers and the number of trainees deployed.

S/N	Name of The Employers	Contact Person	Telephone Number	Sex	Number of The Trainees Deployed	Status
1	Bakool Lightening and Power Company	Osman Seyid	0615882505	Male	11	Finished
2	Fartuun Beauty Saloon – Hudur	Xafsa Osman	0615835471	Female	19	Finished
3	Kaamil Electronics and Mobile Phone Center	Omar Mohamed	0615030394	Male	13	Finished
4	Owliyo Shopping Center	LuulTaakow	0615006059	Female	19	Finished
5	Eng. Mohamed Ali Auto Repairing Garage	Mohamed Ali	0618945645	Female	13 F Trainees	Finished

Achievements

- 75 youth trainees from the different skill development classes were trained on job, and deployed the potential employers in Hudur.

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- Trainee’s engagement and awareness to the market opportunities were enhanced and made ready to penetrate the market.
- Although this part of the project was one of the most important activities, WARDO gave it special emphasis for the absentees because there is a chance to be absent from the training center and the apprenticeship place.
- The youth trainees were mentored and guided successfully during the apprenticeship program and development in the centers they were practicing.

Monitoring and control management

Objectives

To monitor the project activities during the implementation of the project, and to control to keep on track on the right direction.

Monitoring was a crucial component and associated with the daily activities of the project. WARDO adopted revised monitoring and evaluation plan to suit the monitoring need of the project. Monitoring activities were concentrating on the major activities of the project, including the syllabus and lessons, material and equipment used for practical sessions, trainee’s attendance and attainment, instructors and trainer’s performance. In order to enhance the quality of services, WARDO assigned competent quality control person who have the necessary resources to check the quality, WARDO supervisor worked closely with the beneficiaries and trainees in the class and out of the class to control all activities that were happening in the center and between the trainees. During the life cycle of the project UNDP organized monitoring missions at the training center in Hudur, Mohamed Rashid from UNDP and Moktar Ayanle the technical advisor both of them guided and consulted the project team in Hudur for WARDO by providing them with technical skills that will enhance the effectiveness of project implementation.

WARDO and the project committees ensured that trainees attended the class regularly, attended the mentorship sessions and reported to their placement jobs, these was done by the filling of daily attendance sheets and phone calls to their contact person and the trainers.

The project activities were completed successfully and under the surveillance of WARDO project management team, the monitoring has been based on preset monitoring mechanisms, attendance was successfully controlled; trainees were oriented to be punctual, although we came to know female trainees are more punctual than boys.

Achievements

- Monitoring and control management were successfully conducted and had been associated with all activities finished and were in the project line.
- Monitoring missions have come to the center to be informant about how the project is going on and to keep it on track
- Specialized monitoring mechanism has been used to assess the project activities
- Youth trainees were oriented to make them punctual and to minimize the absent trainees
- Monitoring has been conducted with in the center and out of the project center.
- Monthly attendance and exam results were published.

The graduation ceremony

A colorful and well-organized graduation ceremony was organized by WARDO for the project graduates in Hudur on 5th September in the district hall. The attendants include MOLSA and MoYS, the local authorities, and dignitaries from the district as well as the region, youth groups and sports, women associations and the graduating youth trainees. Although the graduating ceremony was the sole item remained and to be executed, the trainees were distributed the startup tool kits at end of the ceremony. The graduating trainees attended the ceremony wearing the uniform shirts, helmets and shoes regarding their skills, the dressed shirts were different according to the department of skill they came to learn.

Dignitaries attended

The deputy minister of the minister of labor and works MOLSA SWS state Somalia Miss. Shamsu Sheik Ibrahim, ministry of youth and sports MOYS coordinator in Hudur Omar Abdullahi, the deputy governor Abdullahi Mohamed Nur, the district commissioner Mohamed Moalim Ahmed, UNDP area manager Mohamed Rashid, WARDO project Manager Mohamed Lukman, youth and sports representatives, women groups representatives from the local authority, the beneficiary selection committee and the graduating trainees:

Special remarks and words

Mohamed Lukman: After the recitation of the Holy Quran WARDO project manager opened the ceremony and welcomed all participants and dignitaries. The PM extended his special gratitude and greetings to the all attendants specially the deputy minister to the ministry of Labor, the coordinator from MOYS, the deputy governor and the DC. He mentioned that the six-month running project has come to the end, and the trainees and are the most beneficial stakeholder for the all activities done. I thanked to project team from WARDO, trainers and UNDP the sole and gold sponsor of the project. I thanked to all stakeholders and authorities for their support and relentless efforts they paid it to succeed this project. WARDO and UNDP worked hard together for the betterment of you and the community, all the money paid, the time spent and the supportive efforts were aimed to make you where you are now and benefit to your life and your parents. I encouraged the graduating trainees to stablish new business or join the existing business and benefit the seed funds and the startup tool kit. I said. Finally, I concluded my speech thanking to UNDP again and the all attending authorities for their response.

Hamisi Amiri. WARDO programs manager emphasized that “The trainees should focus from now to be part of the market movers, much money has been paid because of you and in order to be those you are now, now both UNDP and WARDO will not ask you any return, but both needed and still needing you to develop yourself and stablish your way to success”. Said Hamisi.

Mohamed Rashid.The UNDP area manager extended his gratitude to all authorities according to their different positions. Mr. Rashid thanked WARDO for taking the responsibility to implement this project on this area and surely under this challenging condition, it was not easy. “The funds that UNDP paid will not be lost since you are benefiting what you have trained on. Said”, Mr. Rashid. He stressed his words on the future employability of the graduated trainees, he mentioned these graduated trainees will be accountable for the startup kit and the revolving seed funds they will be distributed and given.

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Mohamed Moalim. Hudur DC spent most of his speech enthusiastically to the graduating youth trainees, the DC said. Today isn't the end of everything instead it is the beginning of a better life to you. WARDO and UNDP provided you what you are not supposed to get in Hudur even if you were about to pay the much money you can, they gave it you free and we (the authority) are witnessing what they did and how they did, WARDO implemented above my expectation and UNDP sponsored relentless, today everything is referring on us, the responsibility, the control and the follow up. He said to the youth we will not let you go and sleep or to lose or spoil. The DC said. Keep in your mind this is the beginning of our collaboration, many organizations implemented projects in Hudur but we didn't see such most successful project we can see it, touch and feel it in this Hall.

Mohamed Moalim Ahmed, Hudur District Commissioner requested from the funding organization and the UNDP in special to give their confidence to WARDO organization because of their readiness to help the neediest people and use the funds to the proper ways. The DC finally included his speech saying. Thanks to UNDP and WARDO, this is will have a positive impact in the closest future for our community in Hudur. Said the DC.

Shamsa Sheik Ibrahim. Finally, the deputy minister of labor and employment southwest state. She thanked the authorities from Hudur and Bakool, the MoYS and representatives from UNDP and WARDO. Miss. Shamsa first said. I would like to extend my appreciation to the female graduated trainees those struggled and worked hard for the last six months, she said we experienced these days our girls are trying to occupy the position they were supposed to be. This 50% girls will go to the market and will try to be the bread winners of their families.

Minister Shamsa added saying: such kind of developmental projects is the same kind of the agenda of our president Abdul Aziz, thanks to UNDP for their commitment to support our people we as southwest administration know what all organizations do in our country and the UNDP was in the first line taking a significant role. Thanks to WARDO also for bringing this opportunity to our young generation and taking the responsibility and accountability, this implies the devotion of WARDO management and staff.

Finally, Minister Shamsa thanked all participants again and specially the graduating girls and officially closed the project.

The Graduation Ceremony Link: <https://www.youtube.com/watch?v=7K0tfrwr-TA&feature=youtu.be>

Certificates and Awards

At the end of the ceremony all the trainees were handed their certificates, this is the competency certificate awarded by WARDO and recognized by the ministry of education and TVET the DC. The deputy mayor, the minister, UNDP and WARDO were in the scene of awarding the certificates. The graduated youth trainees expressed their emotion of happiness, they appreciated and greeted each other as well to their trainers those were all present in graduation ceremony Hall in Hudur.

SUSTAINABILITY STRATEGY

The revolving seed funds

The revolving seed funds were funds provided to the graduated trainees on a considered and set criteria. The funds are aimed to establish a startup business SME (Small or Medium Sized Enterprises) or expand an existing business for those already involved in business. These funds are not about to finish or consume but to revolve. WARDO have been encouraging all trainees to joint and make groups for joint venture business and WARDO also told the trainees that these funds are good to invest when grouped and joint together.

According to the project proposal recommendation and the UNDP guidelines, **WARDO opened accounts for the all graduates those are supposed to award the seed funds**, after more consultation and meeting with the financial intermediary in Hudur, Amal Bank became the most appropriate Bank and can execute this work. WARDO has undertaken all activities toward this work under the surveillance and the strategy of UNDP. **The total number of the graduated youth trainees awarded the revolving seed funds is 40.** The following is the distribution in accordance to the considered criteria and the awarded amount of fund:

25 Highest Scoring trainees (Awarded \$ 500.00 each one of them)

S/N	LEARNED SKILL	NAMES	GENDER	TELEPHONE NUMBER	AWARDED SEED FUND	EMPLOYMENT STATUS
1	Mobile phone and TV Repairing	Saciid Cali Yusuf	Male	0612833354	\$ 500.00	Establishment of New Joint Venture Business (Mobile Repairing Center).
		Deqow Isack Mohamed	Male	0161362497	\$ 500.00	
		Saabir Hussein Abikar	Male	0613102841	\$ 500.00	
		Abdikariim Ahmed Mohamed	Male	0615955276	\$ 500.00	
		Bashiir Moalim Maxamed	Male	0617289508	\$ 500.00	
TOTAL					\$ 2500.00	
2	Electrical Installation	Ayuub Shariif Xuseen	Male	0619817744	\$ 500.00	Expand Existing Business, (Electrical

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						Supplies Repairing Center)
		Mustaf Sankus Ali	Male	0616052021	\$ 500.00	Self Employed
		Mahad Mohamed A/Rahman	Male	0619922757	\$ 500.00	New Business
		Noor Ahmed Mohamed	Male	0615802609	\$ 500.00	Self-employed – Sangaabo Business Center.
		Isack Ali Gaas	Male	0615095250	\$ 500.00	Self Employed – Electronics Center.
TOTAL					\$ 2500.00	
3	Auto-Motive mechanics	Hassan Adan Noor	Male	0615753586	\$ 500.00	Self Employed
		Mohamed Abdi Hussein	Male	0618123893	\$ 500.00	Bulsho Spare Parts - Self Employed
		Mohamed Mohamed Noor	Male	0618638852	\$ 500.00	Small Garage for
		Mustaf Mohamed Haydar	Male	0612987604	\$ 500.00	Motor Bike Mechanics Joint Venture Business.
		Ibrahim Mohamed Abdullahi	Male	0617289605	\$ 500.00	Eedkiyaal Spare Parts Self Employed.
TOTAL					\$ 2500.00	
4	Business Entrepreneurship	Nimo Mohamed Yare	Female	0613310750	\$ 500.00	Self Employed – Moorogaabey Shop.
		Sahra Mohamed Adan	Female	0619548430	\$ 500.00	New Joint
		Nurto Warsame Mohamed	Female	0618679230	\$ 500.00	Venture Business
		Luul Adan Heydar	Female	0617147746	\$ 500.00	

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		Rukiya Isack Ibrahim	Female	0615380416	\$ 500.00	Self Employed – Horseed Shop.
TOTAL					\$ 2500.00	
5	Beautification and Salon	Ubah Ali Mohamed	Female	0619454645	\$ 500.00	Joint Venture Business – Newly Stablished.
		Hodan Mohamed Noor	Female	0618678422	\$ 500.00	
		Hani Abdi Ahmed	Female	0616381161	\$ 500.00	
		Fatima Abdullahi A/Rahman	Female	0613003469	\$ 500.00	
		Anab Ilmi Ahmed	Female	0619369299	\$ 500.00	
TOTAL					\$ 2500.00	
Grand TOTAL					\$ 12,500.00	

10 trainees from Business Entrepreneurship Class (Awarded \$ 400.00)

S/N	NAME	GENDER	TELEPHONE NUMBER	AWARDED AMOUNT	EMPLOYMENT STATUS
1	Raaxo Moalim Mohamed	Female	0618776160	\$ 400.00	Self Employed – Existing Business (Nuune Shop)
2	Hafsa Mohamed Lukman	Female	0615300769	\$ 400.00	Self Employed – Existing Business
3	Miido Adan Abdi	Female	0617290689	\$ 400.00	Self Employed
4	Raaxo Hussein Ali	Female	0619455212	\$ 400.00	Self Employed – Existing Business (Asniino Business Center)
5	Shukri Bishar Sheikh	Female	0616833254	\$ 400.00	Self Employed – Existing Business (Bishaar Shop)
6	Fatima Mohamed Mustaf	Female	0612427614	\$ 400.00	Self Employed – Existing Business
7	Habiba Sheikh Ali	Female	0615027355	\$ 400.00	Self Employed – Existing Business (Goobsan Business Shop)

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8	Cafifa Hussein Miris	Female	0617565568	\$ 400.00	Self Employed – Existing Business
9	Isnino Hassan Ali	Female	0619548114	\$ 400.00	Self Employed – Existing Business (Asniino Business Center)
10	Awees Cali Macalin	Male	0615627336	\$ 400.00	Self Employed (Mobile Mechanical)
TOTAL				\$ 4000.00	

5 trainees from Business Management (Awarded \$ 1000.00)

S/N	NAME	GENDER	TELEPHONE NUMBER	AWARDED AMOUNT	EMPLOYMENT STATUS
1	Kaltuuma Shiek Miiris	Female	0617574356	\$ 1000.00	Self Employed
2	Hani Xuseen Cali	Female	0617295677	\$ 1000.00	Self Employed
3	Faadumo Keerey Maanuur	Female	0618262886	\$ 1000.00	Self Employed
4	Farxiyo Nuur Iimaan	Female	0619548248	\$ 1000.00	Self Employed
5	Xaawo Ibrahim Isaaq	Female	0619548337	\$ 1000.00	Self Employed
TOTAL				\$ 5000.00	
TOTAL REVOLVING SEED FUNDS				\$ 21,500.00	
TOTAL TRAINEES AWARDED SEED FUNDS				40 Trainees	

The startup tool kit distribution

After the final examination and results published, WARDO in collaboration with UNDP and the local authorities in Hudur started to handover the startup tool kit to the graduated trainees. WARDO transported the startup kit from Mogadishu by air which is the only possible mechanism for goods and service delivery as well as the people’s transportation.

The 36 graduate’s trainees from four key skill were handed over their job tool kits.

S/N	SKILL TRAINED	NAMES	GENDER	TELEPHONE NUMBER	WHAT RECEIVED	EMPLOYMENT STATUS
1	6 Trainees from: ELECTRICAL INSTALLATION	Ahmed Moalim Adan	Male	0616987815	Startup kit	Bakool Power and Lightening Com.
		Cali Wardere Mohamed	Male	0615336114	Startup kit	Hormuud Hudur - Technician
		Nuur Hussein Abdi	Male	0617488201	Startup kit	Bakool Power and Lightening Com.
		Muxsin Mohamed Bule	Male	0619453876	Startup kit	Bakool Power and Lightening Com.
		Ali Abdi Isack	Male	0616638991	Startup kit	Self Employed
		Hassan Abdi Ali	Male	0618678498	Startup kit	Self Employed
2	14 Trainees from: BEAUTY SALOON	Falastiin C/Qaadir Maxamed	Female	0616721747	Startup kit	Self Employed
		Farxiyo Hilowle Aadan	Female	0617160440	Startup kit	Self Employed
		Leyla Xasan Adan	Female	0619192282	Startup kit	Self Employed
		Sokorey Cali Adan	Female	0612693401	Startup kit	Fartuun Beauty Salon
		Muno Adan Nuur	Female	0612378331	Startup kit	Horseed Beauty salon - Joint Venture
		Nimco Daahir Manuur	Female	0617289414	Startup kit	
		Samira Isgowe Adan	Female	0618849571	Startup kit	Self Employed
		Ayan Idow Haji	Female	0617880409	Startup kit	Self Employed
		Muxibo Farow Cabdullahi	Female	0616225540	Startup kit	Self Employed
		Fardowsa C/Laahi Maxamed	Female	0613538940	Startup kit	Self Employed
		Canab Maxamed Ibrahim	Female	0617290953	Startup kit	Fartuun Beauty Salon

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		Faadumo Shuceyb Sheekh	Female	0619354225	Startup kit	Self Employed
		Sucdi Maxamed Xassan	Female	0615942954	Startup kit	Self Employed
		Faadumo Xuseen Cabdullahi	Female	0612134021	Startup kit	Self Employed
3	8 Trainees from: MOBILE PHONE AND TV REPAIRING	Maxamed Macalin Aadan	Male	0618689701	Startup kit	Self Employed
		Cabdullahi Xassan Maxamed	Male	0615028762	Startup kit	Self Employed
		Cali Nuur Aadan Nuuroow	Male	0615616653	Startup kit	Kaamil Electronics
		Cabdullaahi Xassan Xassan	Male	0619734952	Startup kit	Kaamil Electronics
		Cabduraxman Aadan Maxamed	Male	0615408652	Startup kit	Existing Business
		Mustaf Cabdullahi Cali	Male	0615627062	Startup kit	Khan Electronics Shop
		Sankuus Maxamed Ibrahim	Male	0616225014	Startup kit	Self Employed
		Maxamed Cabdullahi Cali	Male	0619409139	Startup kit	Self Employed
4	7 Trainees from: AUTO-MOTIVE MECHANICS	Saalax Aadan Ibrahim	Male	0619816376	Startup kit	Eng. Mohamed Ali Garage
		Mustaf Hassan Mohamed	Male	0618123643	Startup kit	Self Employed
		Cali Aadan Maxamed	Male	0618701944	Startup kit	Self Employed
		Cali Maxamed Yere	Male	0617290603	Startup kit	Bakool Power and Lightening Com.
		Isaaq Macalin Maxamed	Male	0612402022	Startup kit	Self Employed
		Xassan Isaaq Cali	Male	0616721852	Startup kit	Mobile Mechanical Service
		Mahad Cabdullahi Cali	Male	0619922509	Startup kit	Eedkiyaal Spare Parts
TOTAL TRAINEES AWARDED THE STARTUP KIT			35 TRAINEES			

The startup tool kit was comprised

The trainees were provided with appropriate and quality tool kits enough quantity to start work skillfully for the skills they learned. These quality tool kits include:

Electrical installation: electrical tool box (Full), safety belt, Helmets, eye protective spectacles, electrical protective gloves, shirts (Uniform), protective shoes, screws (full set), Pliers, digital current checker and cutters.

Beauty salon: Hair blow, Hair dryer, Hair color, Hair beautification tool (full set), Roller, Sanitary Towels, Henna (Black and Brown), Lacquer, Electrical face wash (Evaporator), Legs washing machine, Nails Black color, face wash, body lotion cream, Makeup, Eye browsers color, Assorted Cosmetics, Hair Comps, Shampoo, Lips ticks, Plastic Bags, Scissors, Lighters, Henna Pattern Papers and Mixed Makeup (Wet).

Mobile Phone and TV Repairing: Hover Machine, Reading Lamps (Table)with Lens, Power Supply, Digital Multi-meter, Small Screws Tool, Small Lens, DC Check, Uncovering Mobile Phone Tools, Hot Air Gun, Soldering Wire Paste, Assorted Mobile Phone Screens and cleaning.

Automotive mechanics: Auto mechanics tool kit (Full), Protective Gloves, Protective Eyes Spectacles, Mechanical Shirts (Uniform), Shoes, Adjusted Wretch (Full set), Screws (Set), Hammers and Handles.

Risks and Mitigations Strategy.

S/N	Risks	Mitigation strategy	Responsible Party	Remarks
1	Intervention from community political leaders is the most remarkable risk and the uncertainty which was existing	Consultations and orientation to the leaders about the project objectives and criteria	WARDO and Local Authorities.	Important and considerable at the inception and in the settlement.
2	Less community awareness and illiteracy that results misunderstanding between the community as the project stakeholders.	Awareness and consultative meetings with different community parts including Youth, Women and Religious leaders.	WARDO and Project Advisory committee	Important and having the possibility to overcome for sensitizing and proper identification and also to rehabilitating socially

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3	Delay of Financial resources and beneficiary entitlements during the project life and implementation process	usage of clear financial processing and regular follow to have proper and convenient imbursements and on time payments.	UNDP	Low Risk and needs to executed by UNDP
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Lessons Learned:

- The illiterate people have the hugest share and presence in the city, because there are not much schools and educational institutions, the few schools in the city are too expensive regarding to the life standard of the local people.
- The skilled labor in the city is too low and those are in the market they don't have considerable skill to be fit for the positions they possess.
- This project became successful because it was a convenient project and at a convenient time. It provided the youth with the ability to go the market, although the number of the trainees were limited according to the need but it was successful for those who joined the project and had that opportunity.
- We came to know during our project implementation process that **the female youth trainees are more punctual and time managers than the male youth trainees**. Every month in the reporting period WARDO reported that the number of absent boys is more than the number of absent girls.
- Refreshment and transportation were one of the best motivational sources of the trainees, because it gives them the courage to attend classes and the transportation payments make them have the access to reach to the center.

Project challenges

- Delay of the UNDP entitlement and the long processing time was the one of the impactful challenges and needs to be considered.
- The special challenges include Hudur city planning had affected the training center and finally caused the relocation of the main wall and Gate of the training center.
- In the city there is a less availability of potential employers those have all indispensable equipment and tools

Project Funding and Financial Resource

To implement the project referenced on **UNDP.2019.010.RPA.PREP** in Hudur district, Bakool Region Southwest state, WARDO had entered Responsible Party Agreement **RPA** with UNDP. The project duration and the implementation period were **March – August 2019**. UNDP committed to fund \$ **193,381.50** and WARDO committed to implement the project in Hudur with devotion and integrity.

The funding process has been comprised tranches of Installments, the implementation of the project components and activities are crucial and prerequisites to process each one of these installments without compromising the quality of the project. the following is the installments and their percentages according to the signed PRA.

S/N	Installments	Percentages from the total	Total Amount	Status
1	Installment 1	5 %	\$ 9,669.075	Received and reported
2	Installment 2	25 %	\$ 48,345.375	Received and reported
3	Installment 3	20 %	\$ 38,676.30	Received and reported
4	Installment 4	40 %		Outstanding and receivable
5	Installment 5	10 %		Outstanding and receivable
Total		100 %	\$ 193,381.50	

Project Achievements

- Project community and stakeholders were sensitized, mobilized and provided the information required in the inception.
- Project advisory committee including the local authorities in Hudur identified the project direct beneficiaries.
- 75 youth beneficiaries 37 Men and 38 Women were selected and the advisory committee also identified 25 for back up beneficiaries
- The social rehabilitation component of the project was successfully completed where the youth beneficiaries learned six subjects during this program, evaluation exams were conducted and results were published.
- Tailor-made vocational skills were commenced and ended promptly and on time as planned, the youth trainees were provided five skill development vocations.
- Final exam was conducted and results published
- Placement and apprenticeship program were implemented appropriately, the registered 75 trainees deployed to five potential employers in Hudur.

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- After the final exam for economic development skills and after a graduation ceremony were organized the youth trainees were over handed a startup tool for business establishment
- There were also 40 trainees those were awarded a revolving seed funds to star new businesses SMEs or expand the existing businesses.
- Amal Bank Accounts were opened for these 40 trainees because direct cash over hand were not in the strategy of the fund's payment and control.
- Accountabilities and control were started and the project referred to the local authorities and the exit strategy was developed
- During the project life cycle refreshment were served to the youth beneficiaries in the training as they were also receiving the transportation costs from WARDO.
- All financial documents and processes were closed and supporting documents were submitted by the finance team, the last transaction was on 31 August 2019.
- Attendance were improved and absent trainees were minimized to least almost all the trainees were punctual because of the awareness they were provided. The tracking and follow up was very high because all absentees used to be communicated.
- Weekly meetings were usually held on the weekends to foster the ideas the trainers have to reach a constructive collaborative decision.

Recommendations

- The delay of the entitlements and imbursement processing needs to be overcome because it creates a high number of absent trainees and less motivation to the project staff.
- This project was targeting a very few numbers of youth which was 75. This number needs to be increased because there is severe need to this project and every one can sensitize it looking to opportunity the skills have to the local market.
- The skills were the best skills and most needed. Because WARDO project team identified that the mechanical people electricians were brought from Baidoa and Mogadishu, and still other skills need to be included.

Mohamed Lukman Hassan

WARDO Project Manager

Hudur - Bakool.