



**SKILLS DEVELOPMENT AND JOB PLACEMENT FOR YOUTH ON SOLAR ENERGY TECHNOLOGY
IN MOGADISHU, KISMAYO AND BAIDOA DISTRICTS PROJECT**

PROGRESS NARRATIVE REPORT FOR THE PERIOD 22 DECEMBER 2018 TO 15 SEPTEMBER 2019

FUNDED BY UNDP

SEPTEMBER 2019



PROJECT INFORMATION

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IMPLEMENTING PARTNERS	<ol style="list-style-type: none">1. Solar Energy Consulting and Construction Company (SECCCO)2. Shaqodoon Organization
STAKEHOLDERS	<ol style="list-style-type: none">1. Banadir Regional Authority,2. Ministry of Youth and Sport in Jubaland State of Somalia3. Ministry of Labour and Social Affairs in South West State
START DATE	22 December 2018
ENDING DATE	15 September 2019
REPORTING PERIOD	22 December 2018 – 15 September 2019
DATE OF SUBMITTING REPORT	13 September 2019
LOCATION	Baidoa, Kismayo and Mogadishu
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1. BACKGROUND INFORMATION

1.1. The Implementing Partners

SECCCO

SECCCO is a leading solar and renewable energy solutions provider in Somalia. It was established and registered in Somalia in 2008 with the mission of bringing clean, low cost and sustainable renewable energy solutions and skills to Somalia. In the over 10 years of operation, SECCCO has created tangible social and economic impact and improved the lives of thousands of Somalia people through solar energy solutions installed in households, businesses, health centres, hospitals, schools, community centre and streets of Somalia towns; as well as provided technical trainings on solar energy solutions through its Solar Training Center (STC).

SECCCO's main core business activities include but not limited to;

- Provide solar power systems;
- Installation and maintenance of the solar systems;
- Perform trainings on solar technologies and renewable energy; and
- Provide consulting services on renewable energy technologies

SHAQODOON

SECCCO will jointly implement the project with Shaqodoon. Shaqodoon is a Somali non-profit organization, duly registered with the Federal Government of Somalia (FGS), Somaliland, Puntland, Jubbaland, and South West States of Somalia; with headquarter in Hargeisa, Somaliland and satellite offices in Mogadishu, Garowe, Baidoa and Kismayo. Shaqodoon Organization was founded in 2011, formerly referred as Somali Youth livelihood Project (SYLP) literally known as "Shaqodoon" meaning

jobseeker. Shaqodoon aspires that young people in the horn of Africa region realized their full potentialities and access to meaningful work opportunities as well as enjoy peace and prosperity.

1.2. Funding Agency

UND committed to support the project under *Joint Programme on Youth Employment Somalia (JPYES)*. UNDP partners with people at all levels of society to help build nations that can withstand crisis, and drive and sustain the kind of growth that improves the quality of life for everyone. UNDP offer global perspective and local insight to help empower lives and build resilient nations and currently in 177 countries.

2. ABOUT THE PROJECT

2.1. Skills Development and Job Placement for Youth on Solar Technology project

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The Skills Development and Job Placement for Youth on Solar Energy Technology in Mogadishu, Kismayo and Baidoa Districts aims to provide intensive training to interested and disadvantaged 400 youth, including women, in **solar energy technology and business development**. This carries with it very high expectation that the intervention is going to improve employability of the disadvantaged and unemployed youth.

2.2. Project Objective

The project objective is to mainly enhance employability of the disadvantaged and unemployed youth, including women, in renewable energy sector as well as promoting green technologies for addressing the energy needs in Somalia.

Situation of Energy Sector in Somalia

Following the collapse of the central government in the early 1990s, residents were forced to depend on diesel generators for individual households and many were left with absolutely no electricity. Currently, Somalia's electricity is amongst the most expensive in the world. Across the Somali region, African Development Bank's energy sector needs assessment estimates the electricity price at USD 0.60–1.2/kWh for single-phase supply. Only 16% of the Somali population has access to electricity, according to AfDB's estimate, while the World Bank estimates that 32.7% of the population has no access to electricity.

The high energy cost is not only problematic for Somali communities, particularly in rural areas, but also contributes to environmental degradation and acts as a constraint to the economy. Electricity is essential to maintain a basic standard of living -it is used for lighting, cooking, heating, cooling, information and communications, and earning a living - all depend on affordable and reliable electrical supply.

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Recent development in Somalia points a growing trend towards growth and stability and this is evidenced by long term business investments now taking place in agriculture, fisheries, petroleum, transport, infrastructure, and property and service sectors. The country is also rich in renewable energy resources, such as solar and wind energy; and there is a great opportunity in promoting investments in renewable energy, which is explicitly stated as a priority in the Federal Government of Somalia's National Development Plan (2017-2019).

The electrification level of Somalia both in urban and rural areas is very low. The availability and affordability of the renewable energy technology, in particular solar energy, will definitely contribute greatly to the recovery and development efforts in Somalia.

2.3. Scope of Work

The TOR for the project highlights the following tasks in fulfilling the implementation of the project;

- a) Four hundred (400) youth trained in solar energy technology and business development skills in Mogadishu, Kismayo and Baidoa; and
- b) Fifty (50) trained youth provided with job opportunities or internships through job placement.

The activities in the project have been undertaken in three phases

Inception

- Inception and mobilization activities among the stakeholders
- Establishing TAC for the project
- Stakeholder project sensitisations
- Recruitment of the Trainers and selection of the trainees
- Project launching

Implementation

- Implementation of the project activities entailed execution of the activities anchored in the project outputs. The project was anchored in two Main outputs with total 15 activities to be completed by end of the project.

Completion & Exit

- Include carrying out the post training activities which include Job placement, trainee counselling and monitoring during job placement, Graduations events, Issuing of start up tool kits et.c

3. REPORT OF THE PROJECT ACTIVITIES

This section outlines what was achieved through the project and as well the milestones to achieve.

3.1. Progress on Output #1

Output #1: Four hundred (400) youth trained in solar energy technology and business development skills in Mogadishu, Kismayo and Baidoa		
<p>Indicators: Number of youth (disaggregated by sex, location and vulnerability) trained; quality of knowledge and skills acquired and their usage; quality of the curriculum; number and qualifications/experience of trainers and quality of classroom & practical teachings; quantity and quality of training materials received by youth trainees; amount received as stipend by each trainee; quality of start -up tool kits received by each trainee who completed training successfully and their usage.</p> <p>Targets: 400 youth (50% women) trained and improved their knowledge and skills in solar technology and business management in Mogadishu (200), Kismayo (100) and Baidoa (100); each trainee received stipend/transportation allowance (US \$2/trainee/day of participation x 63 days); and quality start-up kit received by trainees who successfully complete the training and used them in jobs.</p>		
Milestones in achieving the output		
	Activity	Outcome
1.1	Design a training course based on the training curriculum and manuals, recommended and used by ILO – both vocational and business development skills- with theory and practical (T1 and T2);	<ul style="list-style-type: none"> We designed a training curriculum and training manuals based on the curriculum. The training curriculum was approved by the Ministry of Labor & Social Affairs. The manual was prepared and is in English and Somali versions for use by the trainees.
1.2	Ensure the syllabuses to be used should be endorsed by the relevant ministries.	<ul style="list-style-type: none"> The curriculum and training manuals were approved by the Ministry of Labor and Social Affairs vide a letter dated 20th January 2019, Ref: MOLSA/PS/77/2019.

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1.3	Select resource persons/master-trainers, venue and logistics for the training	<ul style="list-style-type: none"> • We recruited project staff to support vocational training skills; we had 4 master trainers (2 in Mogadishu and 1 each in Baidoa and Kismayo), 4 assistant master trainers to train in solar energy / <u>solar installations and maintenance</u> • We also engaged 3 Entrepreneurship Experts to train on entrepreneurship and business development as part of the skills incorporated in the program. • We secured adequate spaces for training and accommodate practical session. • All the essential logistics were properly handled, including timely mapping of stakeholders and establishing of Technical and Advisory Committee, requisitions of training materials, making arrangements of launching events, mapping and reaching the potential employers, recruitment of staff, establishing training curriculum and printing training manuals.

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1.4	Develop and agree on the ILO-recommended training manual and teaching aids	<ul style="list-style-type: none"> In consultation with UNDP JPYES team, we drafted the training manuals to be used in the vocational training skills. The manuals were shared for review and endorsement by the line ministries described in 1.1 and 1.2.
1.5	Disseminate the teaching materials amongst trainees;	<ul style="list-style-type: none"> We assembled all the training materials and shared with the trainees during the commencement of the trainings. This include writing materials , training tools and equipment for practical classes etc. Each trainee was provided with a copy of the training manual.
1.6	Procure training materials to be distributed amongst the students and used in the training, such as writing pads, pen, pencils, clip charts, etc., as well as other arrangements required for training;	<ul style="list-style-type: none"> We procured training materials to ensure the trainees are well equipped. Ensure necessary writing materials and practical tools are available to facilitate smooth learning.
1.7	Call for applications from suitable youth and women for the training, with priority to women;	<ul style="list-style-type: none"> Call for applications were made through media advertisements and billboards for interested applicants to apply for the opportunities. Selection for the beneficiaries was done using established criteria (Refer Annex I of the report) with a <u>50% women and men ratio</u>. The selection of the beneficiaries was done through the Technical and Advisory Committee. This was done between 15th-29 January 2019 .
1.8	Develop an e-profiling system for the youth selected for training and manage it;	<ul style="list-style-type: none"> We developed an e-profile platform for maintaining the trainee database.

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		<p>The e-profile platform has been updated with the following information;</p> <ul style="list-style-type: none"> • Name; • Sex; • Age /Date of birth; • Contacts; • Parental details; • Location of training • Residential status; • Qualifications/Level of education; <p>There are also additional information available in the E-Profile platform, which include, Trainee attendance sheets, Trainee Examinations, Trainee Job placement details.</p>
1.9	<p>Conduct trainings as per the designed course and schedule in the TOR, i.e. 3 months (both T1, T2 levels and business management);</p>	<ul style="list-style-type: none"> • The training commenced on 4th February 2019 in all the locations. The training went on for 3 months of 36 training days per the timetable shared with UNDP. The training covered theory (T1) and practical classes (T2) and business entrepreneurship. <u>75% of the training</u>

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		<p><u>covered practical training sessions on solar training awhile 6% on business development skills.</u></p>
1.10	<p>Provide stipends to the trainees for the days participating the training (\$2/trainee/day)</p>	<ul style="list-style-type: none"> The trainees were provided with \$ 2 per day of participation. This was to gather for transport and lunch for the beneficiaries. All the stipends to the trainees have been paid out. The trainees were also provided with refreshments.
1.11	<p>Design and conduct the pre-and post-training tests and an evaluation of the training and trainees to meet the expectations of and to get feedback from the trainees;</p>	<ul style="list-style-type: none"> We provided the trainees with pre and post training test during the trainings. We also provided the trainees with mid tests to evaluate progress on the skills. The trainees who successfully completed the training were awarded certificates during the graduation ceremony.
1.12	<p>Coordinate with project stakeholders in all stages of the project planning and implementation;</p>	<ul style="list-style-type: none"> We worked with the stakeholders from local administration and regional government institutions in the three project locations during the entire period of project. This was through the Technical and

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		<p>Advisory Committee (<i>Refer Annex II of the report</i>) in each location represented by officials from these institutions to facilitate the coordination the project implementation.</p>
1.13	<p>Print and deliver certificates to the trainees, who will pass the final examination;</p>	<ul style="list-style-type: none"> The trainees were awarded with the certificates during the graduation event. 384 graduated and awarded certificates. In an average of four examination results, 120 scored between 80-100%; 175 scored 60- 79%; 80 scored 40-59% and 9 below 40%.The highest score was 99% while last score was 28% .Annex IV details the summary of the examination results disaggregated in location and sex.
1.14	<p>Although UNDP will be responsible for the Procurement process for the start-up tool kits. The service provider will be responsible for identifying the required tool kits, complete specification and distribution of the start-up tool kits to the trainees who have successfully completed the training programme at the final stage</p>	<ul style="list-style-type: none"> We submitted the list of startup tool kits to UNDP. The start-up tool kits have not been provided to the trainees/beneficiaries.
1.15	<p>Provide post-training counseling and mentoring to the trained youth on job opportunities</p>	<ul style="list-style-type: none"> We will be tracking the trainees and share with the ministries for opportunities and to ensure the trainees are left in “vacuum” after completing the training.

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Progress on the indicators				
#	Output indicator	Baselines	Targets	Report of progress towards indicators
1	Number of youth (disaggregated by sex, location and vulnerability) trained;	0	400 youth (50% women) trained to acquire knowledge and skills in solar technology and business skills in Mogadishu (200), Kismayo(100) and Baidoa (100)	<ul style="list-style-type: none"> - We recruited 400 youth (200:M;200: W) to undergo the skills training, 200 (100:M;100:W)in Mogadishu; 100 (50:M;50:W) in Baidoa and 100 (50:M;50:W)in Kismayo. - 384 trainees (191:M; 193:W) successfully completed the training. Drop out cases was only occasioned in Mogadishu.
2	Quality curriculum developed to enhance quality of knowledge and skills acquired	0	Develop curriculum to enhance solar technology training.	<ul style="list-style-type: none"> - We designed a training curriculum approved by the Ministry of Labor and Social Affairs.

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				- All the trainees received a copy of training manual.
3	Number of qualified/experienced trainers hired and quality classrooms & practical teachings	0	Qualified trainers hired and adequate classrooms secured.	<ul style="list-style-type: none"> - We hired 4 master trainers and 4 assistant master trainers for training on solar energy. 3 entrepreneurship experts were engaged to train business development skills. - These trainers were able to run training session of 25 trainees per session(class) with two sessions running simultaneously. A total four (4) sessions were held per day in Mogadishu and 2 sessions in Kismayo and Baidoa
4	Quantity and quality of training materials received by youth trainees	0	Each trainee receives quality training materials	- All the trainees received training materials including writing pads, pen, pencils, clip charts and training manuals.

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				- Training manuals were developed with high audio visual aids.
5	Trainees received stipend to attend the trainings	0	Each trainee to receive US \$2/trainee/day of participation to provide stipend/transportation allowance	<ul style="list-style-type: none"> - The trainees received \$2 per day of participation as stipends to assist the trainees raise transport costs and costs to sustain themselves during the training. - All the stipends due for the period of 3 months were paid out to trainees. The payment was done bi-monthly in advance.
6	Quality start -up tool kits received by each trainee who completed training successfully and their usage	0	Quality start-up kit received by trainees who successfully complete the training and used them in jobs.	- We shared specification for the tool kits to facilitate the procurement through UNDP which will be provided as start up tool kits to the beneficiaries;
Sources of Evidence for Results Progress and Achievements				
<ul style="list-style-type: none"> • List of beneficiaries • MoUs 				

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- Minutes
- Training manuals
- Training materials
- E-Profile database
- Minutes
- Photos and video recordings
- Monthly progress reports

3.2. Progress on Output #2

Output #2: Fifty (50) trained youth got job opportunities or internships through job placement		
<p>Indicators: Number of men and women got job opportunities or internships; amount earned by women and men; and the job conditions and sustainability; rate of job satisfaction amongst the employed youth</p> <p>Target: 50 trained youth (50% women) got job opportunities and internships, through job placement in 3 locations, and received at least US \$5/youth/day as their stipends/earnings.</p>		
Milestones in achieving the output		
	Activity	Outcome
2.1	Map and identify potential employers in the areas	<ul style="list-style-type: none"> We mapped out potential employers while the training was still ongoing. We identified 7 companies who have now signed the MoUs to provide job placements for the 50 trainees to develop their knowledge and skills. Annex II is the job placement schedule of companies providing the job placement.
2.2	Meet with potential employers and start engaging them throughout the project implementation	<ul style="list-style-type: none"> At the onset of the project, we engaged potential employers who also had an input during the development of the training manuals. SECCCO also provided team of engineers and consultant engineers to review the trainings and ensure quality assurance in the training curriculum. The training incorporated the market needs in solar energy sector and focuss on solar installation of solar powered equipment and maintenance. We developed a comprehensive job placement plan in Annex II of the report which is currently in use. The job placement plan is detailed with
2.3	Ensure that the potential employers understand the objectives of the project	
2.4	Develop a job placement scheme/ plan, by assessing potential employers' human resource needs.	

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		<p>the company, trainee, time frame and duties to be executed by each trainee.</p> <ul style="list-style-type: none"> 50 trainees have been engaged under the job placement program from the companies we have indentified. <p>1.</p>
2.5	Invite the potential employers to meet and interact with the youth trainees during the training.	<ul style="list-style-type: none"> We scheduled some of potential employers to participate and interact with the trainees in the course of including involvement during the project. Some of the companies have offered opportunities for job placement opportunities.
2.6	Arrange some practical classes in the potential employers' workshops/businesses	<ul style="list-style-type: none"> The trainees were engaged in both theory and practical sessions. 75% of the training time focused on practical skills. Solar panels and solar powered equipment were availed in the training centres with designated lab section to enable the trainees access and do practical during class and out of class session. Under the job placement plan, the trainees shall further enhance their skills and interact with employers.
2.7	Take the employers' ideas and inputs into consideration to align their skill needs to the project.	<ul style="list-style-type: none"> The training curriculum was developed through consultation with potential employers participating to ensure the skills have been incorporated into the training.

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		<ul style="list-style-type: none"> The trainees have also aligned their skills to the specific market need through the job placement exercises.
2.8	Agree with the formal potential employers who will be willing to participate in the job placement, apprenticeship scheme, by setting up minimum wage, stipend and conditions of services.	<ul style="list-style-type: none"> Through memorandum, we agreed with potential employers providing job placement opportunities to facilitate the daily trainee stipends. The companies through which have been engaged will pay out \$5 per day to the trainees through the signed MOUs.
2.9	Sign MoUs with the potential employers/registered businesses to provide job opportunities, apprenticeship or internship to the trained youth, with stipends and/or wages to be paid to the trained youth	
2.10	Assign 50 trained youth in the MSME/businesses that will sign MOUs	<ul style="list-style-type: none"> The trainees have since been engaged in their locations under the job placement plan.
2.11	Pay the grant to each employer for 6 months in 3 instalments, as stipends to be paid to the 50- trained youth (by the employers) who will be assigned in at least 10 employers' businesses, under the job placement scheme ($\$5/\text{trained youth}/\text{day} \times 50 \text{ youth} \times 126 \text{ days} = \$31,500$)	<ul style="list-style-type: none"> During the period of job placement, the trainees have been receiving US\$ 5 per day as stipends. The stipends are facilitated through the companies and also SECCCO.
2.12	As per the MOUs, signed by the employers/MSME, the employers are expected to pay to the trained youth who are working for them some considerable and decent amounts to the trained youth/interns/workers	

Output #2: Fifty (50) trained youth got job opportunities or internships through job placement				
<p>Indicators: Number of men and women got job opportunities or internships; amount earned by women and men; and the job conditions and sustainability; rate of job satisfaction amongst the employed youth</p> <p>Target: 50 trained youth (50% women) got job opportunities and internships, through job placement in 3 locations, and received at least US \$5/youth/day as their stipends/earnings.</p>				
2.13	Provide on-the-job counselling and mentoring to the youth employed.			<ul style="list-style-type: none"> During the job placement scheme, we are going to monitor the trainees and also mentor them during post training follow ups.
Progress on the indicators				
#	Output indicator	Baselines	Targets	Report of progress towards indicators
1	Number of men and women got job opportunities or internships;	0	50 trained youth (50% women) got job opportunities and internships, through job placement in 3 locations	<ul style="list-style-type: none"> We entered MOUs with 3 companies Mogadishu, 2 in Kismayo and 1 in Baidoa to secure job placements opportunities for 50 trainees.
2	Amount earned by women and men; and the job conditions and sustainability; rate of job satisfaction amongst the employed youth	0	Number of trainees received at least US \$5/youth/day as their stipends/earnings.	<ul style="list-style-type: none"> The companies, as per the MoU will provide \$5 per day to the youth as stipends during the period of engagement with the trainees. This will be paid through the project. US\$ 31,500 is the amount allocated to support the youth through job placement to pay the trainees during the job placement.

Output #2: Fifty (50) trained youth got job opportunities or internships through job placement				
<p>Indicators: Number of men and women got job opportunities or internships; amount earned by women and men; and the job conditions and sustainability; rate of job satisfaction amongst the employed youth</p> <p>Target: 50 trained youth (50% women) got job opportunities and internships, through job placement in 3 locations, and received at least US \$5/youth/day as their stipends/earnings.</p>				
				- The job placement will take a period of six (6) months.
Sources of Evidence for Results Progress and Achievements				
<ul style="list-style-type: none"> • MoUs • Job placement plan • Monthly reports 				

4. REPORT ON JOB PLACEMENTS

We secured job placement opportunities for 50 trainees (including women) comprising of 30 youth (24:M; 6:W) in Mogadishu, 12 (8:M;4:W) in Kismayo and 8 (4:M;4:W) in Baidoa. In order to enhance the skills enhancement which will increase employability of the youth, we agreed in the MoU to engage the youth in the following functions defined in the scope of work;

- i. **Site inspection** – Preliminary site visits to the customer to scope the needs for the installation of any services;
- ii. **Installation services** – The trainees shall also be engaged in providing installation services to the consumers/clients;
- iii. **After sales services** – Client visits after installation to monitor performance of product, train the customer/client , support customers on any information needed ,
- iv. **Maintenance** – This will involve the trainee performing periodic maintenance.

SECCCO have been conducting monitoring of the trainees job placement. Our review is to ensure the progress on the agreed scope of work especially to ensure;

- i. All the trainees are regularly present in their stations of work to ensure;
- ii. Whether the trainees have performed the duties as defined in the scope of work.

The table below provides summary of observations from the weekly monitoring of the trainees during the job placements.

#	Location	Company	No of Trainees Allocated	Follow up on their progress respect to the scope of work engaged with the MoUs
1	Mogadishu	Mogadishu Power	10 (10 Male; 0 Female)	<p>All the trainees are undergoing the job placements;</p> <p>Site inspection and installation services: The trainees have been involved in the installations of electricity to 25 residential facilities. Subsequently participated in the scoping of the customer needs prior to the installations;</p> <p>After sales services: They provide after sales services during the point of sales and at the installations.</p>

#	Location	Company	No of Trainees Allocated	Follow up on their progress respect to the scope of work engaged with the MoUs
				<p>Maintenance: They have trained the clients /customers on regular maintenance at sales point.</p> <p>References for clients handled by the Trainees 25 residential houses , 2540 KW</p>
2	Mogadishu	Blue Sky Company	10 (8 Male; 2 Female)	<p>All the trainees are undergoing the job placements;</p> <p>Site inspection and installation services: The trainees have been involved in the installations of solar panels to fancy refreshment water company facilities. Subsequently participated in the scoping of the customer needs prior to the installations;</p> <p>After sales services: They provide after sales services during the point of sales and at the installations.</p> <p>Maintenance: They have trained the clients /customers on regular maintenance at sales point.</p> <p>References for clients handled by the Trainees Fancy refreshment water supply, 8 KW</p>
3	Mogadishu	Red Sea solar energy	5 (2 Male; 3 Female)	All the trainees are undergoing the job placements;

#	Location	Company	No of Trainees Allocated	Follow up on their progress respect to the scope of work engaged with the MoUs
				<p>Site inspection and installation services: The trainees have been involved in the installations of solar panels to Somali water development union company facilities. Subsequently participated in the scoping of the customer needs prior to the installations;</p> <p>After sales services: They provide after sales services during the point of sales and at the installations.</p> <p>Maintenance: They have trained the clients /customers on regular maintenance at sales point.</p> <p>References for clients handled by the Trainees Somali water development union company, 130 KW</p>
4	Mogadishu	Target group	5 (4 Male; 1 Female)	<p>All the trainees are undergoing the job placements;</p> <p>Site inspection and installation services: The trainees have been involved in the installations of solar panels to Nageeye water supply facilities. Subsequently participated in the scoping of the customer needs prior to the installations;</p> <p>After sales services: They provide after sales services during the point of sales and at the installations.</p> <p>Maintenance: They have trained the clients /customers on regular maintenance at sales point.</p>

#	Location	Company	No of Trainees Allocated	Follow up on their progress respect to the scope of work engaged with the MoUs
				<p>References for clients handled by the Trainees</p> <p>Nageeye water supply , 5 PV Pumping System á 4 kWp, 112 m - Q=53 m³/day</p>
5	Kismayo	BASI Group Limited	6 (4 Male; 2 Female)	<p>All the trainees are undergoing the job placements;</p> <p>Site inspection and installation services: The trainees have been involved in the installations of solar panels to 17 Residential facilities. Subsequently participated in the scoping of the customer needs prior to the installations;</p> <p>After sales services: They provide after sales services during the point of sales and at the installations.</p> <p>Maintenance: They have trained the clients /customers on regular maintenance at sales point.</p> <p>References for clients handled by the Trainees</p> <p>17 residential facilities , 86 solar panels 100 W each.</p>

#	Location	Company	No of Trainees Allocated	Follow up on their progress respect to the scope of work engaged with the MoUs
6	Kismayo	Kismayo Electric and Ice cream Factory	6 (4 Male; 2 Female)	<p>All the trainees are undergoing the job placements;</p> <p>Site inspection and installation services: The trainees have been involved in the installations of solar panels to KEIF facilities. Subsequently participated in the scoping of the customer needs prior to the installations;</p> <p>After sales services: They provide after sales services during the point of sales and at the installations.</p> <p>Maintenance : They have trained the clients /customers on regular maintenance at sales point.</p> <p>References for clients handled by the Trainees Kismayo electric and ice cream factory , 70 KW</p>
7	Baidoa	Darusalam trading Company	8(4 Male ;4 Female)	<p>All the trainees are undergoing the job placements;</p> <p>Site inspection and installation services: The trainees have been involved in the installations of solar panels to Huddur district street lights project facilities. Subsequently participated in the scoping of the customer needs prior to the installations;</p> <p>After sales services: They provide after sales services during the point of sales and at the installations.</p>

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#	Location	Company	No of Trainees Allocated	Follow up on their progress respect to the scope of work engaged with the MoUs
				<p>Maintenance: They have trained the clients /customers on regular maintenance at sales point.</p> <p>References for clients handled by the Trainees Huddur district street lights project – 71 KW</p>

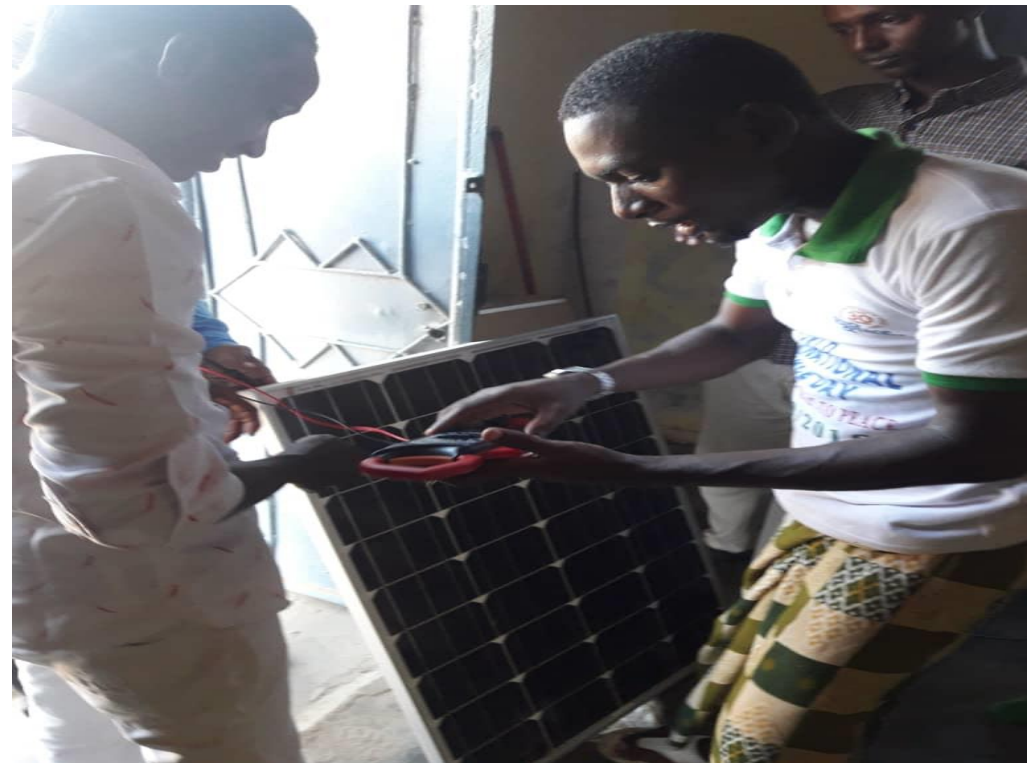
Photos of trainees on their Job placement-Mogadishu



Photos of trainees on their Job placement-Baidoa

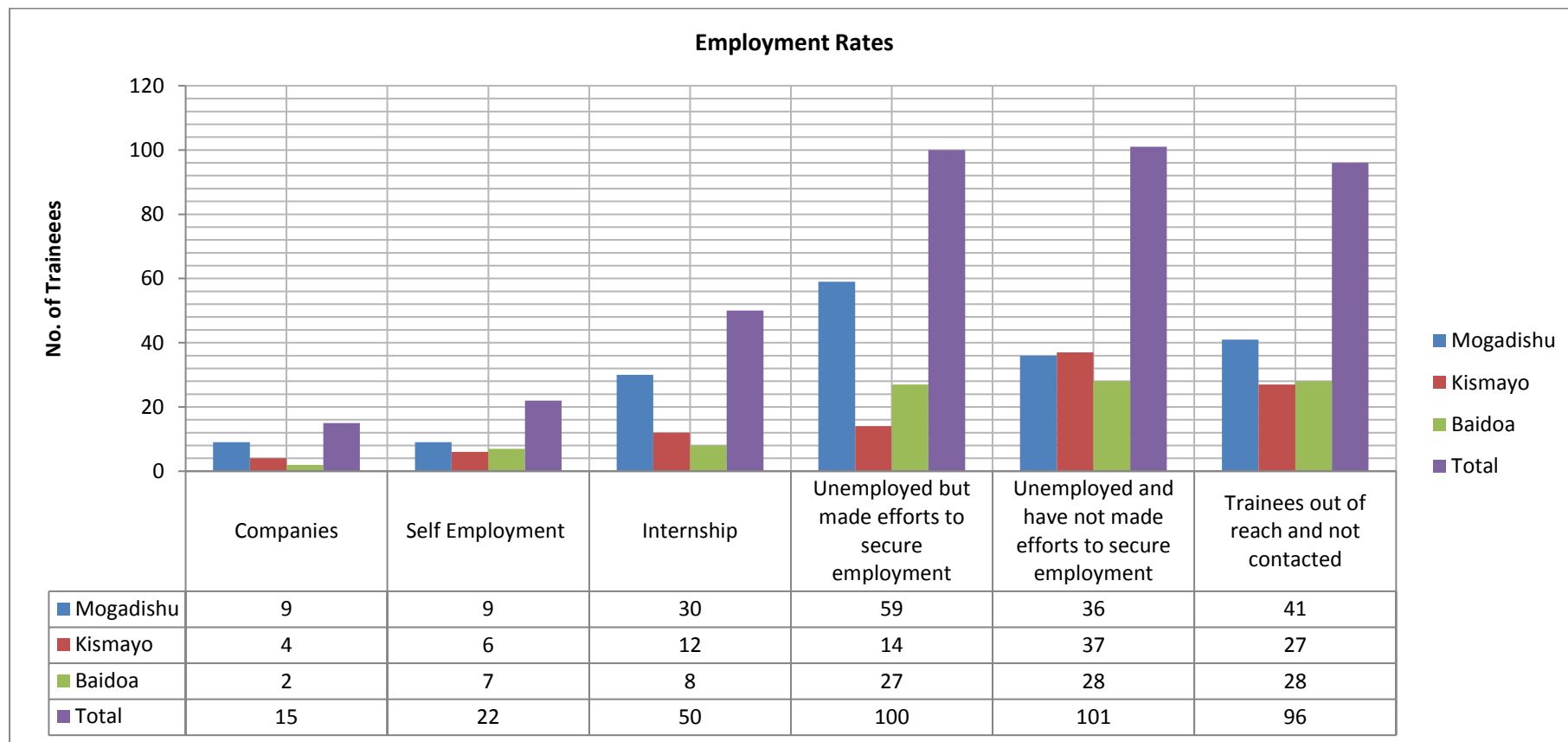


Photos of trainees on their Job placement-Kismayo



5. ANALYSIS OF TRAINEE EMPLOYMENT

We have been monitoring the trainees and where possible linking them to access jobs. Below is a summary of market absorption among the trainees. The graph also indicates those we have not contacted.



Source: SECCCO data

The data shows;

a) The trainees who have secured employment opportunities.

Page | 31 **87(66:W; 22:W) trainees have at least secured short term and long term job opportunities as follows;**

- 15 (11:M; 4:W) trainees have atleast secured employment opportunities thus can be able to generate income from the employment opportunities;
- 21(19:M; 3:W) trainees are now utilizing business development skills which was part of the training in the project and are currently in active self employment through business and are willing to get other opportunities in solar installations in order to utilize their skills. These have utilized the business development skills through the project;
- 50 (26:M; 14:W) trainees are currently engaged in the job placement facilitated through the project for atleast 6 months;

Trainees who have not secured any employment opportunities

- Among 201 (98:M; 103:F) graduates who have not been employed, 100 (60:M;40:F) have made own efforts to secure job opportunities through applications and volunteer work while 101 (38:M;63:F) **have not** made any efforts to secure employment etc. Among them are few who have resorted to pursue further studies.

Trainees who are out of reach /have not been contacted to monitor the progress

96(44: M; 52:F) trainees are yet to be contacted because they are out of reach and have not been accessible . Attempts are being made to ensure accurate information and whereabouts are obtained.

6. REPORT OF OTHER MATTERS IN THE TERMS OF REFERENCE

6.1. Reporting and Visibility

As part of the requirements in the TOR of the project, we designed comprehensive reporting and visibility plan including to ensure the following minimum reporting/visibility channels;

- a) **Monthly progress narrative reports with financial status:** We have shared project narrative reports covering the period 22 December 2018 to 30 January 2019 and Second edition covering activities to the 28 February .. This report covers activities from 28 February to 30 April. Annex I covers all the project activities from inception.

b) Pictures, and videos

- i. **Photos:** We ran social media accounts using twitter and face book. We shared project updates and information through the social media channels

Twitter Accounts used:

- **SECCCO Twitter Account:** @SECCCO_Somalia
- **Shaqodoon Twitter Account:** @Shaqodoonorg

- ii. **Videos/Documentary:** We did a documentary which has been shared ct documentary and will be shared through you tube and social media and our partners.
- iii. We also did a TV show where we selected some of the trainees to participate in the show to market them /provide platform to display their their skills. The link to the Talk show is available through the link
<https://www.facebook.com/387658651343041/posts/2169861009789454/?sfnsn=mo>

c) Project signboards, banners

We have used banners bearing the project name and the donors in the banners and also the bill boards.

6.2. Accounting, Filing and Data Entry

The schedule below indicates our responsibilities and its status;

No.	Responsibilities	Status
1	Set-up and maintain a separate project filing system, both physical and electronic, and keep all relevant papers, documents, such as payment requests and receipts, voucher, invoices attendance sheets, monitoring reports, pictures, video clips, and progress and final reports.	We have established a separate file management system which has separate files for the project where all documents i.e Agreements /Contracts, financial documents, programmatic documents are managed. We also have database for vedios and photos.

No.	Responsibilities	Status
2	Set-up and maintain a project accounting system and track project payments within that system. Maintain the inventory lists of the items purchased for the projects and handover documentation.	We have an accounting system (QuickBooks software) in place to ensure financial records are maintained to ease tracking and access to financial reports when required from time to time.
3	The service provider's financial books/documents related to the subproject are subjected for auditing upon the request of UNDP within a maximum period of 5 years after completion of the project. So, it is the responsibility of the service provider to keep and maintain these books during this period.	We affirm our commitment to ensure the financial records and other documents/information related to the project will be provided when needed for financial re view, audit, verification by UNDP or individuals on behalf of UNDP will be made available upon request.

6.3. Service provider's administration and management

We affirm necessary measures have been put in place to ensure the following

- Ensure the safety and security of staff working in the project;
- Ensure that the equipment and assets procured under the project by the service provider are maintained properly and are kept and administered in line with UNDP Rules and Regulations;
- Monitor staff movements, their attendance and leave records, work plans, and ensure timely and correct salary payments.

7. CHALLENGES

Drop out cases: We recorded 16 drop out cases in the project. These are the trainees enrolled in the project and could not complete the training. The list of drop out trainees attached in Annex V. This was occasioned by rampant absenteeism/consistent absenteeism by the affected trainee that the project management team had to decide to discontinue these trainees at once as they had shown low level of commitment and resilience to continue the project. We discontinued these trainees at once and consequently was not in list of those paid for refreshments and stipends from week 7 of the training (The cases of drop outs was not systematic as result of unanimous decision to discontinue the consistent absentees at once.)

No replacement for the drop outs since the cases occurred at a later stage of the training which could not have been possible to have proper training for new recruits.

Limited number of solar energy companies in Baidoa.- In Baidoa, we have had challenge to secure solar companies that can provide job placement opportunities for trainees given there are no big companies operating at a big scale. We secured opportunities from mid sized solar shop which has capacity to provide the trainees with opportunities to provide installation, after sales services and maintenance opportunities. Based on this development we are still reviewing skills benefit and come up with a recommendation or discussion with UNDP project team on this development.

8. WHAT WORKED WELL AND LESSONS LEARNT

We highlight what has worked well and these can build up on lessons learnt.

Page | 35 **Number of graduates through the project:** 384 trainees which represent 96% of the trainees successfully completed the training and are already in the labour market seeking for opportunities to utilize the skills as a source of income. This is a good number with whom the project has created an impact.

Quality assurance in the training: To ensure the quality assurance in the training we had the following activities and input;

- Training materials - We provided training manuals to the trainees. The manual had been translated to Somali language with high audio visual aids for easy reading and interpretation among the trainees.
- Quality training session – We created 8 classes/groups each of 25 trainees to ensure a good trainee per trainer ratio which avoid a lot of overcrowding which provide sufficient time being given to trainees during session without compromising quality of the training. 8 trainers (master trainers and assistant master trainers) were engaged to train.
- Practical skills – Training was practical oriented to ensure the trainees are well equipped with solar technology work relating to installation and maintenance. **75 percent** of the training was taken up with the practical training sessions. All the trainees had opportunity to fully participate in the training.
- Regular tests and examinations- The trainees were given tests on regular basis to ensure they properly understand every training area, individualized training needs were provided and extra training materials as well were practical assignments.
- Monitoring of training – Regular monitoring and follow ups were done by the project team to ensure sessions were running as planned. Attendance registers were maintained in order to track reporting timelines and actions for delays. The trainers were able to complete the training curriculum within the intended time.

- Facilitation of the trainees: To realize high percentage of trainees can successfully complete the training, the project had provided stipends to the trainees to facilitate them to the training and refreshments during the training. We also offered counseling to the trainees to encourage them and motivate them through the training.
- Award of certificates: Trainees who successfully complete the training shall receive the certificates. Only 384 trainees shall be awarded the certificates so that they can secure job or employment opportunities .

Proactive participation of women in the training: Majority of the active group of trainees were the women/girls who were brilliant and very active in the training. This is positive considering this is a technical skill where it believed there are more male interests than that of women. In this case, their participation , learning curve and resilience were more dominant among the women than male. In this training, more female are graduating than the male counterparts since majority of the drop outs were men. This is a lesson as well that women need support and opportunities through similar platforms.

Coordination with various institutions line ministries and local authorities: We have been successfully implementing the activities through the coordination of various stakeholders, the Ministry of Labour and Social Affairs guided us to have a complete training curriculum and subsequently endorsed for use in the training. We currently use the curriculum in the training. We also have tremendous support to the project through technical assistance from BRA, MoE, MOLSA (Mogadishu); Ministry of Labor and Employment (MOLE), Ministry of Youth and sport (MOYS), Ministry of Education (MOE) (Baidoa); MoYS & MoE (Kismayo). Going forward we need to build on the existing relationship to promote project outcome.

9. PROJECT RISKS AND MITIGATION MEASURES

The following are inherent risk associated to the project. We have prepared well for these risks to ensure in any event we can be able to mitigate where possible.

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The status of risks and actions put in place to mitigate the risks.

Risk Rating	Description	STATUS	Mitigation measures in place
Low	- Lack of familiarity to UNDP procedures	No challenges towards understanding relevant procedures.	<ul style="list-style-type: none"> - Seek clarifications from UNDP team; - Hold orientation meetings and other briefing sessions with UNDP team; - Frequent communication
	- Delay in reimbursement	There were no challenges experienced towards mobilization of project funds and disbursement.	<ul style="list-style-type: none"> - Timely executions of deliverables in the contract; - Timely requests and follow ups.
	- Trainee drop outs	There are reported instances. <i>We had 384</i> trainees graduating out of 400 trainees who had been selected.	<ul style="list-style-type: none"> - Develop selection criteria to ensure youth with high aptitude to train are selected into the project; - Provision of daily stipend to the beneficiaries to support them get transport /lunch costs.
Medium	- Discrimination in selection of beneficiaries	No exceptions reported/Noted in the selection of the trainees	<ul style="list-style-type: none"> - Establishing standard selection criteria; - Engage a selection panel to ensure transparency in recruitment.
	- Lack of coordination with stakeholders	No instances	<ul style="list-style-type: none"> - Orientation of key stakeholders to ensure they understand project objectives. - Establishing Terms of Reference to define areas of responsibilities among the stakeholders.

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Risk Rating	Description	STATUS	Mitigation measures in place
	- Incompetent staff/trainers	No incidences	- Ensure qualified staff are recruited using competitive procedures
	- Ineligible applicants	No incidences	- Establish selection criteria which is endorsed and applied during the selection process.
High	- Clanism	No incidences	- Ensure transparent selection process through multi-stakeholders Committee
	- Political instability	No occurrences	- The political environment is friendly and stable environment to ensure the program is not going to be destabilized.
	- Financial and procurement malpractice	No cases reported	- Ensure adequate financial and procurement procedures are in place; - Frequent fiduciary review and ensure adequate segregation of duties

10. KEY PROJECT EXIT PLANS

Page | 39 **Distribution the start up kits-** As the contract expires on 15 September 2019, the trainee start up kits have not yet been distributed. This is due to delay in the delivery of the trainee kits. The startup kits shall be distributed to the trainees once they are delivered by UNDP.

Tracking and monitoring the trainees: The training has been completed with 384 trainees who successfully completed the training. 50 trainees will be engaged under job placement for 6 months. 334 trainees are in the market opportunities. We are going to share the list of trainees who successfully completed the training with MOLSA(Mogadishu) and MOYS in Baidoa and Kismayo. Beside the role of ministry to support the youth, the ministries are in a good position to link them in public and private sector in need of skills. A lot of opportunities on solar technology infrastructure are ongoing within Somalia and this can easily link the youth with employment opportunities. SECCCO will also offer employment to some the trainees and will also support the rest of the trainees from time to time to track the trainee progress.

Support the trainees access job opportunities –We shall maintain the trainee contacts in order to support them with them with job opportunities and link them with potential employers. We have also submitted the list of the trainees with MOLSA(Mogadishu) and MOYS in Baidoa and Kismayo to support the trainees with available opportunities.

11. KEY PROJECT TEAM

We had a multiple team who were involved in the project and ensure the outputs have been achieved. We wish to sincerely thank them for the input in the project. These include;

UNDP	Sukumar Mishra-Project Manager
	Ubax Mohamed - Finance Officer
	Mohamed Hassan Dakane -M&E
	Rashiid Mohamed- Project Focal Point-Kismayo& Baidoa
	Eng. Mohamed Abdi- Project Focal Point – Mogadishu.
SECCCO	Said Mohamud Omar-Project Contact Person
SHAQODOON	Mohamed Khalif-Project Manager
Technical and Advisory Committee Members	
BAIDOA	
Ministry of Labor and Employment (MOLE)	Abdullahi Sheikh Hussein
	Salima Sheikh
Ministry of Youth and sport (MOYS)	Mohamed Osman Mohamed
Ministry of Water and Energy (MOWE)	Mohamed KhearSalaad
Ministry of Education (MOE)	Abdulahi Mohamed Nur
MOGADISHU	
MOLSA	UbahMohaudNur
	Aweys Amin
MoE	Mustafa Deeq
BRA	Hussein Ladane
	AbdikafiMohamudMakaran
KISMAYO	

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MoE	Ahmed Farah Ali
MOYS	Aden Farah Garane

12. PHOTOS RELATED TO THE ACTIVITIES – FEBRUARY – APRIL



Photo: 1 & 2: Graduation and award of Certificates to the trainees - Baidoa



Photo: 3 : Trainee receiving certificate from Ministry Official

Photo: 4: Some of the trainees take photos during their graduation



5



6

Photo: 5 : Trainees follow graduation proceedings

Photo: 6: Trainee receiving certificate from BRA Official

TV Show organized for the Solar trainees



Photo: 7 & 8: Television Sessions to Create Platforms and employment opportunities for Trainees

Photo 8: Trainees during TV platforms on solar energy

ANNEXURE

ANNEX I: TRAINEE SELECTION CRITERIA

CRITERIA FOR BENEFICIARIES	
Age	Between 15 -29 years
Location	Youths (men and women) are to be resident of Mogadishu , Baidoa or Kismayo
Gender	Men and women will be given equal opportunities (50% proportion)
Social background	Open to all youth from different social background, preferably from disadvantaged population, such as IDPs, Returnees, persons with disabilities, female headed households, and the poorest of poor
Academic Qualification	At least high school diploma with certificate in solar energy technology (solar panel installation and maintenance) and / or business development skills
Experience	At least 6 months experience in solar panel installation and/ or business management will be an asset. Person who own a solar micro- or small enterprise and would like to expand his/her businesses, will also be considered.
Nature of engagement	Highly interested to set up and run business in a group Risks taker; problem solver; team player Must be interested in entering into youth enterprise/SME which will be assisted to register (The business set up will be operated by partners of 3 youth per one enterprise/SME)
Others	The beneficiary should NOT have any current criminal record or loan to be paid to any institutions/individuals. Successful candidates will be required to get police clearance after selection.
Selection	Will be conducted by an Advisory and Technical Committee (Atleast 5 members from different institutions)

ANNEX II: TECHNICAL AND ADVISORY COMMITTEE REPRESENTATIVES

INSTITUTION	REPRESENTATIVE
BAIDOA	
Ministry of Labor and Employment (MOLE)	Abdullahi Sheikh Hussein Salima Sheikh
Ministry of Youth and sport (MOYS)	Mohamed Osman Mohamed
Ministry of Water and Energy (MOWE)	Mohamed KhearSalaad
Ministry of Education (MOE)	Abdulahi Mohamed Nur
MOGADISHU	
MOLSA	UbahMohaudNur
	Aweys Amin
MoE	Mustafa Deeq
BRA	Hussein Ladane
	AbdikafiMohamudMakaran
KISMAYO	
MoE	Ahmed Farah Ali
MOYS	Aden Farah Garane

ANNEX III: JOB PLACEMENT SCHEDULE OF COMPANIES

No	Trainee Name	Gender	Trainee contact	Company/SME	Location
1	Abdullahi Abdi Ahmed	Male	615375173	Mogadishu Power Bakaro Market, Opposite Abu Hureira Mosque, Hoolwadaag District, Mogadishu. Ali Awil – Deputy Manager 0615593253	Mogadishu
2	Mohamed Mahad Ahmed	Male	612923762		
3	Abdirahman Mohyadin Abdule	Male	619118388		
4	Mohamed Abdisalam Mohamud	Male	612289479		
5	Mohamed Ali Mahadle	Male	615045593		
6	Mohamed Abukar Macalin	Male	615922567		
7	Mohamed Muhyadin Hassan	Male	618921023		
8	Maxamud Abdi Ibrahim	Male	615757949		
9	Abdisalamad Mohamud Huusein	Male	615698395		
10	Hodan Nur Hassan	Female	615245453		
11	Nurto Hassan Ibrahim	Female	616459686	Bluesky Company Opposite Konis Stadium, Abdiaziz District, Mogadishu, Somalia. Hassan Dahir Habeb – Manager 0616464046	Mogadishu
12	Saido Ahmed Warsame	Female	616191600		
13	Mohamed Sh. Abdi Abshir	Male	615947153		
14	Sayid-Ali Abdinuur Ahmed	Male	615464217		
15	Abdimahad Adan Keinan	Male	618796313		
16	Abdullahi Issaq Ibrahim	Male	615728473		
17	Abdullahi Mohamed Abdiqadir	Male	615399550		
18	Khadar Hassan Farah	Male	615630873		
19	Roble Mohamed Ahmed	Male	617560270		
20	Yahye Abdi Hassan	Male	615925498		

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No	Trainee Name	Gender	Trainee contact	Company/SME	Location
21	Hamdi Abdullahi Abdi	Female	615826409	Red sea Solar Energy Dabka Junction, Hoolwadaag district, Mogadishu, Somalia. Mohamed Abdullahi – Director 0615235337	Mogadishu
22	Anab Mohamoud Ali	Female	615073916		
23	Zeynab Ahmed Muse	Female	615240343		
24	Huseein Hassan Abdi	Male	612883006		
25	Abdirahan Adan Yusuf	Male	615961512		
26	Nafisa Hassan Yusuf	Female	615777922	Target Group Dabka Junction , Waberi District , Mogadishu , Somalia Abdirisak Mohamed – Director 0615994244	Mogadishu
27	Shafici Ali Diriye	Male	618644424		
28	Abdulkadir Hassan Abdi	Male	617583609		
29	Ahmed Shafici Haji Mohamed	Male	618324262		
30	Ibrahim Ahmed Mohamed	Male	612882537		
31	Mohamed Hamdi Oday	Male	613466612	BASI Group Limited Calanley village , Kismayo , Somalia Adan Mursal Adow- Director 0615268279	Kismayo
32	Mohamed Ali Samow	Male	617265218		
33	Nasteho Hassan Hussein	Female	618820705		
34	Mohamed Hassan Aden	Male	618672266		
35	Fadumo Ali Abdikani	Female	612052702	Beder Electric and Electronics Fanole , Kismayo , Somalia Mohamed Abdullahi Sardheeye- Manager 0615598723	Kismayo
36	Dhuh Abdi Ahmed	Female	618059929		
37	Abdiwali Mohamed Abdullahi	Male	613341433		
38	Suleqo Hassan Omar	Female	615686934		
39	Hassan Mohamed Khalif	Male	617786929	Kismayo Electric and Ice cream Factory Calanley , Kismayo , Somalia Mohmed Ali Abdulle 0615100405	Kismayo
40	Mohamed Abdulkadir Omar	Male	615228101		
41	Fathi Isak Hassan	Male	612605223		
42	Abdi Mohamed Ibrahim	Male	612032928		
43	Nimco Khalif Mohhmed	Female	613423930	Darusalam Trading Company Isha Village , Baidoa , Somalia	Baidoa
44	Nimco Mohammed Ahmed	Female	617414145		

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 PROGRESS NARRATIVE REPORT FOR THE PERIOD 22 DECEMBER 2018 TO 15 SEPTEMBER 2019
 FUNDED BY UNDP

No	Trainee Name	Gender	Trainee contact	Company/SME	Location
45	Faadumo Axmed Adan	Female	615942238	Abdiaziz Ibrahim Mohamed-Deputy director 0615310096	
46	Muktar A/Kadir Ahmed	Male	612950636		
47	Abdi Kadir Isack Barre	Male	613556046		
48	Riyaan Maxamed Cabdi	Female	615777414		
49	Abshir Hassan Ibrahim	Male	617613308		
50	Ahmed Adan Isack	Male	619175709		

ANNEX IV: EXAMINATION RESULTS

HIGHLIGHTS OF EXAMINATIONS RESULTS [Disaggregated by sex and location]

Locations	Score (%)								Total
	80-100		60-79		40-59		Below 40		
	Male	Female	Male	Female	Male	Female	Male	Female	
Mogadishu	49	23	29	31	21	21	3	5	184
Baidoa	27	14	19	27	4	8	0	1	100
Kismayo	5	0	40	29	9	17	0	0	100
Total	81	37	88	87	34	46	3	6	384