The Vocational Skills Training

The Danish Refugee Council (DRC) AND Somalia Food Security Cluster (FSC)

Labour Market Study

Final Report

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<thead>
<tr>
<th>Abbreviation</th>
<th>Full Form</th>
</tr>
</thead>
<tbody>
<tr>
<td>AMS</td>
<td>Astrads Management Services</td>
</tr>
<tr>
<td>CPD</td>
<td>Centre for Peace and Development</td>
</tr>
<tr>
<td>CRD</td>
<td>Centre for Research and Development</td>
</tr>
<tr>
<td>DRC</td>
<td>Danish Refugee Council</td>
</tr>
<tr>
<td>EBTVET</td>
<td>Enterprise Based Technical Vocational Education and Training</td>
</tr>
<tr>
<td>EC</td>
<td>European Commission</td>
</tr>
<tr>
<td>EPS</td>
<td>Employment Promotion Services</td>
</tr>
<tr>
<td>FSC</td>
<td>Food Security Cluster</td>
</tr>
<tr>
<td>IBTVET</td>
<td>Institute Based Technical Vocational Education and Training</td>
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<tr>
<td>IDP</td>
<td>Internally Displaced Persons</td>
</tr>
<tr>
<td>ILO</td>
<td>International Labour Organization</td>
</tr>
<tr>
<td>INGO</td>
<td>International Non-Governmental Organization</td>
</tr>
<tr>
<td>KVO</td>
<td>Kaashif Voluntary Organization</td>
</tr>
<tr>
<td>MoE</td>
<td>Ministry of Education</td>
</tr>
<tr>
<td>MoLYS</td>
<td>Ministry of Labour, Youth and Sports</td>
</tr>
<tr>
<td>NGO</td>
<td>Non-Governmental Organization</td>
</tr>
<tr>
<td>NRC</td>
<td>Norwegian Refugee Council</td>
</tr>
<tr>
<td>SHARDO</td>
<td>Shebelle Relief and Development Organization</td>
</tr>
<tr>
<td>SME</td>
<td>Small and Medium Enterprises</td>
</tr>
<tr>
<td>SOYDEN</td>
<td>Somali Youth Development Network</td>
</tr>
<tr>
<td>TVET</td>
<td>Technical Vocational Education and Training</td>
</tr>
<tr>
<td>UNDP</td>
<td>United Nations Development Program</td>
</tr>
<tr>
<td>VST</td>
<td>Vocational Skills Training</td>
</tr>
<tr>
<td>VTC</td>
<td>Vocational Training Centre</td>
</tr>
<tr>
<td>VQF</td>
<td>Vocational Qualification Framework</td>
</tr>
<tr>
<td>WB</td>
<td>World Bank</td>
</tr>
<tr>
<td>Y@R</td>
<td>Youth at Risk</td>
</tr>
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</table>
1.0 EXECUTIVE SUMMARY

The Danish Refugee Council (DRC) has been providing relief and development services in the Horn of Africa since 1997, including Somalia. Poverty, limited education opportunities and lack of a livelihood have had a far reaching impact on the lives of most young men and women in Somalia while food Security cluster had been carrying out coordination of members in order to maximize impact. DRC has been implementing Vocational Skills Training (VST) activities in Somalia by partnering with accredited technical training institutions. DRC is planning to implement VST in Mogadishu; targeting host populations and those living in protracted IDP situations and thus unlikely to return to their places of origin. To this end, a range of marketable skills informed by a labor market survey is to be conducted before actual training is delivered to the beneficiaries. The results of the market Survey will also inform the Food Security Cluster (FSC) cluster members to explore other viable and sustainable strategies on livelihood interventions.

This being an empirical study, the strategic focus to data collection was a horizontal approach through widening of the stakeholder base in order to gather a variety of views on job rich economic sectors. The study identified key players of the economy from public and private sectors as well as Vocational Training Providers and developed tools for data collection that suited their unique roles. Among those interviewed were graduates and trainees of Vocational Skills Trainings (including those under other projects but in the same or neighboring target locations such as the beneficiaries of Y @ R project an integrated youth development project implemented by a consortium of ILO/IOM/UNDP in partnership with Local NGOs), TVET training providers, INGOs, relevant government ministries and the Somali Chamber of Commerce. Focus group discussions and individual interviews (one-to-one) were held with the potential project beneficiaries and SMEs whereas in–depth key informant interviews were conducted with TVET providers, key government ministries’ officials, Local Government and both INGOs and LINGOs involved in the livelihood sector in Banadir Region.

Some of the key findings of the report are that the key economic sectors in Mogadishu that could provide employment opportunities for TVET graduates are to be found in the construction, communication, fishing, livestock, transport, hospitality and beauty care services. Skills within these sectors have demand within the labor market; some with varied degrees of success. The findings also revealed that support is needed in post training in order to enhance the rate of employment for the graduates. This can be offered through various mechanisms including asking the graduates to form cooperatives through which funding can be channeled. Trainers and training institutes need to be carefully identified as there is only a limited number that can offer quality training.

Some of the key recommendations of this study include:

- Training programmes should be for nine months, on average, and the duration of a course should be tailored to fit the specific curriculums.
- Graduates should undertake a compulsory internship programme for at least two months and learn entrepreneurial skills in the course of the training period.
- Financial support for the graduates, after the training period, including the establishment of a multi-stakeholder Youth Development Fund. The preferred mode of assistance should be through cooperatives formed by the graduates.
- Support for the trainees during the training period to cater for their daily subsistence including meals, accommodation and transport.
- Development of National Vocational Qualification Framework and implementing strategy for the systematic development of TVET sub-sector in Somalia.
- Improve the teaching capacity of instructors in various TVET centers prior to commencement of the training in pedagogical training methodologies.
- Establish a credible certification process Capacity building of the line ministries in order to ensure sustainability as well as to enhance monitoring, quality control and coordination of TVET programs.
2.0 INTRODUCTION

2.1 Background

The Danish Refugee Council (DRC) is a humanitarian, Non-Governmental, Non-Profit Organization founded in 1956 that works in more than 30 countries throughout the world. DRC fulfills its mandate by providing direct assistance to conflict-affected populations including refugees, Internally Displaced Persons (IDPs) and host communities; and by advocating on behalf of conflict-affected populations on the basis of humanitarian principles and human rights.

The Danish Refugee Council (DRC) has been providing relief and development services in the Horn of Africa since 1997. DRC aims at integrating its Somalia activities within a wider regional mixed migration programme, comprising the existing programmes in Kenya, Somalia (South Central, Puntland and Somalliland), Ethiopia and Yemen. DRC Somalia programme operates within a regional framework (East Africa and the Horn of Africa) and incorporates three major components namely: long-term community-driven development, emergency urban/rural humanitarian interventions and protection/advocacy.

DRC &FSC and its partner members have been active in Mogadishu after the return of normalcy in the City with Help of African Union forces and subsequent formation of the TFG and the current government. Despite the continued insecurity, the city experiences improvement in vibrancy and continues to be the economic nerve centre of the whole of Somalia.

Mogadishu is also referred to as the Benadir Region and is divided into 16 administrative districts. It is the seat of the federal government and chief port of Somalia. Located on the Indian Ocean coast of Somalia, Mogadishu was the commercial and financial centre and during its peak period it was an industrial town where food and beverage processing and textile, especially cotton ginning prospered creating ample employment opportunities for its population. However, as a result of the continued fighting in the city during the long period of civil war, there has not only been a destruction of basic amenities like water and sewerage and health facilities but also an influx of displaced persons placing a big burden on its ability to serve its citizenry. The insecurity situation has not made it easy for intervention by the international community.

Economically, Mogadishu was fragmented during the long period of civil war with Warlords from various majority sub-clans controlling large swaths of resources and imposing illegal taxes through numerous informal roadblocks. This caused high fragmentation of the city into different zones according to clan settlements and thus had high negative impact on the growth of the economy due to restricted movement of people and resources. The situation was further exacerbated by the long ban on livestock export to the Middle East particularly the Arab world which further skewed the balance of trade as Somalia was a major exporter of livestock. Persistent drought further worsened the already precarious situation as large number of pastoralist dropouts moved mainly to Mogadishu in search of relief assistance. Apart from women and children, the hardest hit members of the community have been the youth who out of desperation have in most cases been recruited as militias by a succession of power and money hungry illegal groupings.
With the birth of new non-transitional government following the election in Mogadishu on 10th September 2012 the city is slowly coming back to life occasioned by the removal of Al-Shabab and other affiliated militia groups by Somali military with the support of AMISOM. This has resulted in relative peace and stability and return of the rule of law. Taking early advantage of the stability and improved security, the private investors particularly those of Somalia descendants who have fled the war and established themselves in other parts of the world are coming back ready for the reconstruction work. In particular service industries such as hospitality sector; hotels and restaurants, construction, telecommunication and fishing and fish processing are some of the highly vibrant sectors. While most of the investment in Mogadishu can be traced from the Diaspora the assumption that money from illegal activities like piracy has been used to set up businesses in Mogadishu cannot be ruled out. Whereas the youth could take advantage of the vibrancy of the economy to access some form of employment, they still continue to face huge challenges that, if not addressed this will continue to work against them. Such challenges include lack of education and vocational skills to make them employable and the absence of an enabling environment to support any initiatives including financing.

It is hoped that the DRC, FSC and other partners will find this study useful in developing appropriate livelihood strategies for youth employment.

2.2 Vocational Skills Training

Poverty, limited education opportunities and a lack of livelihood have had a tremendous negative impact on the lives of young men and women in Somalia. DRC has been implementing Vocational Skills Training (VST) activities in Somalia by partnering with accredited technical training institutions. This training is aimed at enhancing human resource, targeting both informal and formal sectors for employment of the affected youth. Areas of skills training have included masonry, electrical engineering, tailoring, hair-dressing and beauty courses. These courses have been running for between three and six months, with certificates of completion awarded to the graduates by the Ministry of Education. This project has registered a high success rate with the graduates accessing formal, informal and self-employment. This has encouraged DRC to improve on the current project and replicate it in other areas.

In the implementation of its activities, DRC works very closely with members of the Food Security Cluster (FSC). A review of its vocational skills programmes identifies an even greater need for closer collaboration with these members as a holistic approach in dealing with issues of the youth development is what is recommended even in the Human Development Report 2012 in order to achieve greater impact. Thus the outcome of this study would have a wider utilization beyond the needs of DRC as it will inform other programming activities of the members of the FSC who are exploring other alternative livelihood strategies.

DRC is planning to implement VST in Mogadishu; targeting host populations and those living in protracted IDP situations and thus unlikely to return to their places of origin. If not provided with alternatives and sustainable sources of income, idle youth without employable skills and employment opportunities are easily recruited into armed groups and criminal affiliates. To this end, assorted and marketable skills informed by a labor market survey to be conducted before actual training shall be delivered to the beneficiaries. It is envisaged that these will also meet the increasing demand for skilled human resource as a result of the burgeoning sectors like construction and hotel industries that are taking advantage of the relative peace prevailing in the city.
In order to ensure that the courses offered are informed by availability of employment opportunities in the job market within Mogadishu, DRC in conjunction with the FSC has commissioned this marketable skills assessment of industries which can potentially provide employment opportunities for the VST graduates in Mogadishu. To this end, DRC contracted Astrads Management Services Ltd (AMS) to conduct this assessment. The assessment was conducted in collaboration with the Food Security Cluster and the International Labour Organization (ILO). This study will further be used by DRC and FSC as learning process to inform further VST programming in Mogadishu.

2.3. Purpose of Assessment

The purpose of this consultancy was to conduct an assessment and document marketable skills within the districts of Mogadishu targeting both formal and informal sectors. Specifically, the objectives of the consultancy were to:

- Assess and identify existing and potential marketable opportunities for vocational skills within Mogadishu, targeting various sectors of the economy.
- Review existing labor dynamics including regulatory frameworks and procedures and document enabling and disenabling factors and how these can be harnessed or strengthened to enhance employability of vocational skills trainees.
- Document strategies and criteria for targeting 500 beneficiaries for training in each of the identified skills and how the opportunities can be exploited for maximum economic gain of the beneficiaries.
- Inform members of the FSC on what other strategies might be available in addressing sustained livelihood for the community of Mogadishu.

2.4. Scope of work

This consultancy was conducted in Mogadishu, with a detailed analysis of the existing and potential employment opportunities and enabling factors for vocational skills training qualifiers. The vocational skills in consideration were also guided by DRC implementation framework and context, specifically, in Somalia.

Key Tasks

The following were the key tasks that were performed during the assessment:

- Undertook desk review of relevant documents including the Project Document, DRC programme management guidelines, DRC strategy documents, existing Somalia Labour guidelines, related ILO and UNDP documents and other relevant documents and taking into consideration DRC’s donor programme guidelines and standards
- Designed data collection methodology, guided by the objectives and scope of consultancy; including international guidelines and relevant framework(s).
- Conducted a comprehensive field-based assessment (using both quantitative and qualitative data collection methods) based on the purpose and objectives of the consultancy. The consultant undertook a multi-stakeholder analysis, which included relevant line ministries, ILO and UNDP, youth and women groups, VST providers, formal and informal sectors, Chamber of Commerce, and other relevant stakeholders; gathering information that was to inform the decision making process in VST programming especially in the choice of marketable skills.
- Wrote and presented a draft and final report with inputs on the review by the client and other
stakeholders contribution through a validation workshop.

3.0 APPROACH AND METHODOLOGY

3.1 Approach

This being an empirical study, the strategic focus to data collection was a horizontal approach through widening of the stakeholder base in order to gather a divergent of views on job rich economic sectors. The fact that information database is at its infancy stage in South Central Somalia in general and Banadir region in particular meant that it was impossible to obtain a reliable figure for the total population of the different stakeholders from where the study could determine a reasonable scientific sample. Thus the study relied on a representative sample that was randomly selected and a wide range of information sources.

The study identified key players of the economy from public and private sectors as well as Vocational Training Providers and developed tools for data collection that suited their unique roles. Among those interviewed were graduates and trainees of vocational skills trainings (those under other projects but in the same or neighbouring target locations), employers, TVET training providers, INGOs, the relevant government ministries and the Somali Chamber of Commerce.

Group discussions were also held apart from the one-on-one interviews that were conducted. Key informants were also interviewed and observations made while on the field.

3.2 Methodology

Sampling units within the districts where potential beneficiaries of the project were based were randomly sampled from the 16 districts of Banadir region. In order to make an assessment of all the intended outcomes/outputs of the LLM survey, it was necessary to go beyond the review of secondary data and collect primary data from various stakeholders of the project. This comprised of participatory approaches with all stakeholders including the project staff and beneficiaries, Focus Group Discussions (FGDs), key informant interviews, field visits and observations of the developments in the labor market.

Focus group discussions and individual interviews (one-to-one) were held with the potential project beneficiaries and SMEs while in-depth key informant interviews were conducted with TVET providers, key ministries’ officials, Local Government and both INGOs and LNGOs involved in the livelihood sector in Banadir region.

On the basis of the desired information, the consultants used different primary data collection methods for triangulation with different sources in order to contain the margin of error to an acceptable standard. Well-structured questionnaires were designed and used as instruments of data collection for both SMEs and potential beneficiaries of the project through face-to-face interview. This was supported with 10 focus group discussions (FGD) and interviews with 9 key informants.

Relevant variables were identified and incorporated into the data collection tools to address all the objectives of the study and to cover all relevant factors in relation to labor market survey. Interviews were applied using different types of discussion tools such as checklists or structured questionnaires to obtain both qualitative and quantitative data. Questionnaires and Discussion guides were used to obtain quantitative and qualitative data respectively.
3.3 Sampling

All those interviewed were randomly selected from a wide range of stakeholders. In addition, samples were randomly selected with weighted averages for the nine districts of Banadir region depending on the density of the population. Also, the study ensured that the prospective job rich sectors as indicated in the secondary data review were accorded special focus.

<table>
<thead>
<tr>
<th>Type of Stakeholder</th>
<th>Number interviewed</th>
<th>M</th>
<th>F</th>
</tr>
</thead>
<tbody>
<tr>
<td>Potential Beneficiaries</td>
<td>150</td>
<td>87</td>
<td>63</td>
</tr>
<tr>
<td>Current TVET trainees</td>
<td>60</td>
<td>34</td>
<td>26</td>
</tr>
<tr>
<td>TVET providers</td>
<td>15</td>
<td>9</td>
<td>6</td>
</tr>
<tr>
<td>SMEs</td>
<td>180</td>
<td>115</td>
<td>65</td>
</tr>
<tr>
<td>Government Ministries</td>
<td>4</td>
<td>3</td>
<td>1</td>
</tr>
<tr>
<td>INGOs</td>
<td>3</td>
<td>3</td>
<td>0</td>
</tr>
<tr>
<td>LNGOs</td>
<td>6</td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>418</strong></td>
<td><strong>254</strong></td>
<td><strong>164</strong></td>
</tr>
<tr>
<td>%</td>
<td>100</td>
<td>60.8</td>
<td>39.2</td>
</tr>
</tbody>
</table>

3.4 Study Limitations

This study encountered the following limitations which affected the accuracy of the study.

- Lack of secondary data on Labour market surveys in South Central Somalia to inform the study.
- Time allocated for data collection was inadequate to obtain an amount of scientifically reliable primary data.
- The survey coincided with the process of formation of the new government of Somalia following the successful election of the new president upon expiry of term of TFG Government. This was a period of great anxiety for majority of the population hence indifference in the survey by some of the respondents.
- Limited access to some sites due to security risks.
- Language barrier in the collection of primary data as the questionnaires were in English and had to be administered using the Somalia language. This was however mitigated by the comprehensive training provided to the enumerators.
- Non-cooperation by some of the beneficiary respondents because of low understanding of the intentions of the study and lack of incentive to commit time to the study.
4.0 FINDINGS OF THE STUDY

4.1 Policy Gaps

This section addresses the policy gaps identified by the study insofar as the requisite government policy directive for the promotion of both technical training and non-formal education is concerned. Information in this section was as a result of key informant interviews with the Director General of the Ministry of Labour and the Director of TVET at the Ministry of Education and other stakeholders. The various stakeholders interviewed for the purpose of this study summed up the education, NFE and TVET training in Banadir region as follows:

In Banadir region, there are large proportions of people - including children, youth and adults, who have had no access to formal schooling due to either the regions’ insecurity or inaccessibility of the region. Enrolment rates at the primary school level are extremely low and a large proportion of children are not accessing education. Many primary school pupils, particularly girls, drop out before attaining a sustainable literacy level. The basic education system has never reached the majority of the population and subsequently many youths and adults are illiterate. As a result, literacy levels in the area is lowest compared to the relatively peaceful regions of Somalia such as South Central Somalia and Puntland. Somalia in general has about the lowest literacy levels in the world. In 1999 UNICEF, in conjunction with the EC and UNESCO made a review of the Somali curriculum which had been moribund for the last 15 years (USAID Education Sector Assessment, 2003). Textbooks were developed but their reach to the majority of the students is still very low as a result of drop outs due to issues related to poverty.

Needless to say, there is scant documentation of the education situation in Somalia due to lack of credible data available to any researcher undertaking studies in this area. However UNICEF's Education monitoring report (August, 2011) states that close to 1.8 million children of school going age are currently out of school due to war or drought. The latest Human Development Report (2012 index) for Somalia calls for a greater investment in the youth as a way of not only stabilizing the country out of its prolonged war but also as a way of achieving accelerated development in the country. The report notes that there is a 67% rate of unemployment amongst the youth aged between 14-29 years (rising to 74% amongst the female members. This rate is exceptionally high even thought the Global youth labour force participation rate fell from 54.7 to 50.8 percentage points between 1998 and 2008.

The UN Youth employment Network, in collaboration with the World Bank and the ILO has also identified and recommended four critical areas for national action by the Somalia Government:

- Employability
- Equal opportunities
- Entrepreneurship and
- Employment Creation

According to those interviewed, the current TVET Service Providers use a curriculum that they themselves have developed with minimum support from the Ministry of Education as shown:
Association between literacy and development is fairly close and thus there is a need to increase literacy levels as a way of ensuring socio-economic transformation. Non-Formal Education (NFE) offers enormous opportunities toward developing human resources and redressing gender imbalances in access to information and education.

Non-Formal Education is viewed as a means of basic education comprising literacy, numeracy and skills-training for children, youth and adults. The Government lacks the capacity to ensure that NFE offers opportunities to second chance learners to acquire necessary functional skills that would empower them both economically and socially.

In Banadir, existing NFE provisions by LNGOs under collaborative framework with INGOs are minimal and focus on narrow aspects of literacy and numeracy, some vocational and income generating education are on up-grading courses in Somali language, mathematics and science subjects. These NFE programmes suffer from poor co-ordination, supervision and limited professional support largely because of resource and capacity gaps within the MoE. Quality and standards are also major concerns as instruction often takes place in centres with poor physical conditions, inadequate training materials and poorly trained and motivated facilitators.

The key implications of the policy gaps identified in provision of systematic and demand driven TVET training and Non Formal Education, in Banadir region are:

- An assessment of the nature and extent of the need for technical schools in Banadir region has not been done and therefore there is lack of a basis for appropriate planning. Findings from such an assessment would provide background information that a solid TVET policy framework would be based on.
- Lack of policy guideline for the coordination of and collaborative framework among various stakeholders in provision of demand driven TVET programs that is responsive to both socio-economic needs of the communities.
- Lack of policy guideline for the support of TVET graduates in accessing employment opportunities and in particular female graduates that makes TVET training unattractive to the youth.
- Available training services in most institutions tend to be generic and not supported by and response to labor and skills market needs.

4.2 General Perspective of the Labour Market

There is scant secondary data on the labour market situation in Mogadishu with limited research having being conducted over the period due to reasons of insecurity. However, the demand for labour is a factor of the perceived safety (or otherwise) of the in the city at a particular time. The Somalis, especially in the Diaspora have always been keen in wanting to invest in the city and there is
always in immediate upsurge of activities in the construction industry immediately peace, however fragile, is registered in the country. This of course creates a demand for labour in the market. The construction industry is the most important driver of the labour market because its expansion or contraction has a direct effect on the behavior of the labour market. The study also found out that in some instances, the social safety network programmes, like the “cash for work programmes” created a distortion in the labour market as the cash disbursement required a supply of labour into the market. This study interviewed 120 Micro and Small Enterprises in Mogadishu. The sub-sectors represented were in fisheries, electricity, electronics, bakery, tailoring, construction, motor garage, furniture, hotels and restaurants, salons, barbers and handicrafts. The survey categorized the skills employed by the 120 SMEs interviewed as represented in four sectors:

- **Manufacturing**: Metal Fabrication, Furniture making, Bakeries and Tailoring
- **Construction**: plumbing, masonry, brick making.
- **Services**: electronics repair, electricity installation, ICTs, Money transfer, telecommunication
- **Leisure and Hospitality**: Barber Shops, Salons, Hotels and Restaurants.

Overall, only 40% of the SMEs interviewed have employed vocational skills graduates in the last 2 years as indicated in the table below. This could be a combination of the fact that they may not be aware of the existence of the project (hence the need for private/Public Partnership) or that the graduates have not been very pro-active in seeking employment, hence the need for post graduate support programmes to assist the graduates to secure employment.

<table>
<thead>
<tr>
<th>Response</th>
<th>Percentage (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>40</td>
</tr>
<tr>
<td>No</td>
<td>60</td>
</tr>
<tr>
<td>Total</td>
<td>100</td>
</tr>
</tbody>
</table>

As a measure of marketability of the skills training, the survey sought to establish the gender distribution of TVET graduates employed in the last 2 years by a select SMEs in the popular sub-sectors of manufacturing, services, construction, hospitality and leisure. The table below summarizes the employment by various SMEs in Mogadishu.

<table>
<thead>
<tr>
<th>Industry</th>
<th>Proportions of Employed</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Male (%)</td>
</tr>
<tr>
<td>Bakery</td>
<td>71</td>
</tr>
<tr>
<td>Construction</td>
<td>100</td>
</tr>
<tr>
<td>Electronics</td>
<td>83</td>
</tr>
<tr>
<td>Furniture</td>
<td>100</td>
</tr>
<tr>
<td>Garages</td>
<td>100</td>
</tr>
<tr>
<td>Hotels</td>
<td>69</td>
</tr>
<tr>
<td>Internet</td>
<td>94</td>
</tr>
<tr>
<td>Media</td>
<td>78</td>
</tr>
<tr>
<td>Metal Fabrication</td>
<td>100</td>
</tr>
<tr>
<td>Money Transfer</td>
<td>85</td>
</tr>
<tr>
<td>Beauty Salon</td>
<td>0</td>
</tr>
<tr>
<td>Telecommunication</td>
<td>94</td>
</tr>
<tr>
<td>Tailoring</td>
<td>77</td>
</tr>
</tbody>
</table>
This shows that the female graduate is limited in not only the overall number of employment opportunities available to her but also within the sub-sectors where she can only gain employment in a selected number of them because of cultural and religious hindrances.

The study also shows that there are also other challenges that are faced by the female graduates as indicated in the graph below:

### Challenges Faced by Female Graduates

- Biased employment requirements: 33.3%
- Culturally limiting conditions: 26.7%
- Biased entry qualification: 13.3%
- Limited training courses: 26.7%

#### 4.3 Sectoral Analysis

##### 4.3.1 Fisheries

Mogadishu is a coastal town and four of the sixteen districts that form the Banadir region are strategically located along the shores of Indian Ocean. However, cultural preference for livestock products instead of fish products has resulted in less than optimal use of fish products in the region. This is further exacerbated by disruptive piracy activities and limited government and donor support in the development of the sector. Rising domestic demand occasioned by the influx of returnees and rapid development of hotel industry, coupled with strong international demand hold rich markets for occupations in the fisheries sector. There are few, if any projects that are supporting the fisheries sector in South Central Somalia. In South Central Somalia there is large opportunity to create employment in this underserved sector.

Required skills within this sector that have been identified as high potential for employment of skilled labor include:

- Improved fishing:
  - Basic seamanship and vessel operation;
  - Vessel and gear maintenance;
- Improved fishing methods:
  - Use of seine net, long lines and diving methods;
- Marine conservation:
  - Fish Hygiene, Handling, and Processing (e.g. caning, salting, pickling) (cross-cutting with Livestock);
  - Salting, drying and other fish preservation techniques;
  - Processing of by-catch (e.g. bait, fertilizer);
- Maintenance experts for the repair and maintenance of marine engines (cross-cutting with refrigerator and Freezers, Car Engine, and Tractor Engine):
  - Experts for the repair and maintenance of marine vessels;
4.3.2 Livestock

The economies of South Central Somalia’s rural village and cities are very much driven by providing inputs into the livestock sector. Strengthen rural production output and quality can create new occupations for veterinarians, animal health workers, fodder growers and others. As the production of livestock increases due to higher quality fodder, veterinarian care, and other inputs, exports will increase, number of livestock will increase, and the demand for more inputs from the supporting value chains will increase as well. In addition, adding to the existing capacity of the rural-urban supply chain can add value to the final livestock output while creating jobs. Rural-urban supply chain occupations include tanning, and technicians at the abattoir (slaughterhouse).

Required skills within this sector that have been identified include:

- Meat Hygiene and Handling, (cross-cutting with Fisheries)
- Meat Cutting and Retailing
- Improved animal husbandry
- General animal care
- Basic veterinary services
- Veterinary Care (e.g. Animal health workers, veterinarians):
  - Types of common diseases
  - Types of Medicine, dosage, and application
  - Preventative care;
- Tanning hides and skins
- Range management
- Basic animal husbandry care
- Erosion control
- Building water catchments
- Building feeder roads
- Conflict resolution, especially between agriculturalists and pastoralists.
- Livestock fattening and
- Manufacturing of leather goods, and Fodder growing.

Each of the required skills is specific and training can be offered within the proposed nine months.

4.3.3 Construction

With the relative peace and stability in Banadir region following the liberation from armed militia, coupled with the formation of the first legitimate non transitional government in Somalia in the last two decades, the construction sector is booming and is at its peak since the collapse of the Central Government of Somalia. Although there is no data available to support this, private investors, home owners and Real Estate Developers are returning in large numbers for the reconstruction of Somalia. This has caused the sector to be deemed as fastest growing economic sector in Banadir region and with high potential for employment of skilled workers.

The key occupations identified within the sector are:
- Carpentry and joinery;
- Metal fabrication;
Painting;
Electrical installation;
Plumbing;
Masonry;
Brick making and laying.

4.3.4 Agriculture

South Central Somalia is predominantly highlands and arable region and hence the bread basket of Somalia. As such both rain fed and irrigated crop cultivation is a major economic activity in the region. However, farmers continue to use the traditional crop cultivation methods with low yield and negative impact on the environment. Poor infrastructure, lack of modern storage facilities and lack of market information further negatively affect the development of the sector.

Occupations within this sector that have been identified include:
- Fodder production;
- Produce processing and handling;
- Reforestation and afforestation:
  - Tree types, planting, and care;
  - Construction of water catchments, irrigation systems, and erosion control mechanisms:
    - Water collection infrastructure (e.g. sub-surface dams);
    - Gabion construction and installation in erosion prone areas;
    - Hydrological planning; and
    - Manual and mechanized drilling of wells.

4.3.5 Hotel and Restaurant Services

There is unmet demand for hotel and restaurant services, especially in provision of ready meals. In particular there is high demand for snacks in restaurants, cafeterias and teashops in between meals influenced by a strong Somali culture of “having tea together” specially among the male folks. Small bakeries producing bread, biscuits and pastries are also coming up though not at the rate of the restaurants despite the high demand. This has presented potential opportunities for high employment of TVET graduates in the sector particularly those targeting self-employment.

The required skills and occupations within this sector that have been identified include:
- Bakery, pastry and confectionary making;
- Waiting;
- House cleaning;
- Store keepers;
- Professional cooks;
- Cashiers.

4.3.6 Health

Development of basic health management standards are of importance to the health sector. With the relative peace and stability, there are concerted efforts from various stakeholders to revive the health sector. Constructions, renovations, rehabilitations and equipping of health facilities are on-going and are funded by both private investors as well as donor funded projects. Efforts to revive the health sector particularly by the Turkish Government through Turkish Red Crescent Program in Banadir region are also underway. In order to improve service delivery in the sector, entry and mid-level occupational standards, such as community health workers auxiliary nurses and midwives require...
clearer definition and skills deepening. There is urgent need within the health sector to develop health standards for the care providers. This sector also has strong appeal for gender sensitive programming.

Occupations within this sector that have been identified include:

- Nurses including assistant nurse, and auxiliary nurse;
- Midwives;
- Lab technicians, and
- Pharmacists.

4.3.7 Information and Communication Technologies and Money Transfer services

Somalia has a rapidly growing information and communication technology sector and money transfer services. According to the discussions held with various stakeholders, telecommunication and money transfer sectors are some of the few predominantly privately owned sectors that provide high employment opportunities for the populations. The sector is growing rapidly and hence deemed as having high employment potential albeit at a more advanced level than currently being provided by TVET institutions. Discussions with middle level management of two leading ICT providers; Hormud and Nation Link; and further with leading money transfer services providers; Dahabshil and Amal banks revealed that the companies incurred huge expenses in providing in-house training to staff due to lack of skilled labor in the market. And even after spending so much money, the quality of some of the services is not at the desired level they would want them to be mainly due to issues of incompetence.

According to the respondents, ownership of mobile telephones in Mogadishu is as high as in any other metropolitan in the world but most of the models are counterfeits from the Asian countries. This makes them constantly break down. Currently there are only about two major mobile phone repair shops in Mogadishu and thus the demand for these services is very high.

Occupations within this sector that have been identified as having high potential for employment include:

- Small business and private home installation;
- Repair and maintenance technicians of telephone/ internet lines;
- Mobile phone repairs;
- Customer care services;
- Repair and maintenance of computer hardware and software; and
- Accounting.

However, several gaps were identified in these sectors that are affecting the stakeholders’ ability to provide employment. These include:

- Insufficient capital for expanding or deepening operations due to lack of access to credit facilities;
- Lack of capacity to develop a good marketing strategy;
- Low skills in business management which leave those in sectors badly exposed to middlemen;
- Lack of/low technical skills level that are required for the development of those sectors;
- Low institutional capacity of TVET providers to provide competent skills graduates;
- Lack of government policy framework for the development of SMEs.
4.4 Service Providers

A few implementing organizations were reached in the course of this assessment in order to share their experiences on training using the TVET approach.

It was established that the ILO in collaboration with the UNDP and a local organization called SHARDO have implemented a similar programme in Mogadishu. The project is called **Armed Violence Reduction/Youth for Change or at Risk**. This project was aimed at rehabilitating the youth who were or could be at risk of engaging in armed group activities, especially if they were over the age of 18 years. The project did not do an initial Local Labour market survey but held discussions with key informants in order to determine which skills to offer. The project reckons that the major sectors that could provide employment to graduates of a TVET programme would come from:

- Construction;
- Fisheries;
- Mobile repairs (there are only two mobile repair shops).

The project trained beneficiaries for a period of nine months and also offered them apprenticeship with local employers. The graduates were also equipped with startup kits.

There were initial concerns related to security but the respondents believe that the situation has been pacified enough for a TVET programme to run effectively. The respondents also indicated that they found it better to offer post training support to the graduates as a group (forming cooperatives) rather than individuals because experience had shown that some are tempted to sell off their kits once they got them. The same sentiments were shared by both Hamilo Foundation and KVO; two local organizations who have been implementing a project supported by the US supported African Development Foundation.

According to the two organizations, the skills with the highest demand and some of which they have trained some graduates include:

**Table: Skills in High Demand**

<table>
<thead>
<tr>
<th>Cooking</th>
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</thead>
<tbody>
<tr>
<td>Carpentry</td>
</tr>
<tr>
<td>Auto repair</td>
</tr>
<tr>
<td>Tailoring</td>
</tr>
<tr>
<td>Receptionists</td>
</tr>
<tr>
<td>Masonry</td>
</tr>
<tr>
<td>Waiters</td>
</tr>
<tr>
<td>Cleaning</td>
</tr>
<tr>
<td>Mobile repair</td>
</tr>
<tr>
<td>Journalism</td>
</tr>
<tr>
<td>Auxiliary nurses</td>
</tr>
<tr>
<td>Midwives</td>
</tr>
<tr>
<td>Pharmacists</td>
</tr>
<tr>
<td>Lab technicians</td>
</tr>
<tr>
<td>Tailoring</td>
</tr>
<tr>
<td>Computer</td>
</tr>
<tr>
<td>Fishing</td>
</tr>
<tr>
<td>Beauty</td>
</tr>
</tbody>
</table>

One of the unusual skills training that KVO has offered is journalism. The respondents indicated that this skill is popular with female beneficiaries and has the added value through providing empowerment to the marginalized. Currently there are over 50 FM stations in Mogadishu with unqualified employees and there are bound to be more stations opened in view of the just found
peace in the area.

This study reckons that there is a huge demand for Auto electric skills more than auto mechanic. Other auto related skills including body work and car cushions were also being considered for inclusion in their programmes.

The respondents also indicated that one of the often ignored factors to the choice of skills is in the cost of starting up a business using the skills offered. Some trainees preferred those skills that are cheaper to set up once graduated than those that would require heavy capital. The graduates of these training programmes are also offered a one month job placement where they also are equipped with entrepreneurship skills training.

The respondent also indicated that a lot of the projects have been failing because the design has not included elements of support to the beneficiaries during training. They point out that the trainees are indeed young adults who have day to day needs. Indeed some of them maybe young parents who have to cater for their families. If those needs are not addressed, then there is a danger of either poor performance or in some extreme cases, drop out altogether.

There are also concerns with the supply side of the TVET trainings especially since there are few training institutions in Mogadishu that can offer quality training. The respondents indicated that there might be a need to offer refresher crash programmes to some of the trainers in order to bring them up to speed on new ways of delivering the trainings. Lack of a Vocational Qualification Framework (VQF) has been sighted as one of the impediments to an effective delivery of quality training. Such a framework would guide the whole process of the delivery of TVET and provide the internationally acceptable standards for quality training.

The following table shows some of the institutions that were interviewed and have been running TVET programmes:

<table>
<thead>
<tr>
<th>Institution</th>
<th>Skills Training</th>
<th>Other Services</th>
<th>Contact Person</th>
<th>Title</th>
<th>Telephone</th>
<th>E-mail</th>
</tr>
</thead>
<tbody>
<tr>
<td>Himilo Foundation</td>
<td>• Masonry • Tailoring • Computer • Graduates formed into association to open cyber café and school • Job placement with active support to graduates for a minimum period of three months</td>
<td>Abdisahal Jama Mohamed</td>
<td>Deputy Director</td>
<td>+252-61-9966666</td>
<td><a href="mailto:Abdisahal.jama@himfo.org">Abdisahal.jama@himfo.org</a></td>
<td></td>
</tr>
<tr>
<td>Himilo Foundation</td>
<td>• Basic Research and report writing for University students • Mobile phone Repair • Tailoring • Electricity Installation (including skills in working at power stations) • Journalism</td>
<td>Abdi Yusuf Jimcaale</td>
<td>Operations Manager</td>
<td>+252—61-5818170</td>
<td><a href="mailto:himilofoundation@gmail.com">himilofoundation@gmail.com</a></td>
<td></td>
</tr>
<tr>
<td>Kaashi Voluntary Organization (KVO)</td>
<td>• Entrepreneurship skills training • A level of support to the graduates comparable to that provided during training</td>
<td>Mohamed A Weheliye</td>
<td>Snr. Programme Coordinator</td>
<td>+252-61-53334444</td>
<td><a href="mailto:weheliye@kaashif.org">weheliye@kaashif.org</a></td>
<td></td>
</tr>
<tr>
<td>Shabelle Relief and development Organization (SHARDO)</td>
<td>• Construction related skills • Fisheries • Mobile repairs • Auto Mechanics/electric • Entrepreneurship Skills Training • Formation of graduates into cooperatives • Provision of startup grants (each cooperative was allocated a grant of USD 2000) • Local Partner (CID) providing specialized skills in the ARTS • Project uses peer mentors who have succeeded to work with the graduates</td>
<td>Addikadir Muhidin Project Coordinator</td>
<td>+252-69-5581956</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>UNDP (in partnership with SHARDO, ILO)</td>
<td>• Carpentry • Metalwork • Auto Electric • Auto Mechanic • Health related skills training through their 8 MCH</td>
<td>Abdi Issack Mohamed Programmee Officer</td>
<td>+252-61-8476031</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Wardirdi</td>
<td>• Carpenter</td>
<td>Hussein Abdi Issack Executive Director</td>
<td>+252-61-5901698/61820095</td>
<td><a href="mailto:wardiorg@yahoo.com">wardiorg@yahoo.com</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Wardirdi</td>
<td>• Metalwork</td>
<td>Ibrahim Elmi Ahmed Programmee Officer</td>
<td></td>
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<td></td>
<td></td>
</tr>
</tbody>
</table>
5.0 RECOMMENDATIONS
The following recommendations have been made from the findings of this report:

5.1 PREFERRED SKILLS
The table below shows a list of preferred skills as informed by this study:

<table>
<thead>
<tr>
<th>CONSTRUCTION</th>
<th>TRANSPORT</th>
<th>FISHING</th>
<th>BEAUTY</th>
<th>HEALTH</th>
<th>COMMUNICATION</th>
<th>LIVESTOCK</th>
<th>CATERING</th>
</tr>
</thead>
<tbody>
<tr>
<td>Carpentry</td>
<td>Petrol</td>
<td>Engine mechanic</td>
<td>Fishing Techniques</td>
<td>Hair care and management</td>
<td>Pharmacy</td>
<td>Computer software (specific applications)</td>
<td>Animal husbandry</td>
</tr>
<tr>
<td>Electricity</td>
<td>Diesel</td>
<td>Engine Mechanic</td>
<td>Fishing Techniques</td>
<td>Hair styles</td>
<td>Lab Technicians</td>
<td>Computer Hardware</td>
<td>Hides and skins</td>
</tr>
<tr>
<td>Plumbing</td>
<td>Auto Wiring</td>
<td></td>
<td>Cooling systems</td>
<td>Massage</td>
<td>Auxiliary nurses</td>
<td>Administration</td>
<td>Meat processing and packaging</td>
</tr>
<tr>
<td>Painting</td>
<td>Upholstery</td>
<td>interior decoration</td>
<td>Fish processing and</td>
<td>Henna and tattoo designs</td>
<td>Mid-wives</td>
<td>Accountancy</td>
<td>Poultry keeping</td>
</tr>
<tr>
<td>Roofing</td>
<td>Radiator</td>
<td>Assembly and Repair</td>
<td>Boat assembly and</td>
<td>Facial scrubbing</td>
<td>Counselors</td>
<td>Mobile repair</td>
<td>Bee-keeping</td>
</tr>
<tr>
<td>Furnishing</td>
<td>Tyre Repair</td>
<td></td>
<td>Boat engine repair and</td>
<td>Chemicals</td>
<td>Basic Journalism</td>
<td>Cheese processing</td>
<td></td>
</tr>
<tr>
<td>Metal Fabrication</td>
<td>Body building and repair</td>
<td>Marine life and law</td>
<td></td>
<td></td>
<td></td>
<td>Telecommunication</td>
<td></td>
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<tr>
<td>Interior decoration</td>
<td>Car Painting</td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Masonry</td>
<td>Professional Driving</td>
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<tr>
<td>Brick Making</td>
<td>Driving and security</td>
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</tbody>
</table>

|                             | Injector Pump repair |                             |                 |                                         |                                     |            |
5.2 Other Recommendations
Other recommendations include:

- Trainings programmes should on average be for not more than nine months but the time taken to complete a particular course should be viewed on merit;
- Graduates should undertake a compulsory internship programme for at least two months and learn Entrepreneurship in the course of the period. It has been shown that there is a greater level of success in self-employment (entrepreneurship) than in employment;
- Graduates should be supported with various forms of post-training assistance which are needs based and specific to the individuals. The preferred mode of assistance however, should be through the cooperatives formed by the graduates;
- There should be support for the trainees during the training period to cater for their day-to-day needs such meals, accommodation and transport;
- The relevant ministry (one to be in charge of youth and labor affairs) should be supported in starting Enterprise Promotion Services as a long time and sustained facility for the graduates to access any kind of support that would lead to employment;
- Institutional capacity development of TVET providers in terms of infrastructural development and equipping of the TVET centres with modern equipment that will enable the TVET trainees to be at par with the technological development in the skills of their choice;
- Provide pedagogical training to the TVET instructors in order to enhance their knowledge in skills transfer using adult teaching methodologies;
- Provide complementary skills such as career development skills such as CV writing, entrepreneurship training and literacy and numeracy alongside the main vocational training in order to improve chances of employment of the skills graduates;
- Provision of adequate apprenticeship programs for graduates through enhanced private sector participation in the TVET programs. This will not only horn the practical competence of the graduates through on-the job training but will also improve their self confidence in business through interaction with clients;
- Development of a National Vocational Qualification Framework that will provide guideline for the structured TVET in Somalia in order to make TVET an attractive alternative means to livelihood for the large population of unemployed youths in Somalia. Such a framework will be timely in light of the formation of new legitimate government of Somalia after over two decades of anarchy;
- Development of responsive and progressive TVET curriculum in the Somali language as it is widely spoken and will enable TVET trainees to move from one level to another in skills progression;
- In order to improve confidence in the TVET graduates by potential employers, there is need to establish a credible certification process headed by the National Examination Board immediately upon completion of the training;
- Capacity building of the line ministries in order to enhance monitoring, quality control and coordination of TVET programs by government officials through establishment of or strengthening of TVET and Employment Promotion Units;
- Strengthening private sector participation in TVET through establishment of Private Public sector collaborative framework that will enhance the private sector participation in TVET trainings, apprenticeship program and employment of TVET graduates;
- Revitalization of SMEs through provision of access to credit facilities by establishing micro-credit and micro-finance institutions in order to expand their businesses and create more employment opportunities;
- Creation of a Youth Development Fund or youth revolving kitty in partnership with local financial institutions or government agencies from which TVET graduates can access funds to start their own businesses particularly encouraging business cooperation among the youths.
6.0 ANNEXES

6.1 Table of Figures

In terms of the best performing sectors, the majority of the respondents felt that the construction sector has a lot of potential and was performing exceptionally well followed by auto mechanic, telecommunication and Beauty Therapy. This study attributes this to the fact that the majority of Mogadishu residents are returning back to their homes and undertaking major repairs and/or construction of homes and commercial buildings. Besides, private investors particularly those in hotel industry are undertaking massive construction activities. This has inevitably led to availability of employment opportunities in the sector. The specific skills demanded within this sector include; plumbing, masonry, brick lying, interior design, electricity installation, structural engineering and architecture.

General mechanic including; auto-electric, auto-mechanic, welding, carpentry and joinery and metal fabrication is also considered as a sector with high labor market. Others are Telecommunication, fisheries and professional skills such as accounting, paramedics and engineering.

![Bar Chart: Best Performing Sectors (value in numbers)]
Beautification was identified as a sector with a particularly high appeal amongst the female respondents and with high potential for their employment. This is because of the obvious cultural reasons where it is women who make up the customers base in the sector and only women can work on women hair and body. The key skills include; manicure and pedicure, henna drawing, hair treatment and blow dry.

Tailoring, logistics and auxiliary nursing were some of the other skills considered as particularly marketable for female beneficiaries.
From the findings of the study, it was established that male beneficiaries have access to a wider range of marketable skills to select from than their female counterparts. These include skills in general mechanic, auto-electric, art and design, masonry, interior design, electrical repairs and electric installation, fish and fish processing among other skills.

SME operators cited low skills level and lack of experiences as the major reasons for not finding suitable employees within the TVET graduates. Indiscipline was also cited as a minor reason for not finding suitable employees. These came from various discussions that attributed it to the collapse of public infrastructure, the unruly militia culture and lack of TVET system as a result of prolonged civil war in the country. In Mogadishu, this has particularly affected the youth due to the previously restricted access for donor supported TVET interventions which are instrumental in re-establishment of TVET as seen in the more stable regions of Puntland and Somaliland.
15% of the 150 SME operators surveyed rated their employees performance as very good while a significant 53% felt their employees were average. Most of the employees have no formal training in their skill areas but have gained hands-on knowledge through on the job apprenticeship training and therefore lack understanding of theoretical underlying concepts and principles which may complement their experience for optimal performance in their jobs. Provision of TVET training using approved curriculum at established TVET institutions will enhance their competency and increase their productivity thus improving employer confidence in them.

As shown in the pie-chart below, majority of the respondents (57%) cited skill upgrading as the main way of improving employee performance while 23% felt provision of post-training apprenticeship program (industrial attachment) as a way of improving their performance. This is evident of the labour market need for provision of skills training and accompanying experience. Other suggested ways of improving performance are complementary entrepreneurship training and provision of certificates upon completion of TVET training. It is worth mentioning that concurrent entrepreneurship training as complementary course will further enhance the employability of the TVET graduates as this will be seen as added advantage by potential employers in light of the high competition in the labour market.
From the survey of TVET institutions, 46% of the respondents felt that availability of employment opportunities was the main reason for the provision of TVET trainings while 27% felt that they have readily available facilities to provide the trainings. Only 20% felt that they have qualified instructors underscoring the need for technical and pedagogical capacity improvement of TVET instructors in order to provide effective quality TVET training.

60% of the TVET institutions surveyed use approved training curriculum for provision of TVET training while a significant 40% did not use curriculum for their trainings. In order to provide relevant and coherent training, it is imperative for training institutions to use labor responsive and well recognized training curriculums. Further discussions with various stakeholders revealed that the only available curriculums are those developed by UNESCO for some of the skills in 2006 for level III. This needs to be urgently reviewed in light of the dynamic technological development and labor market needs so as to provide relevant and responsive training that will provide graduates with ease of access to employment opportunities.

Lack of teaching equipment and lowly qualified instructors are some of the major challenges that are facing TVET training institutions. This is because in post conflict Mogadishu, TVET trainings are characterized by lack of external support for the development of TVET education. This has made provision of TVET as donor supported short term employment oriented skills training for the most vulnerable members of the community thus making it less attractive to the youth. Majority of the TVET institutions are local NGOs that depend on donor funds to provide short term trainings. Prior to the civil war, Somalia had a robust TVET system and Mogadishu Technical Teacher Training Institute produced qualified TVET instructors and the government through the Ministry of Labour owned and managed TVET institutions which provided trainings up to professional level. There is an urgent need to invest in TVET in terms of tools and equipment and build the capacity of TVET instructors in order
to make TVET graduates competitive in the labor market and hence attract the large pool of unskilled and unschooled youth to explore TVET as an alternative training to formal system.

Of the various stakeholders surveyed, 37% felt that biased employment requirement by potential employers was a major hindrance to female TVET graduates accessing employment opportunities as majority of the employers preferred male employees. Culturally, female graduates carry an extra burden of performing household chores unlike their male counterparts. Besides, female beneficiaries have only limited skills choices as they have to enroll for culturally “female friendly” skills - which do not interfere with cultural boundaries- leading to over production of skilled labor hence limited of employment opportunities.

35% of the respondents felt that provision of start-up tools upon completion of TVET training as the best way to enhance female participation in TVET and employment opportunities while another 23% felt that provision of transport and meal allowances during the training period will attract female beneficiaries to enroll in TVET and reduce their dropout from the training programs. These improvements however are generic in the sense that they also affect their male counterparts. Furthermore, provision of more “female friendly” skills and introducing flexible TVET training timetables are some of the other strategies suggested to make TVET more attractive to female
beneficiaries.

**Suggested Ways for Economic Growth and Employment Creation**

Investment in TVET through provision of more resources to TVET was deemed as the best strategy for creation of employment opportunities for the youth and for the economic development of the country. Advocacy for measurable quality skills training through enhanced private public sector, partnership in the development of TVET and development of responsive National Vocational Qualification framework and establishment of robust certification system were other suggested ways of stimulating economic growth and creating employment for the youth.

**6.2 List of References**

- The United Nations Human Development Report 2011
- The United Nations Human Development Report 2012
- USAID Education Sector Assessment, 2003
- UNICEF’s Education monitoring report, August, 2011
- PETT project Local Labour Market Survey
- VETAPE Project Tracer Study
- ALEO II Project Job Rich Sector Study
- ALEO Tracer Study
- DRC Programme Management Guidelines
- The CIA World FactBook
- Horn Relief: Guidelines for cash interventions in Somalia
- WARDO: Labour Market Needs Assessment in Somalia
6.3 Terms of Reference

6.3.1 The following is an extract from the Terms of Reference

DRC is planning to implement VST in Mogadishu; targeting host populations and those living in protracted IDP situations and thus unlikely to return to their places of origin. If not provided with alternatives and sustainable sources of income, idle youth without skills and opportunities can easily be recruited into armed groups and criminal affiliates. To this end, skills such as carpentry, masonry, electrical work, cooking and secretarial work will be taught. It is envisaged that these will meet the increasing demand for skilled human resource as a result of the burgeoning construction and hotel industries in the city.

In order to ensure that the courses offered are informed by availability of opportunities within the job market within Mogadishu, DRC seeks to commission a marketable skills assessment within potential employing industries for the VST finalists in Mogadishu to document this information. To this end, DRC invites qualified professionals to conduct this assessment. The assessment will be conducted in collaboration with the Food Security Cluster and the International Labour Organization (ILO).

6.3.2 Purpose of Assessment

The purpose of this consultancy is to conduct an assessment and document marketable skills within the districts of Mogadishu, targeting both formal and informal sectors. Specifically, the objectives of the consultancy are to:

- Assess and identify existing and potential marketable opportunities for vocational skills within Mogadishu, targeting various sectors of the economy
- Review existing labor dynamics including regulatory frameworks and procedures and document enabling and disenabling factors and how these can be harnessed or strengthened to enhance employability of vocational skills trainees
- Document strategies and criteria for targeting 500 beneficiaries for training in each of the identified skills and how the opportunities can be exploited for maximum economic gain of the beneficiaries.

6.3.3 Scope of Work

This consultancy will be conducted in Mogadishu, with a detailed analysis of the existing and potential employment opportunities and enabling factors for vocational skills training qualifiers. The vocational skills in consideration should also be guided by DRC implementation framework and context, specifically, in Somalia. Currently, Mogadishu’s districts are accessible, depending on the prevailing security situation at the time of the visit.

6.3.4 Key Tasks
For the objectives of the consultancy to be achieved as a minimum, key tasks to be performed by the consultant(s) will be to:

- Develop an inception report detailing; among other things, the process and methodologies to be employed for the assignment. It should include interview schedules and important time schedules for this exercise, a list of stakeholders targeted for participation, assessment tools and presented to DRC/FSC and ILO for review and further inputs before proceeding to the field for data collection.
- Undertake desk review of relevant documents including the proposal, DRC programme management guidelines, DRC strategy documents, existing Somalia Labour guidelines, related ILO and Somalia Food Security Cluster documents and any other relevant documents and should take into consideration donor programme guidelines and standards.
- Design data collection methodology as appropriate, guided by the objectives and scope of consultancy; including international guidelines and relevant framework(s). The data collection tools will be critiqued (with DRC team) before being refined and finalized.
- Conduct a comprehensive field-based assessment [using both quantitative and qualitative data collection methods] based on the purpose and objectives of the consultancy. The consultant should undertake a multi-stakeholder analysis, including relevant line ministries, ILO and Food Security Cluster member organizations, youth and women groups, VST providers, formal and informal sectors, Chamber of Commerce, and any other relevant stakeholders to help gather information that will inform decision making in VST programming.
- Write and present a draft report, capturing key findings against objectives of the assessment to DRC team for review before producing a second draft.
- Present a Draft Report (2nd draft report) to DRC and other stakeholders in a feedback workshop to facilitate sharing of the assessment results with a view of incorporating inputs from stakeholders in the final draft.
- Compile and Submit a Final Assessment Report to DRC.

6.3.5 Expected Outputs

The assessment will result in the following outputs:

- A detailed analysis of the employability of the VST qualifiers (or employment absorption potential) in various sectors in Mogadishu.
- A clearly enumerated and ranked list of marketable and potential vocational skills in Mogadishu.
- A well analyzed and documented regulatory framework and any opportunities for partnership to enhance employment of the VST qualifiers.

6.3.6 Key Deliverables

The Expectations from the Consultant:

- Debriefing at the end of field work is mandatory with relevant DRC staff.
- Four (4) bound hard copies of the final report.
- Soft copy of the Report in two (2) CDs.
- The consultant will also be required to submit to DRC all assessment materials including:
  - Soft copies of all data sets: both quantitative and qualitative.
  - All filled quantitative data collection tools and qualitative data recording materials. Any other non-consumable documents/items that will be used in the course of the planned consultancy.
- Debriefing workshop with donors and other stakeholders: PowerPoint presentation of the draft Assessment report.
All material collected in the undertaking of the evaluation process should be lodged with the Evaluation manager prior to the expiration of the contract.

**List of Key Informants Interviewed**

<table>
<thead>
<tr>
<th>S /no</th>
<th>Name of the person interviewed</th>
<th>Designation</th>
<th>Organization</th>
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</thead>
<tbody>
<tr>
<td>1.</td>
<td>Osman Moalin</td>
<td>Director</td>
<td>SOYDEN</td>
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<tr>
<td>2.</td>
<td>Keise Maio Abdulhussein</td>
<td>Director</td>
<td>Somali Social Protection and Development Organization</td>
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<tr>
<td>3.</td>
<td>Zahra Mohamed Abdulhussein</td>
<td>Program Coordinator/Legal Advisor</td>
<td>Somali Women Development Centre</td>
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<td>4.</td>
<td>Jibril Mohamed</td>
<td>Project Manager</td>
<td>Centre for Peace and Development</td>
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<tr>
<td>5.</td>
<td>Ibrahim Hussein</td>
<td>Field Officer</td>
<td>IOM</td>
</tr>
<tr>
<td>6.</td>
<td>Ahmed Aideed</td>
<td>Director General</td>
<td>Ministry of Education</td>
</tr>
<tr>
<td>7.</td>
<td>Mohamud Jirde</td>
<td>Minister</td>
<td>Ministry of Labour and Youth</td>
</tr>
<tr>
<td>8.</td>
<td>Abdiwahab Khalif</td>
<td>Director General</td>
<td>Ministry of Commerce</td>
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<tr>
<td>9.</td>
<td>Abdiqadir Hassan</td>
<td>Centre Manager</td>
<td>Mudug VTC</td>
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<tr>
<td>10.</td>
<td>Fartuun Hassan</td>
<td>Manager</td>
<td>Bilicsan Beauty Saloon</td>
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<tr>
<td>11.</td>
<td>Hani Mohamed</td>
<td>Manager</td>
<td>Quruh Dumar Beauty Saloon</td>
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<tr>
<td>12.</td>
<td>Mukhtar Mohamed</td>
<td>General manager</td>
<td>Kow Garage</td>
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<td>13.</td>
<td>Anab Yassin</td>
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<td>14.</td>
<td>Abdirizak Jimcalle</td>
<td>Director</td>
<td>Chamber of Commerce</td>
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<td>15.</td>
<td>Yasin Ahmed Halane</td>
<td>Director</td>
<td>Daldhis Constructor Co</td>
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<tr>
<td>16.</td>
<td>Abdi Abdiqadir Mohamed</td>
<td>Project officer</td>
<td>ILO</td>
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<tr>
<td>17.</td>
<td>Suleiman Ahmed</td>
<td>Livelihood Coordinator</td>
<td>DRC</td>
</tr>
<tr>
<td>19.</td>
<td>Iman Mohamed Ali</td>
<td>Director</td>
<td>Chamber of Commerce</td>
</tr>
<tr>
<td>20.</td>
<td>Abdullahi Ali Noor</td>
<td>Director general</td>
<td>Chamber of Commerce</td>
</tr>
<tr>
<td>21.</td>
<td>Abdiqadir Ahmed Farah</td>
<td>Programme Officer</td>
<td>UNDP Somalia</td>
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## List of IBTVET Centers assessed

<table>
<thead>
<tr>
<th>S/No</th>
<th>Name of the Centre</th>
<th>Courses Offered</th>
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<tbody>
<tr>
<td>1</td>
<td>SHARDO</td>
<td>Auto-mechanic&lt;br&gt;Auto-electric&lt;br&gt;Electrical installation&lt;br&gt;Office management&lt;br&gt;Masonry&lt;br&gt;Plumbing&lt;br&gt;NFE</td>
</tr>
<tr>
<td>2</td>
<td>SOYDEN</td>
<td>Electrical Installation&lt;br&gt;Photography/Video editing&lt;br&gt;Journalism&lt;br&gt;ICT (hardware, software/networking)&lt;br&gt;Auxiliary nursing&lt;br&gt;NFE</td>
</tr>
<tr>
<td>3</td>
<td>CPD</td>
<td>Auto-mechanic&lt;br&gt;Social integration&lt;br&gt;Beauty salon&lt;br&gt;Masonry&lt;br&gt;Plumbing&lt;br&gt;Welding</td>
</tr>
<tr>
<td>4</td>
<td>SWDC</td>
<td>Tie &amp; Dye&lt;br&gt;Beauty salon&lt;br&gt;Tailoring&lt;br&gt;NFE</td>
</tr>
<tr>
<td>5</td>
<td>SSPD</td>
<td>Computer training (hardware, software and networking)&lt;br&gt;Carpentry and joinery&lt;br&gt;Tailoring&lt;br&gt;Welding&lt;br&gt;Metal fabrication</td>
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<tr>
<td>6</td>
<td>CRD</td>
<td>Arts and design&lt;br&gt;Journalism</td>
</tr>
<tr>
<td>7</td>
<td>SAAGAL BEAUTY SALON</td>
<td>Manicure&lt;br&gt;Pedicure&lt;br&gt;Hairdressing&lt;br&gt;Henna drawing&lt;br&gt;Tailoring&lt;br&gt;Confectionary</td>
</tr>
</tbody>
</table>
Photos of Current TVET Programs in Mogadishu

Electricity trainees at SOYDEN training centre

Carpentry trainee at SSPDO carpentry workshop in Mogadishu

Training photos of henna drawing and beauty therapy at SWDC