



YOUTH DEVELOPMENT ASSOCIATION (AYODA)

Grantee name; AFRICAN YOUTH DEVELOPMENT ASSOCIATION

Project name: Youth empowerment through trainings skill upgrading close out report

Funding organization: United States African development foundation

Project period: 1st July 2016 to 30th June 2018.

Project location: Borama Lughaya Saylac Districts

The project #

INTRODUCTION

African Youth Development Association, (AYODA) and United States Africa Development Fund (USADF) have signed a corporate agreement in June 30 2016 in which AYODA conducting Youth empowerment through skill training opportunity program with support of USADF. The project comprises 6 skill training activities such as tailoring tie& dye, confectionery masonry &cobblestone, carpentry, hospitality trainings.

The project targeted unemployed youth who aged 18 to 35 years, who had previous skills and need upgrading level 2. Since the start of the project it has improved the life of beneficiaries as well to those of their immediate families. The project held up 170 youth has started July 2016 and end June 2018.

2. TRAINEES SELECTION

The project intended to train 170 youth aged 18 to 35, so that they become ingenious to the community, the project was targeted youth who are from IDPs, Poor families who are job seekers but lucked sufficient skills to attract job. In order to attract the right beneficiaries, AYODA organization developed trainees' selection criteria, established selection committee composed of AYODA project manager, 2 representatives from the community, Regional Education Officer and the trainers of the courses. SOCA also used to attend the process as observer.

AYODA used to advertise the training opportunity through the local media including; Rayo and Bulsho TVs. The aired clips was continues 6 days prior to every skill trainings. AYODA also posted clear Somali written messages through notice papers at the public places such as; the main market of Borame, local municipality, public schools, main restaurants and among other important locations.

AYODA also developed registration forms to record trainee's personnel data who visiting at the AYODA offices. After the advertisement applications were received. Other trainees recruitment methods employed were; document review, short listing, interview and entry exam (both practical and theory).

To ensure the transparency and fairness during trainees' selection and enhance community's ownership project AYODA formed selection committees were consisting of AYODA team, officials from district education office, local government, and village headman and other important stakeholders such as employers in each training session.

Project staff used to gave a brief orientation to the committees about project objectives and their role prior to every skill training session

S/N	Training type	Beneficiaries,	Gender	location	Time frame	
1	Tailoring /tie die	28	All female	Borama/villages		
2	Masonry/ cobble stone	24 5	Male Female	Borama		
3	Confectionary	29	All female	Borama		
4	Carpentry	28	All male	Borama		
5	Hospitality	28	All female	Borama		
6	Fishing	28	All males	Saylac 14 Lughaya 14		

TRAINING SKILLS SESSIONS

During training period trainers conducted intensive classes both practicable and theory which developed the level of skills for 170 youth in six different skills for a period of 3 months in each course.

1. Tailoring & Tie Dye

The first bunch of the training for youth from AYODA VTC centers in Borama was successfully conducted and completed From Oct 1st to December 31st 2016. Last quarter The total number of trainees planed to take part tailoring and tie-dye training were 28 young poor girls who came from Borama town and different villages and, such as Dila , Quljed, Boon Baki Garbo-Dadar. Luckily there were no any drop out and all of them had completed training course. During the training students were provided, level 2 tailoring/ tie die training skills and knowledge.

2. Masonry and cobblestone

Masonry cobblestone section have made a significant progress, and covered almost half of their planed training lessons such as masonry work. For instance since this section comprises both masonry and cobblestone trainees are required to practically construct or build basis foundations-walls before they actually started stone dressing. Therefore the trainer had put efforts on practical work rather theory and he assigned trainees to build foundations and walls of the house for the last month of February and early weeks of March. In addition trainees have shown advancement, according to the kind of walls they built and their blustering work. The important topics that trainees of masonry and cobblestone had completed so far were: Safety workshop environment, understanding tools and equipments of the masonry, site preparation and training material storage and usage, drawing of the house, excavation of the house, leveling building of stones in foundation, fitting angles, weighing, and numbering.

After that on 15 March, trainer of masonry and cobble stone introduced cobblestone work, which is dressing stone and shaping to become Cobblestones for building roads by set in sand have the environmental advantage of being permeable paving and of moving rather than cracking with movements in the ground.

During each part of the above work trainer divided trainees and he assigned each of them to an specific area to build, where each trainee had participated biweekly test exam which his work was evaluated by trainee.

3. Trainings of Carpentry and Hospitality,

The trainees of Carpentry and hospitality have been given an introductory sessions of the first day of the training which was on 25 November

During that time they were explained project goals to trainees then they provided all requirements and other instructions related to the training period, like punctuality, duration of the training which was 66 days in three months.

Both instructors had been doing their respected training sessions normally. During training, trainees/trainers used to arrive to training center of AYODA at 8:00 A.M. 5 days in every week and used to leave at 2:00 P.M. Trainers had to prepare lesson plans of both practical and theory classes which was checked and signed by project officer. The daily absents of trainees has been recorded by attendance sheet every morning. There were no absent without justification allowed. If the trainee is sick she/he has to provide evidence about that, bringing medical statements or parents direct contact to the office telling the reason of his or her daughter not coming. Every day trainees are being given to four credit training hours.

Hospitality trainer provides training at noon due to the his occupied morning classes by HAVOYOCO trainees therefore he starts his credit hours. From 2 PM to 5:00 PM. While carpentry trainer conducts his training sessions in morning from 8 AM to 12:A.M .Within first two weeks carpentry trainee were getting progress about skills they gain from practical sessions because carpentry trainer emphasized practical classes rather than boring theory periods. On the other hand hospitality trainer also has done an outstanding work related to interesting hospitality theory classes, he first started safety and material used by hotel and other places used for cleaning and sanitation then he highlighted hospitality ideas and activities done and explanation sessions about how trainees will carry out their duties in the work.

4. Fishing training skills

Fishing skill upgrading training was one of the marketable skills which we have identified selected during our market survey, which AYODA had conducted in the project planning time? In that time we have noticed that unemployed youth living in coastal towns of Somaliland need to improve their basic skills for fishing which its demand is very high in local markets as well as neighboring countries. Therefore, AYODA has added the project proposal this very important skill which will contribute employment opportunity of idle youth in Zeylac and Lughaya towns of Awdal and Salal regions of Somaliland, as well as will improve fish production and fish consumption of the country.

Fishing skill training is the only skill trade which is going on in Zeylac and Lughaya towns, with 28 youth male 14 in Zeylac and 14 Lughaya, the period of this skill trade is 4 months of intensive training, starting from 1st March to 30th June 2018. Since the project was based on upgrading skills selected 28 youth has prior fishing skills, so during the training period trainees will be provided intensive fishing skills, training tools and when they complete the upgrading trainings, they would be grouped into four groups each consist 7 trainees, two groups in Zeylac and two groups in Lughaya. Then each group will be provided on small fishing boat with all fishing equipment's.

On 23 March fishing training officially commenced on training and Trainers conducted the fishing training sessions as intensive, where 80% of the contact hours was practical sessions the trainees of the course regarded as regular students so the training was not done as a seminar way rather it was carried out as regular formal schooling classes during theory class. trainers focused practical activities to ensure trainees gain skill.

During practice sessions trainees were brought to the Red Sea where they took their fishing activities, trainers ensure that all of the trainees dressed their safety coats and other safety gears, the main activities they do during practice sessions, exercise swimming, putting net fish inside the sea and safety procedures

Total duration of the training course was only 3 months which was 12 weeks, or 66 working days. where trainers and trainees of each section were contacting 4 hours every day, 5 days of each week which makes the whole worked hours by the trainer 2hrs*3 sections *24days was 132hrs.

AYODA team was monitoring all training activities regularly. Besides upgrading trainees' skills, trainees were also provided other knowledge like basic on business education, work ethics, conflict management, time management, leadership skills, career counseling, and benefits of teamwork, and conflict resolution

4. PLACEMENT

After completion of the training period, AYODA project staff conducted comprehensive lobby and advocacy actions, towards placement of the graduates.

The main purpose of those activities was to make sure all graduates of the placement must be attached to local construction company's hotels and furniture firms, in order trainees take on the job training practice and demonstrate their skills by interacting with business employees and customers, the second opportunity was their demonstrating of their skills to their potential employers. Since this activity is the back bone of the overall all success of the project.

During that time we mapped all major targeted constructions in Borama town, and met each one at their convenience places respectively. These meetings we informed and explained to potential employers about the nature and the purpose of the youth

empowerment project and we requested each one to incorporate and receive certain number graduates according to their employment offer capacity.

5. DISTRIBUTION OF TOOLS AND SEED CAPITAL

One of exceptionalities of the project was provision of tools and startup capital given to the trainees, unlike other projects trainees, are provided tools and safety materials at start of each training session, during the placement, the business owners were attracted by a number of tools trainees were coming with hence this increased the chances of employing trainees.

Startup capital is given to trainees who planned to become self-employed utilizing their skills; these include hospitality curb entry and masonry trainees, while tailoring & tie-die, fishing and confectionery were supposed to establish their own small business

As planned there were provision tool kits used to provide to the placement trainees such as carpentry, masonry & cobble stone and hospitality. Each group were given their professional tools for instance

Provision tool kits for Masonry & Cable stone gradulators. The beneficiary received these items shoes, gloves, overall dressing, protective goggles and safety ladder before the placement

Carpentry and confectionery graduators also received these items shoes, gloves, overall, protective goggles and tool boxes refrigerators oven machines drinks stir machines and other important soft food and sweet biscuit equipments and before the business start up placement. (Placement)

Fishing start-up capital and toolkits

Fishing boat fiberglass 19F with Yamaha 15HP Engine & Nets with safety jacket, protective goggle, life buoys, boat hooks, axis safety bag, fire extinguisher for boat, and water proof tock to start their business (business start-up)

Tailoring and tie and dye start-up capital and toolkits Provision tool kits for Tailoring and Tie/Dye graduators. The beneficiary obtained these items gloves, overall dressing, protective goggles, protective fume mask, and masking/taping (self employment)

GRADUATION AND CERTIFICATION

In the course project period, three graduation ceremonies were organized for the patches, the first patch was held for tree group tailoring /tie dye, masonry, and Confectionery trainees, and the second patch was carpentry, and hospitality the third group was fishing.. In each graduation events project stakeholders were invited, these include, government official both local and central, potential employers, parents, trainers and trainees. SOCA team was also present in all graduation events. In each event trainees were encouraged and given moral support for successful completion of the training they were also informed to make of the opportunities they have access by striving hard to earn living and contributing to the society, they were also caution against the danger of illegal migration and use of drugs.

This annual meeting each partner got a chance to inform participant about their own ADF project performance. Some of them their projects were ending while AYODA recently become partner of ADF and only first bunch graduated tailoring training opportunity

In the meeting AYODA Executive director presented assessment report towards youth challenges in coastal areas in Saylac and Lughaya district in Awdal region as well as unveil potential resource available which needs to be invested and benefited by youth. In that report he highlighted youth migration, drug abuse, lack of training opportunities, radicalization, and unemployment, were the biggest problems that youth in Saylac /Lughaya face in their everyday life. In addition he also addressed available natural recourse exists in the coastal towns such as fishing industries and salt production

7. IMPACT / Success Stories

During the post-graduation monitoring beneficiaries express their feeling and how their life have transformed, for instance a

1. Tailoring section

Sacada Faarax is 19 years old who from very poor family in remote village 30 km South of Borama town she lived desperate, life conditions such as hunger and jobless, now she is successful small clothes shop owner. Her story began when AYODA planned to provide training skill opportunity for 28 of youth female.

The project staff enrolled her with 10 other female trainees from surrounding villages outside of Boram, capital city of Awdal region. She completed tailoring, Tie and Dye skill training for four month. After that she got business startup capital and she went back to her village and she opened there a tailor shop .Sacada Faarax now runs her own shop and she earns profit daily as she explained. she had got golden opportunity when she was selected one of the trainees of tailoring and tie dye skill.

“I was jobless the life of our family depended the small income from our mother’s tea kiosk in Dila village. We only ate food two times a day, we were very bad situation. When I got this training opportunity I gained very good skills like tailoring and how to tie and die white sheets. When I graduated I received tailoring machine, equipments and other materials used to process tie dye from AYODA.

She also explained how she established her own tailor shop at first.And said.” I opened my own tailoring shop in my home village where there are no other tailoring shops before. Now I make garments I repair clothes for customers and get money. I process tie-dye and produce very good quality Somali women clothes like Diric . My customers are come from all coastal aerie cities in Awdal region and sometimes I send my product to neighboring countries like Djibouti and Ethiopia. I earn 10 to 15 Dollar per day. I am happy and help my mother for family bills.

I thank to AYODA and USADF. I say you have transformed my life from desperate conditions to successful business owner I owe you.” She concluded her speech.

2. Confectionary.

On Feb, 1st 2017 AYODA conducted confectionery training skills which were part of Youth empowerment through skill training project. That training, 29 female youth who were mainly from IDPs and poor families were selected to participate the useful confectionery skill training,

Fosiya Mohumaed Roble was one of the lucky girls who took part that golden training opportunity. During trainings girls were provided various techniques about how make soft drinks and sweet food that is made from vegetables and other cereal available in local markets.

After completion of her confectionery training period she and other fellow trainees received capital star up from Youth empowerment through skill training project that USADF funded that money intended to buy tools and equipments to establish small business. Fosiya who successfully completed the training had established her small

sweet and soft drinks shop at the heart of Borama town near ex Awdal governor's office next to Amoud University Faculty of law. Fosiya Muxumed now runs and manages her shop she earns daily profit as she explains.

'During trainings we were provided various techniques and skills about how make soft drinks and sweet food we learned how vegetables and other cereal crops that available in local markets easily process and cook into different soft foods and drinks.

After the training we were given tools equipments and other small devices such as ovens refrigerators and drink machines which now I use to make food and drinks to keep in cool and sell. Although now is a cool season Refrigerator,,

Oven Vegetable liquidation machine Food

I sell more drinks and sweet food to students and other youth who enjoy our food and drinks my daily sales equivalent to \$ 70 to 120 and make 30 to 40 profit each day. I am capable enough to support my own family. I also contributed the reduction of unemployment when I hired three persons in my sweet shop Thanks to AYODA and USADF for their support and generosity." She concluded her speech.

3. Masonry and Cobblestone

During the labor market research AYODA team realized that many youth who work in construction jobs in the town need to get skill upgrading training opportunity

.AYODA team assisting by SOCA developed Youth empowerment through skill upgrading project proposal, decided to empower some of these young and upgrade their masonry skills to earn more income and work under relief condition. And provide suitable training opportunities

In 2016 AYODA conducted the implementation of skills training program funded by USADF, these including masonry and cobble stone training which 22 male youth and 7 female participated.

Ahmed was one of the 22 male who were selected in masonry and cobble stone. He joined the training

He gained professional masonry skills including how to make stone building dressing measurements building breaks and stone walls blustering. He also learned how to use better for masonry equipments under safety workshop environment, He also understood site preparation and material storage and usage, drawing of the house, excavation of the house, leveling building of stones in foundation, fitting angles, weighing, and numbering.

After his graduation Ahmed Warsame received tools and equipments suitable his masonry work such as Safety hat, overall coat, Harmer, Weighing, Stone building Leveling measurement, and Meter from

After four months of masonry and coble stone trainings Ahmed now is full masonry who earns 16 Dollar a day. Explaining his transformation development he said.

“Before my upgrading masonry skills training I was in very difficult situation because I come from one of the poorest families in Borama and I had been working in building industry as a (KUULI) an assistant for masonry. To support my mother and young children The Kuuli work is too difficult for someone like me because I am not so strong, and sometimes I did not get breakfast from my home when I came to get Kuuli job I must used take large stones, water and concrete and bring to the masonry who is in the elevator. in spite of of that my total daily earnings was \$ 7 per day which was so small compared to the masonry whose work is less complicated than mine as an assistant and he earns 16\$ per day. Thanks to AYODA and USADF for their help. Now I gained useful skills and I earn more income I work daily I become famous full masonry who employers like. I support my mom and our young brothers and sisters.” He articulated happily.

4. Carpentry Section

Abdiraxmaan Maxamed Faarax was 18 years old and he is one of the youth living with East of Borama town. He used to live with his poor family; He quit school when he was grade 8 after his parents failed to pay the tuition fee of their son.

Following paragraph Abdirahman is explaining his personal situation before he joined Youth skill training opportunity program

My mother was the only one has to bring food to my family because my father died when I was 10 she used to sell vegetables in local market to get living. Sometimes she only get one meal for instance breakfast but there were no lunch and dinner. I used to have lunch with my best friends home. But when my friend went to abroad I lost even the lunch I have been searching a chance to go to EU through Tahriib migration but I never got that.

He was hop less before AYODA introduced new youth intervention program which was aimed to empower youth through providing skill training opportunities that funded by USADF. Abdirahman, come to know from local TV Rayo an aired advertizing which was induced young males to apply carpentry training opportunity. The aired clip started on 6th November 2017, and ended on 12th November 2017. Abdirahman direct contacted to AYODA and applied to join the training.

Abdirahman was selected to be one of the 28 carpentry trainee because he was very eligible applicant. Abdirahman and other trainees went Carpentry training sessions

During the training he was very punctual. "He said I never missed a session during the training period. Because I was interesting in carpentry since my childhood I could not have a chance to develop my hoppy because I did not believe that carpentry school exists I though simply those who build houses in wood work acquired their skills by nature. That is why I was repairing my home and if chairs broken I was called to fix. Without sufficient tools."

On the other hand carpentry trainer was providing carpentry students both theory class and practical sessions. During theory sessions carpentry trainer was giving to his trainees, different lessons including, drawing dimensions, and multi view of wood objects, measurement and calculations of math fractions. After trainees of carpentry fully understood their theory lesson objectives, trainer used to group them and assign each party to conduct practical joinery activities such as surface preparation, squaring woods, making joint uncles cutting nailing and other wood works.

We informed both trainees to double their activities in order to complete their planned scheme of work at the end of the training period which is scheduled on 28 February 2018.

Abdirahman added that useful knowledge he gained from training and told he has got suitable tools and equipment he was able to identify and select woods and other

materials for making furniture, he also applied his own talent of carpentry skills he become a expert curb enter who know be able to cut fit and assemble joints and produce double sleeping bed, Cupboard, and toilet drawers Harmers hand saws wooding marching

such as woods nails, harmers saw and other safety hats and glasses. Therefore they are now started to produce bed and furniture which will be trained to hospitality trainees in their practice lessons latter

5. Fishing success story

Cabdi Awnuur was one of the youth who used to live in the countryside of Lughaya district with his pastoral family of 6 who rear livestock, sheep, goat and Camels. The prolonged droughts in Awdal region and latter the Sagar Cyclone disaster hit the coastal area caused his family to lose their entire animal; they become IDPs and moved to Lughaya town.

Youth empowerment through skill training project has been at the forefront of changing the live of the poor hopeless Abdi Awnuur from pastoral to fisherman. One day, Abdi left from his home in Lughay IDPs to search food luckily he met AYODA team who mobilizing and selecting fishing trainees in Lughaya, and he become one of 14 students for training course in the deep Red Sea environment whom has been chosen to participate fishing training skills.

During 4 months on fishing course Abdi and his flown trainees gained useful knowledge on fishing, navigating, boat repair and maintenance, processing fish meat into dried fish products, among other skills. During trainings Abdi showed much interesting in fishing he was so curios to get fishing skills. As his fishing trainer once quoted

Abdi told to other trainees that his prime motive was to get basic needs such as food he believed that the droughts do not affect fish live in the sea as livestock.

Abdi Aw Nur has been struggling to get food after his father's camel and sheep gone. Now, his life has significantly changed thanks to the skills he learnt during his fishing training in 2018 and later was given fishing tools and equipments to work.

"I wear a safety jacket and fishing net. I leave my home early in the morning for fishing with my other fishermen in small boat I come back at around 11 am, with 5 to 10 kg of fish," said Abdi proudly. "I sell the fish at \$5 which is enough for my Family's daily consumption. I also come with some fresh fish for my family and neighbors."

"Previously, I used to take care of my father's camels sheep and goats in the rural area every morning you must bring animal to a suitable place to keep in and getting feed. It used to take us go on foot for searching water and postures for the animal and sometimes we did not eat breakfast lunch and diner It was terrible life condition. But now fish no need from us to feed or safeguard it is a available meet and you must only cutch cook and eat.'

Abdi now is an expert in fishing as he said I know sea waves and where quality fish are. I know all types of fish as I used to know names of camel goats and sheep. I am no longer worry about where I get my next meal.

"I have been involved in pastorals it was difficult life for many years now and this is the first time I got daily fresh fish meet and help myself and family to eat balanced food. Because we catch enough amount of fish as we do even if not more," So now ever since I joined fishing I am capable of feeding my family alone," he said.

During the monitoring project team observed following from the project beneficiaries

- Changed attitudes of the youth from negative to positive about getting employment from their own country.
- Those who benefited from the project are less risk of involving drugs and illegal migrants
- They have high moral due to income they generate which

enable them to be self-reliance as well support they family and relatives • All the female beneficiaries preferred working closer to their houses and children while male beneficiaries prefer where they can get good income for instance some a masonry trainees are hired to work hundreds of KM away from the family and after completion of work they came with good amount of money

Mohamed Aden Ibrahim

AYODA Youth Empowering through skills training.