

Iraq Crisis Response and Resilience Programme (ICRRP) Quarterly report

April – June 2017



Participants attending the electric repair vocational training course that is underway in Dohuk in the second quarter of 2017.

1. Progress towards development results

Outcome 1. Enhanced skills and employability of at least 1,200 displaced people (IDPs), refugees and host community members by delivering vocational trainings in various income-generating sectors.

Output 1. Needs and possibilities for in-demand, marketable skills relevant to the needs of local economy and private sector that have income generating potential are assessed and identified.

Output 2. Market oriented vocational trainings to target beneficiaries based on the identified needs are delivered.

Output Target	Summary progress/achievement during the reporting period	Status:
At least six assessments in construction, agriculture, IT, humanitarian aid and niche market areas to be conducted.	Skills needs assessments conducted for six different sectors including construction, hospitality/service, logistics, industrial maintenance, food manufacturing, and food processing.	Complete
At least six programmes in six different areas to be designed and developed further in the year.	MoLSA compatible curriculum has been prepared for seven programmes: hospitality/service, carpentry/construction, computer literacy for finance, electric installation, AC installation/maintenance, advanced agricultural skills, and electronics repair.	On track
Overall status		On track

The project is being implemented by UNDP's ICRRP through its local partners, IMPACT in Erbil and Zakho Small Villages (ZSV) in Dohuk, which are experienced in vocational trainings and job placement in the Kurdistan Region of Iraq (KRI) and with which UNDP has been working for close to two years.

Trainings are now ongoing in Duhok and Erbil. The needs demonstrated by the assessments carried out in Duhok and Erbil, as well as direct consultations with private sector employers, determined the training subjects offered. The curriculum is designed according to the Ministry of Labor and Social Affairs' (MoLSA) and the Department of Education's (DoE) standard curricula, in combination with the results of the needs assessments. Host employers are invited to observe the trainings to ensure satisfactory quality for eligibility.

In Erbil, three courses of the trainings are completed in Q2 on computer literacy for finance, hospitality/service, and carpentry/basic construction. These courses included 100 total trainees (93 men and 7 women). Out of 100 participants, 25 were Syrian refugees, 67 IDPs,

and 8 host community members. Courses planned to begin in July include hospitality, food manufacturing and processing, agricultural, carpentry and tourism/hospitality for 225 participants.

In Duhok, seven courses are ongoing in maintenance and repair of mobiles, computers, cars and AC units, customer service/hospitality, PVC manufacturing and electrical installation. These courses cover 174 trainees (171 men and 3 women). Out of 174 participants, 38 are Syrian refugees, 91 IDPs and 45 host community members.

In addition, the Department of Labour and Social Affairs (DoLSA) in Duhok and Erbil have recently granted a special permission for vocational trainings to take place inside their women’s shelters to allow Sexual and Gender-based Violence Survivors (SGBV) survivors to be able to participate. Arrangements to enable sale of goods produced inside the centre is being explored to ensure that women who are unable to leave in the near future still have the opportunity to earn an income.

Courses planned to begin in July in Dohuk will target more than 100 people. Courses include web design, cooking, pastry baking, sewing, carpentry, blacksmith as well as handmade jewellery at the Dohuk SGBV Centre.

Outcome 2:

Access to sustainable jobs provided to at least 300 IDPs, refugees and host community members, following the completion of training programmes.

Output 2. Job placement for 300 targeted beneficiaries in the private sector is ensured.		
Output Target	Summary progress/achievement during the reporting period	Status:
300 contracts the beneficiaries who enter into the job market.	366 vacant positions have been identified and 260 eligible beneficiaries have been selected for placement. 26 beneficiaries have completed training and have been placed in jobs thus far.	On track
Overall status		On track

Based on the skills needs assessments conducted in the previous quarter in Duhok and Erbil, the employment needs in the local markets and businesses in the different sectors were identified.. The needs assessments yielded promising results in that several key informant interviews indicated that there was a steady demand for labour, and in some cases, the demand was growing. The skills gap identified was used to determine which trainings programmes to offer and which host employers to target for job placement.

Partnership agreements have been signed with seven host employers in Erbil and Duhok to facilitate on the job training, job placement, and, in some cases, both. The host employers include La-Roche Hotel, Grand Canyon Hotel, Capital Hotel, Ziba Group, Hozan Group, MAF – Carrefour, E.R. Consulting/Quickwall, Rabuat Al-Sham restaurant, and Sofy group.

In total, 366 jobs have been identified with host employers, putting ICRRP on track to exceed the target of 300 job placements. An additional 26 have completed training and have been placed in full time work for at least six months. Of these 26 already placed in jobs, there are 18 refugees (1 woman), 6 IDPs, and 2 host community members. Monitoring of these beneficiaries ensures both the employer and employee are abiding by the terms of the contract.

2. Monitoring and Evaluation

ICRRP staff, comprised of area coordinators in each governorate and project support staff, is closely following up on the progress of the project. Site visits during vocational training programmes have been conducted at least once monthly to monitor implementation progress, effectiveness of training and logistics staff, as well as any implementation challenges. ICRRP closely follows up with any challenges reported or observed with recommendations and provision of necessary assistance to our partners.

3. Challenges/Issues

The skills needs assessments conducted indicated demand for trainings in sectors that are typically male dominated, and can exclude the participation of women due to gender and social norms in Iraq. Nonetheless, efforts are being made to ensure sufficient opportunities for women to be trained, for example by engaging SGBV women’s centres in Duhok and Erbil.

Additionally, beneficiary selection has been slightly delayed due to the large number of applicants interested in the trainings – in Duhok and Erbil, almost 2,000 applicants have been assessed for vulnerability eligibility.

4. Lessons Learnt and Way Forward

Due to the large number of applicants that meet the minimum vulnerability eligibility criteria, selection of beneficiaries for training prioritizes those with greater baseline skills. By selecting beneficiaries with complementary skills, for example multi-linguals for hospitality trainings, it is more likely the trainee finds a job in the competitive private sector.

5. Risks and Mitigation Measures

Risks	Mitigation Measures
Capacity of the vocational training centres in Erbil and Duhok to meet the high number of trainees in the project.	<ul style="list-style-type: none">- Both partners are spreading the number of participants across multiple available training centres.- Both partners will supplement use of the formal vocational training centres with on the job training.
Ability to ensure sufficient opportunities and participation by women.	<ul style="list-style-type: none">- Arrangements have been made to train women inside the SGBV centres in Erbil and Duhok to allow for their participation.

6. Financial Summary¹

Total expenditures in the reporting period: US\$502,662

¹ This figure is provisional and subject to change.