

United Nations Development Group Iraq Trust Fund
Project #: B1-27
Date and Quarter Updated: October – December, 4th Quarter 2010

Participating UN Organisation: ILO & UNOPS Sector: Education
Government of Iraq – Responsible Line Ministry: Ministry Of Labour and Social Affairs

Title	Skills Development to Support Employment Generation in Iraq				
Geographic Location	National coverage 22 Vocational Training Centres (VTCs) and 22 Employment Service Centres (ESCs) in all Governorates				
Project Cost	US\$4,963,256 (UNOPS \$3,280,655, ILO \$1,682,602)				
Duration	18 months				
Approval Date (SC)	28 Feb 2007	Starting Date	8 Mar 2007	Completion Date	8 Sept 2008 -ILO Part extended till 31st July 2011, UNOPS Part extended till 31 December 2010.
Project Description	The project will support reconstruction and economic development in Iraq by supporting the establishment of a cost-effective employment-oriented skills training delivery system				

Development Goal and Immediate Objectives
<p>The project will support reconstruction and economic development in Iraq through vocational training, employment policies and entrepreneurship within an integrated active labour market policy framework.</p> <ol style="list-style-type: none"> 1. Enhance vocational training provision for priority jobs in demand in the labour market 2. Enhance employment policy making at the national level 3. Foster self-employment initiatives among Iraqis including young women and men.

Outputs, Key Activities and Procurement	
Outputs	<p>Outputs Objective 1:</p> <ol style="list-style-type: none"> 1.1 Facilities of 10 Vocational Training Centres (VTCs) enhanced 1.2 Staff development programme designed and implemented for at least ten (10) core groups. 1.3 Framework for training cum-production activities identified, developed and operational. 1.4 A network of MOLSA vocational training providers established 1.5 New modular employment-oriented curricula and training material made available for immediate delivery of short term (up to one year) training programmes. 1.6 Short-term skills development annual courses organised and conducted within MoLSA VTCs for at least 1000 trainees (unemployed and vulnerable groups) in priority occupations. 1.7 Staff development programme designed and implemented for ESCs officers on vocational counselling and guidance 1.8 Private training providers assessed and outsourcing plan for private sector delivery of VT developed 1.9 Database of on-the-job training / apprenticeship opportunities within ESCs enhanced and networked <p>Outputs Objective 2:</p> <ol style="list-style-type: none"> 2.1 National policies for employment, vocational training and small business creation and development designed and introduced to the Inter-ministerial National Committee for Employment (NCE) 2.2 Staff development programme designed and implemented for the technical secretariat and main stakeholders of the NCE 2.3 Framework for national competency standards and certification scheme introduced for short-term (up to one year) skills training, including continuous training and retraining. 2.4 Training Needs and Labour Market Information System (TN&LMIS) developed and capacities enhanced for its update and maintenance <p>Outputs Objective 3:</p>

	<p>3.1 Awareness raised among Iraqi men & women towards the creation of an enterprise culture in the Iraqi society</p> <p>3.2 Basic entrepreneurship skills enhanced within the unemployed and positive attitudes developed towards self-employment as a career option.</p> <p>3.3 Selected and willing registered unemployed receive enterprise start-up and basic business management training.</p> <p>3.4 Staff development training developed and implemented on entrepreneurship development and mentoring for ESCs staff</p> <p>3.5 Tool kits designed and provided to MoLSA as part of its enterprise-grants scheme or similar programmes</p>
Procurement	NA

Funds Committed UNOPS	3,187,933	% of approved	97
Funds Disbursed UNOPS	3,052,577	% of approved	93
Funds Committed ILO	1,135,573	% of approved	67
Funds Disbursed ILO	1,135,573	% of approved	67
Forecast final date		Delay (months)	

Direct Beneficiaries	Number of Beneficiaries	% of planned (current status)
Men	1194	
Women	299	
Children		
IDPs		
Others		
Indirect beneficiaries		
Employment generation (men/women)		

Objectives and Outputs	% of planned
Objective 1. Enhance vocational training provision for priority jobs in demand in the labour market	
Output 1.1 Facilities of (10) vocational training centres (VTC) enhanced	% 100
Output 1.2 Staff development programme designed and implemented for at least ten (10) core groups of participants of the (VTCs).	% 90
Output 1.3 Framework for training cum-production activities identified, developed and operational	% 75
Output 1.4 A network of MOLSA vocational training providers established	% 90
Output 1.5 New modular employment-oriented curricula and training material made available for immediate delivery of short term (up to one year) training programmes.	% 85
Output1.6 Short-term skills development annual courses organised and conducted within MOLSA VTCs for at least 1000 trainees (unemployed and vulnerable groups) in priority occupations	% 80
Output 1.7 Staff development programme designed and implemented for ESCs officers on vocational counseling and guidance	% 90
Output 1.8 Private training providers assessed and outsourcing plan for private sector delivery of VT developed	% 75
Output1.9 Database of on-the-job training /apprenticeship opportunities within the ESC's enhanced and networked.	% 75
Objective 2. Enhance employment policy making at the national level	
Output 2.1 National policies for employment, vocational training and small business creation and development designed and introduced to the Inter-ministerial National Committee for Employment (NCE)	% 95
Output 2.2 Staff development programme designed and implemented for the technical secretariat and main stakeholders of the NCE	% 95
Output 2.3 Framework for national competency standards and certification scheme introduced	% 95

for short-term (up to one year) skills training, including continuous training and retraining.	
Output 2.4 Training Needs and Labour Market Information System (TN&LMIS) developed and capacities enhanced for its update and maintenance	% 50
Objective 3. Foster self-employment initiatives among Iraqis including young women and men	
Output 3.1 Awareness raised among Iraqi men & women towards the creation of an enterprise culture in the Iraqi society	% 80
Output 3.2 Basic entrepreneurship skills enhanced within the unemployed and positive attitudes developed towards self-employment as a career option.	% 80
Output 3.3 Selected and willing registered unemployed receive enterprise start –up and basic business management training.	% 75
Output 3.4 Staff development training developed and implemented on entrepreneurship development and mentoring for ESCs staff	% 85
Output 3.5 Tool kits designed & provided to MOLSA as part of its enterprise-grants scheme or similar programmes	% 70

Qualitative achievements against objectives and results
<p><u>Objective one</u></p> <ul style="list-style-type: none"> Completed the re-design of the Website interface and the uploading of the Iraq National VTC Network, which will link all Iraqi VTCs, be managed by MOLSA in Baghdad, and provide users/trainers with all the necessary information on the VTC / Training Courses. <i>Website: www.iraqvtc.com.</i> A VTC Networking Training – Knowledge Transfer - was conducted in Baghdad from the 10th -14th of October for 21 participants from 13 Vocational Training Centres on how to access, manage, upload and modify data. A VTC Networking 2nd Training and Handing Over was conducted in Amman for 4 participants from December 27th – 30th. The VTC networking Website was officially handed over to MOLSA on December 30th, 2010. As agreed in the handover minutes, the site will be piloted for 3 months and will officially be launched in the first week of April 2011 ILO CBT (<i>Competency Based Training</i>) consultant completed reviewing the 33 Competency Based Training (CBT) packages. The reviewed Packages were sent to the Iraqi CBT National Committee for it to review the comments. A CBT meeting was conducted in Erbil on October 2nd & 3rd for 5 participants to follow up on the development and finalization of the CBT Training Units for the new 33 packages. A VTC managers meeting was conducted in Erbil on October 6th & 7th for 4 participants on how to follow up on the implementation of the restructuring of VTC management in Iraq. Two Knowledge Transfer Training courses on the purchased Automobile Equipments / Workshops were conducted in Al-Kut VTC from 7th -11th November 2010 for 6 participants, and in the Kirkuk VTC from 28th – 2nd December 2010 for 8 Participants. <p><u>Objective two</u></p> <ul style="list-style-type: none"> On Sunday the 19th of September, the NEP draft was approved by the National Committee for Employment, headed by the Minister of Labor with representatives from 14 ministries & Workers & Employers representatives and sent to the Council of Ministers for endorsement.

- The NEP was endorsed by the Council of Ministers on October 18th, 2010.
- A General Conference for the Declaring of the National Employment Policy was conducted in Baghdad on October 29th, 2010 under his HE Minister of Labour and Social Affairs. The project Chief Technical Advisor (CTA) *Ghassan Al-Saffar attended the Launching.*
- A Round Table Discussion on "Developing an Action Plan for the National Employment Policy" was conducted in Istanbul from 19-23 December for 30 participants (*23 from Baghdad, 3 from Erbil and 3 from Amman*).

The NEP is considered one of the most important National Iraqi documents besides the NDP (National Development Plan) and the PRS (Poverty Reduction Strategy).

Objective three

- 73 KAB (**K**now **A**bout **B**usiness) training courses were conducted by MOE (*Ministry of Education*). Training courses in MOLSA (*Ministry of Labour and Social Affairs*) and MOHE-FTE (*Ministry of Higher Education / Foundation of Technical Education*) are scheduled to restart in 2011
- 1,493 students and trainees, 20% of whom are women, have completed the KAB training in training institutions within MOE.
- A KAB meeting was conducted in Erbil for 12 participants on October 3rd & 4th to follow up and update the implementation of the KAB programme in Iraq.
- The SIYB (Start Your Business Inception Meeting) – (**M**icro, **S**mall & **M**edium **E**nterprise Project Inception Meeting) was conducted in Erbil for 42 participants (7 SDE Participants) on October 5th & 6th, under her HE Minister of Labour and Social Affairs, KRG Minister in Erbil Chamber of Commerce.

The SIYB Programme is jointly implemented by the SDE (*Skills Development to Support Employment Generation in Iraq*) and PSDP (*Project and Private Sector Development Programme for Iraq*) projects through the ILO international consultants.

- SIYB Materials review and Adaptation into the Iraqi Context Meeting was conducted in Erbil from the 24th -30th of October for 5 participants.
- SIYB Interview of Potential Trainers for SDE candidates was conducted in Erbil on the 22nd & 23rd of December. 24 SDE Candidates (from which 9 were females) were interviewed and 12 have been selected (from which 6 are females) to attend the SIYB TOT next year.
- Purchased office furniture for the ToT Division in MOLSA was officially handed over on 4th Oct 2010

Others:

- SDE project ILO part extended until **31st of July, 2011.**
- SDE project UNOPS part expired on **31st of December, 2010.**

Main implementation constraints & challenges (2-3 sentences)

No specific challenges were encountered during the reporting period. A full account of challenges faced during the duration of the project will be provided in the 'End of Project' report.