



ANNUAL PROGRAMME¹ NARRATIVE PROGRESS REPORT
REPORTING PERIOD: 1 JANUARY – 31 DECEMBER 2011

Programme Title & Number

Programme : Improving Quality of Technical and Vocational Education and Training in Kurdistan Region
Programme Number (B1-36)
MDTF Office Atlas Number: 00063765

Country, Locality(s), Thematic Area(s)²

Erbil, Suleymanieh and Dohuk

Participating Organization(s)

UNESCO

Implementing Partners

- MoE
- MoHESR
- MoLSA

Programme/Project Cost (US\$)

MDTF Fund Contribution:

- Agency Contribution

- *by Agency (if applicable)*

Government Contribution
(if applicable)

Other Contribution (donor)
(if applicable)

TOTAL: \$1,000,000

Programme Duration (months)

Overall Duration

30 months

Start Date 26 May

2010

End Date or Revised 26 November 2012

End Date

(if applicable)

Operational Closure

Date³

Expected Financial 26 November 2012

Closure Date

Programme Assessments/Mid-Term Evaluation

Assessment Completed - if applicable *please attach*

Yes No Date: _____

Mid-Evaluation Report – if applicable *please attach*

Yes No Date: _____

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¹ The term “programme” is used for programmes, joint programmes and projects.

² Priority Area for the Peacebuilding Fund; Sector for the UNDG ITF.

³ All activities for which a Participating Organization is responsible under an approved MDTF programme have been completed. Agencies to advise the MDTF Office.

NARRATIVE REPORT FORMAT

I. Purpose

Main objectives, outcomes, outputs of the programme

The outcome of the project is to strength institutional and human capacity of the education sector to deliver quality education; to do so the following output will be pursued.

The project aims at supporting the Technical and Vocational Education and Training Sector (TVET) in Kurdistan region through developing and strengthening the institutional capacity to operate a demand driven training system of the Ministry of Higher Education and Scientific Research -Foundation of Technical Education and the Ministry of Labour and Social Affairs -Vocational Training Centers by addressing aspects of the current and future TVET system needs to deliver quality education.

The project aims to have TVET teachers better able to apply modern teaching methodology, concept of measurement and evaluation. At the same time it seeks to train them to develop/ renew technical and vocational programmes based on Learning Outcomes of Knowledge, Skills and Attitude and Learning Steps.

Furthermore, the project will improve capacity of MOHESR and MOLSA staff to offer market-responsive employability skills to Kurdish youth

Finally, the project will include an awareness campaign component to be implemented in collaboration with the participating KRG line ministries and Iraqi national media to increase enrolment in the sector by drawing attention to the essential role of the TVET sector in creating job opportunities, decreasing poverty, enhancing living conditions and developing the economy.

In general the Project seeks to enhance the capacity of human resources towards achieving quality education. It will capitalize on the achievements of UNESCO and its UN partners previous TVET projects in Iraq such as the TVET “Improving Quality and Relevance of Technical and Vocational Education and Training (B1-28)” project that was implemented in partnership with ILO and UN-HABITAT aiming at improving the skills of the labour force through developing improved programmes and services that will enhance their employment and productivity potential and create supportive environment for the growing private sector.

II. Resources

Financial Resources:

The project has been funded USD 1,000,000.00 by Government of Germany through UNDG Iraq Trust Fund

Human Resources:

The UNESCO project management team consists of:

International Staff:

- 1 International Project Manager from September 2009 to September 2011, duty station Amman.
- 1 International Project Manager from October to December 2011, duty station Amman.

National Staff:

- 1 National Programme Officer, from January to December 2011, duty station Erbil.

III. Implementation and Monitoring Arrangements

The project encountered several constraints that resulted in delaying the implementation during 2011 as explained below:

- The recent events registered in the Arab Region, further defined as Arab Spring, have consistently affected also the Iraqi societies. The protests and demonstrations have seen as protagonists the youth, most of them educated and dissatisfied by a society unable to provide opportunities to gain employment, social justice and equal opportunities. The Government of Kurdistan was not deaf in front of these instances, deciding in fact to take immediate action rethinking the ongoing development interventions addressing youth, to tackle more efficiently their needs.

- As TVET represents a key instrument for economic recovery and for reducing the skills and job mismatch, the Government of Kurdistan expressed the intention to further discuss the current project to modify some of its activities to address the current needs of the region.

During the several meetings organized, it was agreed that the first priority is to give a quick response to the youth unemployment which is a driver to social exclusion and poverty in Iraq which rests at 30%.

The GoI/KRG considers necessary the immediate creation of opportunities for youth to have access to employability and entrepreneurial skills in the short term, in order to allow them to be more proactive, to create their own prosperity, to fulfill their dreams and to depend less on the government.

The readiness to the world of work for Iraqi youth pass through different channels: the provision of soft and technical skills; the creation/strengthening of on the job training (OJT) programmes; the opportunity to have a better knowledge and understanding of work life; and the establishment of partnership with the private actors, are some of them.

- The late establishment of the Project Steering Committee (PSC)
- The decision taken by the PSC that the work plan should be revised after the finalisation of the three studies developed: Economic and market situation study; Report describing the most popular professions in Kurdistan; Study identifying the most dynamic economic sector in Kurdistan,
- The late finalisation of the three studies developed by the Chamber of Commerce, MOLSA and the Chamber of Industry and Trade.

Following these considerations, the GoI/KRG requested significant changes in the project's activities to address the priorities described above.

All these events delayed the project implementation, the planning of the modified activities, and the submission of the revised work plan. Therefore, UNESCO has requested a 12 month extension to be able to finalize the implementation of the project.

Monitoring:

The project is designed to meet the requirements for monitoring, evaluation and reporting in line with the Memorandum of Understanding of the UN Development Group Iraq Trust Fund as well as by the standard policies and procedures of UNESCO. The results framework are used as the basis for monitoring and reporting progress against outputs, stipulated indicators and their contribution towards the outcome.

UNESCO is able to implement monitoring activities in the field having a field office in Erbil, where National Programme officers keep constant communication with the main stakeholders and follow up with the implementation of the activities foresees by the project, This structure allow an efficient and effective achievement of project outcomes.

At the end of the project, an external evaluation will be undertaken to (i) assess and showcase the achieved progress and results against stipulated project results on all stakeholders especially beneficiary groups; (ii) assess the efficiency of the project interventions; (iii) understand the effectiveness of project interventions in addressing the underlying problem; (iv) assess the relevance of project components in addressing the needs and issues of beneficiary groups; (v) assess management arrangements (including procurement procedures, coordination, monitoring) in place by the GoI and/ or the beneficiary communities towards the sustainability of various project-initiated services and benefits; (vi) generate lessons on good practices based on assessment from the aforementioned evaluation objectives and to provide recommendations to all stakeholders (GoI, UN, donors, civil society) on how to maximize the results from similar initiatives in comparable situations.

IV. Results

Output 1: GoI/KRG better able to institutionalize a market-driven, entrepreneurial, responsive and flexible TVET system.

The following activities have been implemented in order to improve the capacity of GoI/KRG to adopt and institutionalized market driven and responsive TVET system.

- The Project Steering Committee (PSC) has been created with key stakeholders of TVET: MOHESR/FTE (4 members), MOLSA/VTC (2 members), Chamber of Commerce and Industry (1 member).
- the project work plan was discussed and approved by PSC
- The TOR of the PSC has been developed and approved

- Three official Steering Committee meetings were organized
- Economic and market situation study in Kurdistan has been presented by the Director of Chamber of Commerce
- Report, provided by MOLSA, describes the most popular professions in Kurdistan according to the results of the market surveys conducted by the Ministry
- Study identifying the most dynamic economic sector in Kurdistan has been presented by the Chamber of Industry and Trade.

Output 2: KRG technical and vocational education teachers better able to apply modern teaching methodology, concept of measurement and evaluation

Identification of eight curricula/careers to be further developed

V. Future Work Plan (if applicable)

Based on the priorities highlighted above in the paragraph *III Implementation and Monitoring Arrangements*, UNESCO modified the activities to be implemented as described in the approved extension request. The revised activities aim to establish productive relationships between the MOLSA, the MOHESR and the private sector. This will lead to the creation of agreements of collaboration among these stakeholders. The agreements will include initiatives aimed at increasing the exposure of students to the labor market and the participation of the private sector in the TVET system as whole.

The agreements won't be standardized, but they will be designed taking into consideration the needs of any specific sector, given a common set of rules to abide for quality assurance considerations, and for guaranteeing to all students a common set of experiences and learning opportunities.

The agreements should be able to include the following set of activities:

- Periodical technical field visits
- Periodical in class presentation made by top performers in selected careers
- Structured on the job training (OJT) programmes
- Participation of students to private sector initiative/projects

To foster the establishment of these partnerships, incentives will be created and awareness initiatives developed to explain to the private sector how they can benefit from a well functioning collaboration with the TVET sector.

In the medium term the existence of these agreements should enhance the formal and informal collaboration between TVET Institutions and private sectors, increasing the role of the latter in the definition of the curricula, strengthening the market driven component.

Nevertheless, in the modified work plan the establishment of agreements of collaboration is not an end itself as a tentative implementation of the agreements will be piloted within the project timeframe.

For instance, pilot training for private sector employees will be organized, to better perform as mentors and tutors for TVET students during the OJBs initiatives, in conjunction with an incentive scheme of reward for the extra responsibilities to be set, in partnership with the GOI/KRG, MOLSA and the private sectors.

Furthermore, for selected careers the activities foreseen by the agreement of collaboration will be included in the curricula and tested during the second half of the project.

This methodology aims to immediately increase the capacity of MOHESR and MOLSA to establish activities and collaborations between TVET Institutions and the private sector; and increases the employability of the TVET students.

Lastly, in 2012, the external evaluation of UNESCO's activities will be conducted.

VIII. INDICATOR BASED PERFORMANCE ASSESSMENT

	Performance Indicators	Indicator Baselines	Planned Indicator Targets	Achieved Indicator Targets	Reasons for Variance (if any)	Source of Verification	Comments (if any)
Outcome 1 Independent civil society and media enabled through legal and regulatory frameworks, professional development and strengthened indicators							
Output 1: GoI/KRG better able to institutionalize a market-driven, entrepreneurial, responsive and flexible TVET system	1.1 Training package (guide) on educational planning, policy formulation and management, methods for flexible TVET system developed	0	YES	Not achieved	Please see the explanation given above	Training package, Progress Report	
	1.2 Number of senior staff trained on educational planning, policy formulation and management, methods for flexible TVET system.	0	11 Senior staff trained	Not achieved	Please see the explanation given above	Progress Report and Workshop Evaluation Report	
	1.3 Percentage of trained staff fully satisfied with relevance and usefulness of training	NA	80%	Not achieved	Please see the explanation given above	Post Training Assessment	
Output 2: KRG technical and vocational education teachers better able to apply modern teaching methodology, concept of measurement and evaluation	2.1 TOT training package (manual) on applying modern teaching methodology and concept of measurement and evaluation in teaching developed	0	YES	Not achieved	Please see the explanation given above	Training package/ Progress Report	

	2.2 Number of trainees trained as TOT on the application of modern teaching methodology, concept of measurement and evaluation in teaching	0	11 Trainees trained as ToT	Not achieved	Please see the explanation given above	Progress Report and Workshop Evaluation Report	
	2.3 Percentage of trained staff fully satisfied with relevance and usefulness of training	NA	80%	Not achieved	Please see the explanation given above	Post Training Assessment	
Output 3: MOHESR and MOLSA better able to develop/ renew technical and vocational programmes based on Learning Outcomes of Knowledge, Skills and Attitude and Learning Steps.	3.1 Training package on the development of a modern framework for renewed programmes based on Learning Outcomes and Learning Steps produced	0	YES	Not achieved	Please see the explanation given above	Training package/ progress report	
	3.2 Number of educational experts trained on developing programmes based on Learning Outcomes and Learning Steps	0	11 educational experts trained	Not achieved	Please see the explanation given above	Progress Report and Workshop Evaluation Report	
	3.3 Percentage of trained staff fully satisfied with relevance and usefulness of training	NA	80%	Not achieved	Please see the explanation given above	Post Training Assessment	
Output 4: MOLSA KRG able to develop	4.1 Number of training packages on the	0	2 training packages developed	Not achieved	Please see the explanation given above	Training packages/ Progress Report	

vocational programmes responsive to labor market requirements	development of curricula and textbooks designed for vocational programmes developed						
	4.2 Number of VTC educational experts trained on curricula and textbooks development methods	0	11 VTC educational experts	Not achieved	Please see the explanation given above	Progress Report and Workshop Evaluation Report	
	4.3 Percentage of trained staff fully satisfied with relevance and usefulness of training	NA	80%	Not achieved	Please see the explanation given above	Post Training Assessment	
Output 1.5 Output 5: Improved capacity of MOHESR and MOLSA staff to offer market-responsive employability skills to Kurdish youth	5.1 TOT training package on “Employability Skills” developed	0	YES	Not achieved	Please see the explanation given above	Progress Report and Workshop Evaluation Report	
	5.2 Number of teachers trained as TOT on teaching “Employability Skills”	0	11 teachers trained	Not achieved	Please see the explanation given above	Progress Report and Workshop Evaluation Report	
	5.3 Percentage of trained staff fully satisfied with relevance and usefulness of training	NA	80%	Not achieved	Please see the explanation given above	Post Training Assessment	
Output 6: Key KRG stakeholders better	6.1 Numbers and Types of advocacy	TV Clips:0 Posters:0 Flyers: 0	TV Clips: 3 Posters:2000 Flyers: 8000	Not achieved	Please see the explanation given above	Progress Report	

aware of the importance of technical and vocational education for youth and their role in country's development	materials developed	Press Coverage: 0	Press Coverage: 8				
	6.2 Number of integrated media campaigns	0	1 media campaign	Not achieved	Please see the explanation given above	Progress Report	
	6.3 Number of Civil Society Organizations (CSOs) focusing on youth-related issues involved in advocacy and awareness campaigns	0	8 CSOs involved in advocacy and awareness campaigns	Not achieved	Please see the explanation given above	Progress Report	
	6.4 Percentage of participating CSO's satisfied with quality and usefulness of advocacy campaigns.	NA	80%	Not achieved	Please see the explanation given above	Post Event Assessment	

Annex 3 Acronyms List Country Programme Action Plan

AIS/VTS	Maritime Automatic Identification Systems/ Vessel Traffic Services
AWPs	Annual Work Plans
CCA	Common Country Assessment
CHF	An International NGO
CoR	Council of Representatives
COS	Central Office of Statistics
CP	Country Programme
CPAP	Country Programme Action Plan
CPAP MTR	Country Programme Action Plan-Mid-Term Review
CPD	Country Programme Document
CPR	Conflict Prevention and Reconciliation
CSR	Corporate Social Responsibility
CSOs	Civil society organizations
DFID	UK Department for International Development
DRM	Disaster Risk Management
EAD	Electoral Assistance Division (UNAMI)
ERP	Enterprise Resource Planning
ERW	Explosive Remnants of War
ESCWA	Economic and Social Commission for Western Asia
FACE	Fund Authorization and Certificate of Expenditure
FAO	Food and Agriculture Organization
GBV	Gender Based Violence
GFATM	Global Fund to Fight AIDS, TB and Malaria
GHG	Green House Gas
GMS	General Management Support
GoI	Government of Iraq
HACT	Harmonized Approach for Cash Transfers
HIV	Human Immunodeficiency Virus
HJC	High Judicial Council
ICAO	International Civil Aviation Organization
ICSC	International Civil Service Commission
IGO	Intergovernmental Organisations
IHEC	Independent High Electoral Commission

ILO	International Labour Organization
INGO	International Non-Governmental Organisation
IMF	International Monetary Fund
IOM	International Organization for Migration
IRFFI	Iraq Reconstruction Fund Facility for Iraq
ITF	Iraq Trust Fund
JICA	Japan International Cooperation Agency
KRG	Kurdistan Region
KRSO	Kurdistan Regional Statistics Office
LADP	Local Area Development Programme
M&E	Monitoring and Evaluation
MDGs	Millennium Development Goals
MMPW	Ministry of Municipalities and Public Works
MNFI	Multi-National Forces in Iraq
MoA	Ministry of Agriculture
MoCH	Ministry of Children
MOD	Ministry of Defence
MOE	Ministry of Electricity
MoEnv	Ministry of Environment
MoEn	Ministry of Energy
MOF	Ministry of Finance
MOFA	Ministry of Foreign Affairs
MOH	Ministry of Health
MOHE	Ministry of Higher Education
MoHR	Ministry of Human Rights
MoI	Ministry of the Interior
MoIM	Ministry of Industry and Minerals
MOJ	Ministry of Justice
MOLSA	Ministry of Labour and Social Affairs
MoMPW	Ministry of Municipalities and Public Works
MOP	Ministry of Planning
MOP-KRG	Ministry of Planning-Kurdistan Region
MOT	Ministry of Trade
MOWA	Ministry of Women's Affairs
MOWR	Ministry of Water Resources

MoYS	Ministry of Youth and Sports
MTR	Mid-Term Review
NDP	National Development Plan
NDS	National Development Strategy
NIM	National Implementation Modality
NGOs	Non-governmental organization
NHDR	National Human Development Report
Non-UN	Non United Nations
OCHA	Office for the Coordination of Humanitarian Affairs
ODA	Official Development Assistance
OECD	Organization for Economic Cooperation and Development
PM Advisory Council	Prime Minister's Advisory Council
PM's Office	Prime Minister's Office
PSM	Public Sector Modernisation
PWGs	Programme Working Groups
RRF	Results and Resources Framework
SBAA	Standard Basic Assistance Agreement
SIDA	Swedish International Development Cooperation Agency
SME	Small and Medium Enterprises
SOTs	Sector Outcome Teams
Sq Km	Square Kilometres
TB	Tuberculosis
UN	United Nations
UNAMI	United Nations Assistance Mission in Iraq
UNAMI-EAD	United Nations Assistance Mission in Iraq-Electoral Assistance Division
UNAMI-HRO	United Nations Assistance Mission in Iraq- Human Rights Office
UNAMI-Pol	United Nations Assistance Mission in Iraq - Political Section
UNCAC	United Nations Convention against Corruption
UNCT	United Nations Country Team
UNCTAD	United Nations Conference on Trade and Development
UNDAF	United Nation Development Assistant Framework
UNDG	United Nations Development Group
UNDP	United Nations Development Programme
UNEP	United Nations Environment Programme
UNESCO	United Nations Educational, Scientific and Cultural Organization

UNESCWA	Economic and Social Commission for Western Asia
UNFCC	United Nations Framework Convention on Climate Change
UNFPA	United Nations Population Fund
UNHABITAT	United Nations Agency for Human Settlements Providing Adequate Shelter For All
UNICEF	United Nations Children's Fund
UNIDO	United Nations Industrial Development Organization
UNIFEM	United Nations Fund for Women
UNOPS	United Nations Office for Project Services
UNSCR	United Nation Security Council Resolution
US	United States
USAID	United States Agency for International Development
WFP	World Food Programme
WHO	World Health Organization
