



RETURNING MIGRANTS' ECONOMIC REINTEGRATION: MAPPING OF STAKEHOLDERS, PROGRAMMES AND POTENTIAL PARTNERSHIPS

ETHIOPIA – ANNEXES

ALTAI CONSULTING FOR THE EUTF – 2022



Funded by
the European Union



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1. LIST OF ACTORS MET

The different testimonies were collected with verbal consent and in accordance with the principles of confidentiality and anonymity.

Type of actor	Organization	Position	Date of meeting
IP / donor	EUD	Programme Manager – Job Creation	05/07/2022
IP / donor	IOM	Project Coordinator and Team	13/07/2022
IP / donor	Embassy of Switzerland	Counsellor, Head of International Cooperation Swiss Cooperation Office	13/07/2022
IP / donor	UNIDO	Project Coordinator	14/07/2022
IP / donor	Embassy of Norway	Senior Programme Officer and Special Attaché (migration)	15/07/2022 and 28/07/2022
IP / donor	GIZ	Advisor: Qualifications and Employment Perspectives for Refugees and Host Communities in Ethiopia Programme (QEP)	19/07/2022
IP / donor	Embassy of Sweden (Sida)	Deputy Head of Mission Head of and Development Cooperation section	21/07/2022
Government Partner	Ministry of Labour and Skill	Head of Overseas Employment Desk and National Protection Working Group Focal Person	15/07/2022
Government Partner	Ministry of Agriculture, Rural Job Opportunity Creation Directorate	Director	19/07/2022
Government Partner	RRS	Project Manager	28/07/2022
Government Partner	Kombolcha Rijo Politan town administration Work & Training Office	Education and Training Team leader	12/07/2022
Government Partner	Small and Micro Enterprises Development office	Work and Training office Head	12/07/2022
Government Partner	Bureau of Job Creations and Skills (Jimma Zone)	Training manager	14/08/2022
NGO	Freedom Fund	Country Representative	20/07/2022
NGO	People in need	Country Director and team	21/07/2022
NGO	<i>Volontariato Internazionale per lo Sviluppo (VIS)</i>	Programme Funding Manager	29/07/2022
NGO	SNV	Agriculture Sector Lead and LI-WAY Chief of Party	29/07/2022
NGO	PROJECT-E	Country Representative	29/07/2022
NGO	Reach for Change	Deputy Country Manager	20/07/2022

NGO	Ethiopian Catholic Church Social Development Commission	Migration national officer	26/07/2022
NGO	Kelem Ethiopia	Northeast Ethiopia Programme Coordination Office Manager	13/07/2022
NGO	CIFA	Project Coordinator	11/07/2022
NGO	Action Aid	Country director	20/07/2022
CSO	WISE	Training Department Head	24/07/2022
CSO	Hope Enterprise/Tesfa	Manager	25/07/2022
CSO	Kembatti Mentti Gezzima-Tope (KMG)	Program Expert for Social services	29/07/2022
CSO	Tamerat Le Hiwot or Live Addis	Programmes Manager/ Deputy Director	20/07/2022
CSO	Development Expertise Centre (DEC)	Executive Director	29/07/2022
CSO	Facilitator for Change (FC)	Programme Coordinator	14/08/2022
Company	Kombolcha Textile and Garment	HR & Administrative Manager	14/07/2022
Company	KOSPI	Acting Plant Manager	14/07/2022
Company	African Mosaique	Founder and CEO	20/07/2022
Company	Kifiya Financial technology	Sales Manager	21/07/2022
Company	Task Moby	Operation Manager	29/07/2022
Entrepreneurship	Renew	Senior consultant - Renew's private sector development projects	21/07/2022
Entrepreneurship	Social Enterprise Ethiopia	Co-founder and Executive Director	26/07/2022
Entrepreneurship	Vision Fund	Vision Fund Micro-Finance Institute Branch Office Manager.	21/07/2022
TVET centre	Addis College	Vice president	18/07/2022
TVET centre	Arada TVET	Capacity development	21/07/2022
TVET centre	CCTI	Communication officers Director	21/07/2022
TVET centre	Entoto TVET	Dean of the college	18/07/2022
TVET centre	Federal TVET	Director General	28/07/2022
TVET centre	Asendabo TVET college	Dean	10/08/2022
TVET centre	Jimma Polytechnical college	Dean	11/08/2022
TVET centre	Sheki TVET college	Dean	11/08/2022
TVET centre	Game Changer TVET	General Manager	28/07/2022
TVET centre	Lideta Manufacturing College	Dean	25/07/2022
TVET centre	Seka TVET College	Dean	12/08/2022

TVET centre	Selam TVET	Dean	20/07/2022
TVET centre	Tegbareid Polytechnic college	Dean	21/07/2022
TVET centre	SOS Ethiopia TVET	Dean	27/07/2022
TVET centre	Alkan Health Science college, Addis Ababa	Academic vice president	20/07/2022
TVET centre	Dandi Boru college	Dean, Dessie Campus	29/07/2022
TVET centre	Dessie Health Science College	Academic Vice President /Dean	11/07/2022
TVET centre	Kombolcha Agricultural College	Dean	12/07/2022
TVET centre	Kombolcha Polytechnic TVET College	Education and Training department head	13/07/2022
TVET centre	Unity University, Dessie Campus	Dean and Administrator	26/07/2022
TVET centre	Woyzero Siheen Polytechnic College	Academic Vice Dean and Educational Training Team Head	21/07/2022
TVET centre	General Wingate polytechnical college	Trainees Development Vice Dean	19/07/2022

2. POTENTIAL PARTNERS INFOSHEETS

The following infosheets present potential partners that could be further or newly involved in the reintegration of returnees in the next phases of EU programming. These potential partners have been selected based on a set of criteria, including:

- The quality of the support offered, measured by the Integration rate of the beneficiaries of these institutions in the labour market;
- The adequacy of their beneficiaries' selection criteria with the profile of returnees;
- The experience of these institutions in providing support to vulnerable groups;
- The availability of these institutions, in the short or medium term, to integrate returnees into their programming.

2.1. POSSIBLE PARTNERSHIPS FOR THE REINTEGRATION OF RETURNEES THROUGH TECHNICAL AND VOCATIONAL TRAINING

2.1.1 SERVICES PROVIDERS IN ADDIS ABABA

Infosheet 1: General Wingate polytechnic college

General Wingate Polytechnic college	
Country	Ethiopia
Region	Addis Ababa
City	Addis Ababa
Structure	
Type of organization	General Wingate Polytechnical College is a public college established in 1938. It started providing technical and vocational training in 1991.
Type of support / trainings / services provided	The college offers both Level based (level I to V) and short-term trainings as part of its regular, extension and weekend programs. The college offers trainings in five sectors: Agriculture, Manufacturing, Construction, Business, Hotel & hospitality.
Organization and size / structure	<ul style="list-style-type: none"> • General Wingate Polytechnical College is one of the five largest public polytechnic colleges in Ethiopia. • It is managed by a Dean and three Vice-deans (Vice dean of Trainee's development, Vice Dean of industry extension & technology transfer & ICT and Vice Dean of Administrative and capacity building). • The college employs 521 staff, including 350 trainers.
Cost (of trainings)	<ul style="list-style-type: none"> • On average, short-term trainings cost 5,000 birr / trainee (except for the Aluminium work training which costs 9,000 birr / trainee). • Costs are calculated based upon a class size of 30 trainees (and may increase due to inflation / costs of training materials). • Regular trainees do not pay tuition. • Extension trainees pay 490-1,200 birr depending on material costs.
Total capacity	The college has an annual enrolment capacity of 10,000 trainees for its short-term program and of about 5,000 for its Level program.

Communication strategy for reaching trainees & potential trainees	<u>Main channels of communication</u> <ul style="list-style-type: none"> Level training programs: TV advertisements and MoUs with relevant organisations. Short-term training programs: Google registration platform linked with the college's social media; MoUs with governmental offices and NGOs.
Details about the types of trainings	
Training courses	<p>The college provides training in 12 departments:</p> <ul style="list-style-type: none"> Leather and Textile production; Garment production; Metal production; Wood technology; Road construction; Automotive; Electro-technology; Information and communication technology; Building construction work; Urban land development; Hotel and hospitality; Business & finance service.
Entry / Admission requirements / criteria	<p><u>Level program</u>: admission criteria are set by the ministry of Labour and Skills.</p> <p><u>Short-term program</u>: vary depending on the type of training (wage employment or self-employment)</p> <ul style="list-style-type: none"> For employment training, recruiting companies' selection criteria are taken into account (grade 8, aged between 18-35). For self-employment training, any individual who can read and write Amharic can be considered.
Training length / structure / format	<ul style="list-style-type: none"> <u>Short term programs</u>: on average six months, including six weeks of cooperative training for employment trainings. <u>Level program</u>: maximum of two years to complete level-IV (although there is no defined duration as it depends on the trainees' performance).
Frequency of courses / semester schedule	<p>For the level program, the trainees can take four to six courses per semester and for the short-term training, they can take all available units of competencies as the college uses a modular approach.</p>
Type of training	<ul style="list-style-type: none"> Level program: courses include 30% theory and 70% practice. Short term training program: courses include 20% theory and 80% practice. To increase trainee's practical training exposure, the college also sends its trainees to different companies for cooperative training, every semester for 206-279 hours.
Curricula	<p>All training occupations have standardized and validated curricula, prepared in English for Level programs and in Amharic for short-term programs.</p>
Types of industry sectors targeted by trainings	<p>The college targets and selects industries that are identified by the government i.e., manufacturing, tourism and hospitality, construction, ICT, and urban development.</p>

Trainers	The college has 350 trainers. All the trainers are certified with COC and teaching methodology certificate. About 85% of the trainers hold a BA or a master's degree.
Certifications offered	Two types of certificates: <ul style="list-style-type: none"> • Completion certificate • Certificate of competency (COC)
Per diem/ stipend for trainees and attrition rates	<ul style="list-style-type: none"> • No per diem for regular trainees. • Trainees sponsored by NGOs, government organization and/or private companies may receive a per diem (usually 1,200 to 3,500 birr/month).
Monitoring post-training	The college monitors post-training performance and training impact through tracer studies.
Labour market integration statistics available	The college has strong connections with the labour market and claims a 100% employment integration rate.
Partnerships	
Capacity to integrate returnees into the program	If the college gets funding for training costs, it has the capacity to train and integrate more than 1,500 individuals in its 12 departments each academic year.
Partnership with the private sector	The college has worked with more than 120 private sector companies through technology transfers, skill gap trainings, cooperative trainings, and employment opportunities.
Remarks	
Challenges expressed by key stakeholders	<ul style="list-style-type: none"> • Lack of interest for cooperative trainings.
Contacts	
Focal Point	Admasu Bekele ; Trainees Development Vice Dean
Contact	Email: - bekeleadmasu748@gmail.com
	Phone number: - +251-933-91-32-65

Infosheet 2: Entoto Polytechnic College

Entoto Polytechnic college	
Country	Ethiopia
Region	Addis Ababa
City	Addis Ababa
Structure	
Type of organization	<ul style="list-style-type: none"> Entoto Polytechnic college is a public institution placed under the authority of the Addis Ababa City Administration (within the city's Technical Vocational Training and Technology Development Bureau). The college has been offering TVET courses since 2002.
Type of support / trainings / services provided	<p>The college has 11 different departments for vocational training in its regular and extension training programs. These include:</p> <ul style="list-style-type: none"> Business; Automotive; Electrical & Electronic; Manufacturing; Hospitality and Tourism; Garment and Textile; ICT and Building Construction; Basic manufacturing & Woodwork; Hotel Service and Tourism; Surveying and Drafting; Information Technology. <p>Short-term training program packages include Auto mechanics, Electrical Installation, Metal work, Urban agriculture, Food preparation, Leather Work, Sanitary and Plumbing work as well as Furniture/ Woodwork.</p>
Organization and size / structure	<ul style="list-style-type: none"> The overall activities of the college are led by the Dean. Strategic decisions are made by the College Board, which is comprised of government and industrial representatives. The Dean is placed under the supervision of the College Board. He is supported by three Vice Deans responsible for the day-to-day operation of the college. The college employs 615 staff, including 470 trainers.
Cost (of trainings)	<ul style="list-style-type: none"> On average short-term training programs cost 5,000-5,550 birr/trainee. (Based on a class size comprised of 30 to 35 trainees - for a six to 12-week training). Extension programs cost 490 to 900 birr/month. Level based trainings are free.
Profile of trainees	<ul style="list-style-type: none"> Wage employment trainings: the college takes into consideration the criteria usually set by recruiting companies (having completed grade 8, being aged between 18-35, being energetic and motivated). Short term-trainings or self-employment trainings: the institute enrolls any individual able to read and write Amharic, interested in the topic of the training and wishing to be self-employed.

Total capacity	<ul style="list-style-type: none"> • 10,000 trainees in the short-term training programs • 5,000 trainees as part of the Level programs
Communication strategy for reaching trainees & potential trainees	<p><u>Level training programs</u>: TV advertisement, word of mouth, communication to local authorities (including at the woreda level), NGOs and companies.</p> <p><u>Short-term training programs</u>: Google registration platform linked to the college's social media (i.e., the college posts a call for application). The college also informs in writing organizations potentially interested in sending trainees.</p>
Details about the types of trainings	
Training courses	Under the umbrella of its 11 departments, the college delivers level-based training in 50 training occupations and short-term training programs.
Entry / Admission requirements / criteria	<ul style="list-style-type: none"> • <u>Level programs</u>: admission criteria are set by the Ministry of Labour and Skills. • <u>Short-term training programs</u>: <ul style="list-style-type: none"> - self-employment training programs: any person who can read and write Amharic - Wage-employment (minimum 8th grade, aged between 18-35 and wishing to be employed)
Training length / structure / format	<ul style="list-style-type: none"> • Short-term trainings last a maximum of six months (the time duration will range from 160 to 294 hrs). • Level programs (level 1-5) take two to three years, although there is no set duration (outcome-based training). Upon completion, trainees take the national competence exam (COC).
Frequency of courses / semester schedule	The college uses a modular approach. Trainees take one competency (course) at a time and move on to the next competency once deemed competent. This approach is applied both for Level and short-term trainings.
Type of training	<ul style="list-style-type: none"> • For level programs, trainings include both theory (30%) and practice (around 70%). • For short-term programs the ratio is 10%-90%. • These standards may change based on the nature of competency.
Literacy levels required	<ul style="list-style-type: none"> • Trainees in the wage employment program must complete grade 10 or 12, based on the employing companies' request. • For self-employment training programs, anyone with an interest in the training program may apply for the training.
Curricula	<ul style="list-style-type: none"> • The college uses the standardised national <i>curricula</i> for its level-based training and a customized/need based <i>curriculum</i> for short term trainings. Curricula in the short-term training programs are prepared by department trainers and implemented once approved by the national TVET agency. • The Level program is prepared in English and the short-term training program in Amharic.
Types of industry sectors targeted by trainings	<ul style="list-style-type: none"> • As it is a government college, one of its mandates is to support the development of strategic sectors (as identified by the government) through the provision of training, research, technology transfer, etc. • In addition, the college targets the service sector, manufacturing, culture & art, and construction sectors.

Trainers	<ul style="list-style-type: none"> Trainers are required to hold a bachelor's degree, COC certificate and a Teaching Methodology Certificate. Trainers assigned to teach refugees and returnees take a psychosocial support training.
Certifications offered	<p>Two types of certificates:</p> <ul style="list-style-type: none"> Completion certificate (awarded by the college) Certificate of competency (COC), awarded by the Addis Ababa Occupational Competency Assessment and Certification Centre (upon passing the national exam).
Per diem/ stipend for trainees and attrition rates	<ul style="list-style-type: none"> Regular trainees do not receive per diems. Trainees sponsored by government organizations, companies and NGOs may receive a per diem based on the budget allocated by the sponsor (600 to 3,500 birr/month). Very limited dropouts (1 to 2%).
Monitoring post-training	<ul style="list-style-type: none"> The college conducts a tracer study annually. There also is a graduates association located in the college, through which the college can monitor <i>alumni</i>.
Labour market integration statistics	<ul style="list-style-type: none"> Although it varies from department to department and level to level, the college has a post-graduation employability rate of 74%. Departments such as Construction, Hotel & Hospitality, Garment & textile, and Metal work have a 100% labour market integration rate. However, companies usually prefer employing Level training graduates rather than short-term training graduates.
Partnerships	
Capacity to integrate returnees into the program	<ul style="list-style-type: none"> The college has good potential to reintegrate returnees into its training program as it has many trainers and classrooms, labs, and training materials. It also has prior experience providing training and integrating returnees and potential migrants through the SINCE program (EU-sponsored project).
Beneficiary capacity	Capacity to train more than 15,000 beneficiaries in the short-term training program and 4,000 in its Level program, per year, across its eleven departments.
Partnership with the private sector	<ul style="list-style-type: none"> The college has established partnerships with more than 200 organisations (government, private sector, and NGOs). To strengthen its partnerships, the college offers training opportunities for free or through a cost-sharing scheme.
Remarks	
Challenges expressed by key stakeholders	<ul style="list-style-type: none"> Due to the high inflation rate, the college had to increase its tuition fees.
Contacts	
Focal Point	Teshome Fissia, Dean of the college
Contact	tesinfo2007@gmail.com +251-911-77-35-87

Infosheet 3: Tegbareid Polytechnic College

Tegbareid Polytechnic College	
Country	Ethiopia
Region	Addis Ababa
City	Addis Ababa
Structure	
Type of organization	<ul style="list-style-type: none"> • Tegbareid Polytechnic college is a public polytechnic TVET college placed under the authority of the City Technical vocational Training and Technology Development Bureau. • It aims at training competent and self-reliant middle level technicians based on the labour market demand (both for employment and self-employment).
Type of support / trainings / services provided	<p>The college provides formal and non-formal training for youths who come from different parts of Addis Ababa. It also provides tailor made training for employees of different companies.</p> <p>It provides formal training, from level-I to V, in ten training departments.</p> <ul style="list-style-type: none"> • Automotive; • Metal Manufacturing; • Wood Works; • Biomedical; • Construction; • Drafting and Surveying; • Business; • ICT; • Electrical Electronics; • Garment and Textile. <p>Besides the formal and informal training, the college gives counselling and guidance services, community services (as part of its corporate social responsibility), industrial extension support through technology transfer, promotion and market linkages, and research work.</p>
Organization and size / structure	<p>The college's organizational structure is designed based on its function and the mandate.</p> <ul style="list-style-type: none"> • Strategic decision and roadmap work is made by the college board which comprise of government body and industrial representatives. • The Dean is under the supervision of the college board and is responsible for management and controlling the overall function of the college. • The Dean is supported by three vice Deans (Vice dean of Trainee's development, Vice Dean of industry extension & Technology transfer & ICT and Vice Dean of Administrative and capacity building). • Each Vice Dean is responsible for the smooth day-to-day operations of the college through leading and controlling the respective departments.

<p>Cost (of trainings)</p>	<p>The total training cost of the college is ETB 120 million per year, budgeted by the government.</p> <ul style="list-style-type: none"> • The cost of short-term training varies from department to department and the types of skills needed by the industry but on average the short-term training program costs ETB 3,500-4,000 per trainee/month and the training duration is mostly six months. • For level trainings, the regular trainee will not pay for training until completing level-IV. Thus, this is not considering the current inflation rate. This amount is determined based on the class size which is 30 to 35 trainees that are half day session for six-to-12-week training.
<p>Profile of trainees</p>	<ul style="list-style-type: none"> • Profiles of trainees also differ from program to program and for self-employment and wage employment. • For wage employment, the college considers the interest of recruiting companies and based on its experience, most of them asked to have more than grade 8th in their educational qualification, age limit between 18-35, energetic and interested to work in the given duties and responsibilities. <p>For self-employment, the institute enrol any individual who able to read and write Amharic and that are interested in taking the given training.</p>
<p>Total capacity (current and future)</p>	<ul style="list-style-type: none"> • The college has an annual training enrolment capacity of 5,000 trainees considering its short term and level training in both regular and extension programs. Out of this, 60% of them are taking their training in the short-term programs. • The college has a plan to increase its enrolment capacity up to 7,000 trainees in the coming three years and 12,000 trainees by the end of 2030.
<p>Communication strategy for reaching trainees & potential trainees</p>	<p>The college uses the following means of communication:</p> <ul style="list-style-type: none"> • For the level training programs, the college uses television advertisement, word of mouth communication made by its graduates and enrolling trainees and MoUs • For the short-term training programs, mostly uses a Google registration platform linked with college's social media and MoUs with different governmental offices and NGOs.
<p>Details about the types of trainings</p>	
<p>Training courses</p>	<p>The following are the training programs given at the college for both level and short-term programmes:</p> <ul style="list-style-type: none"> • Automotive; • Metal Manufacturing; • Fabrication; • Garment and textile technology; • Biomedical and legal metrology; • Construction; • Drafting and Surveying; • Business; • ICT; • Electrical and Electronics; • Furniture making.

Entry / Admission requirements / criteria	For level programs: based on grade 12, student meeting the minimum threshold result for that academic year, set by the Ministry of labour and skill. For the short-term program: varies depending on whether the training is given for self-employment (i.e., any person that can read and write Amharic) or wage-employment (minimum 8 th grade, age of 18-35)
Training length / structure / format	<ul style="list-style-type: none"> The short-term training lasts a maximum of six months (the time duration will range from 135 hrs to 304 hrs, depending on the nature of the courses and nominal duration set for a given occupation). The level program (level 1-5) usually takes one to four years (although there is no defined duration).
Frequency of courses / semester schedule	The trainees take 15–20 competencies per level, the short-term trainees take one competency at a time until they finished the offered competencies.
Type of training (practice or theory)	The college uses 30% theory and 70% practice for both short term and level-based training programs
Literacy levels required	If the trainee is trained for wage employment, they must have completed 10 th or 12 th grade. If the trainee takes the training for self-employment, anyone that has interest for the training program, can join the training.
Curricula	The college uses the standardized nationally prepared curriculums for its level-based training and a customized/need based curriculum which is prepared by the respective department trainers and in use after getting an approval for its short-term training program. The level program is prepared in English and the short term in Amharic.
Types of industry sectors targeted by trainings	Manufacturing, garment and textile, automotive, and construction
Trainers	The college has 452 actively working employees and out of this, 338 are trainers. 58 of them are master holders, 245 are BSC and 35 are level-based C-level trainers.
Certifications offered	The college provides completion of training certification and COC certificate, after passing the assessment.
Per diem/ stipend for trainees and attrition rates	The college does not pay any per diem unless the trainees are sponsored by companies or NGOs. The estimated attrition rate is no more than 2% and is due to personal reasons presented by the trainees.
Monitoring post-training	The college monitors post-training performance through tracer studies and through graduates' alumni. It also conducts training impact assessments every year
Labour market integration statistics	The curriculum of each occupation is designed based on the labour market analysis (knowledge, skill and attitude needed by the labour market). The college is regarded highly by employers due to the completeness of its trainees in the labour market, the college has 95% of employment success rate.
Partnerships	
Capacity to integrate returnees into the program	The college has the capacity, but it will integrate depending on availability of free spaces in every occupation at a time (twice a year).

Partnership with the private sector	<p>The college partners with more than 119 private actors through technology transfer, skill gap training and usage of private sector's product with discount, cooperative training and employment opportunity offered.</p> <p>The college is also working on capacity building and technology transfer training of employees coming from different companies and industry. This helps the college to have strong partnership with the private sector.</p>
Remarks	
Challenges expressed	<ul style="list-style-type: none"> • Attitude of trainees towards employment • Private organizations asking for payment while they received NGO sponsored trainees for cooperative training • Lack of minimum wage rate
Contacts	
Focal Point	Girum Girma; Dean of the college
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	+251913255186

Infosheet 4: Arada Manufacturing College

Arada Manufacturing College	
Country	Ethiopia
Region	Addis Ababa
City	Addis Ababa
Structure	
Type of organization	<p>Arada Manufacturing college was established in 2000.</p> <p>It is a government owned TVET college aiming at generating competent and self-reliant middle level technicians for the manufacturing sector, either as employee or entrepreneurs.</p>
Type of support / trainings / services provided	<p>The college provides TVET from level-one to four and has six training departments:</p> <ul style="list-style-type: none"> • Leather; • Textile and garment production; • Manufacturing technology; • Information communication technology; • Construction technology; • Hotel management and beauty care & hairdressing. <p>The college also provides counselling and guidance services, community service, industrial extension support through technology transfer, promotion and market linkage and research work support for its trainees, companies and for the public.</p>
Organization and size / structure	<ul style="list-style-type: none"> • Strategic decision making belongs to the college board which is comprised of members of the government and industrial representatives. • The college Dean leads and manages the overall activities of the college. The Dean is placed under the supervision of the college board and is supported by three vice Deans. Each Vice Dean is responsible for the day-to-day operation of the college and leads their respective departments.
Costs	<ul style="list-style-type: none"> • The total budget is ETB 120 million, budgeted by the government. • The cost of short-term trainings depends on departments and training courses. On average the costs are ETB 3,500-4,000 per trainee/month and the training duration is of six months. • For the level training, regular trainees do not pay for their training until completing level-IV.
Profile of trainees	<p>Profile of trainees also differ from program to program and for self-employment and wage employment.</p> <ul style="list-style-type: none"> • For wage employment, the college considers the criteria usually set by recruiting companies: grade 8· aged 18-35, energetic and motivated. • For self-employment: any individual who can read and write Amharic can be considered. • All the level programs need to fulfil the TVET entry requirement, set by the Federal TVET Agency. • Overall majority of the trainees are female, youth and from diverse cultural backgrounds.
Total capacity	<ul style="list-style-type: none"> • The college has an annual training enrolment capacity of up to 4,000 trainees (both short-term and level training in both regular and extension programs) • Currently, only 1,733 trainees are enrolled, including 1,566 enrolled in short-term programs.

Communication strategy for reaching trainees & potential trainees	<ul style="list-style-type: none"> • Level training programs: the college uses television advertisements, word of mouth, written letters to companies that might potentially be interested to send their staff as well as MoUs. • Short-term training programs: Google registration platform linked with college's social media, MoUs concluded with different governmental offices and NGOs.
Details about the types of trainings	
Training courses	<ul style="list-style-type: none"> • Garment; • Basic Apparel; • Apparel Production; • Fashion Design, Leather; • General metal fabrication and assembling; • Basic Metal Works, Automotive; • Furniture Making; • Hardware & Network Services; • Secretarial Services & Office Management, • Accounting and budget services; • Database Administration; • Bar Bending and Concrete Work; • On-site Building Construction management; • Plastering and painting; • Surveying; • Hotel Operation, • Kitchen operation, • Hairdressing; • Electronics; • Building Electrical Installation.
Entry / Admission requirements / criteria	<ul style="list-style-type: none"> • <u>Level programs</u>: grade 12 + meet the minimum threshold set by Ministry of labour and skill. • <u>Short-term programs</u>: Self-employment (i.e., any person who can read and write Amharic) or wage-employment (minimum 8th grade, age of 18-40 and interest in being trained to be self-employed)
Training length / structure / format	<ul style="list-style-type: none"> • Short term wage employment trainings last a maximum of six months (three days/week for six month). • The duration of short-term trainings is determined based on the skill gap assessment result (pre-test result) • Level programs (level 1-4) last on average two to three years/
Frequency of courses / semester schedule	<p>As the college uses a modular approach, both level and short-term trainees take one competency at a time</p>
Type of training	<p>Trainings include both theory (20%) and practice (around 80%).</p>
Literacy levels required	<ul style="list-style-type: none"> • Wage employment training: grade 10 or 12 (required by companies) • Self-employment training: anyone having an interest in the program

Curricula	<ul style="list-style-type: none"> Level-based training: standardised nationally prepared curriculum. Level programs are prepared in English. Short-term training program: customized/ need based curriculum prepared by relevant department trainers. Short-term programs are prepared in Amharic.
Types of industry sectors targeted by trainings	ICT, service, manufacturing, garment, and textile, automotive, construction, hotel, and hospitality (non-exhaustive).
Trainers	The college employs 324 staff including 113 trainers (13 of them are master holders, 165 are BSC and 35 are level based - C-level trainers).
Certifications offered	Training certification and COC certificate are awarded upon successful assessment given by Addis Ababa COC centre.
Per diem/stipend for trainees and attrition rates	The college does not pay per diems. Attrition rate is approximately of 6%, mostly due to personal reasons.
Monitoring post-training	For the level program, the college conducts tracer studies annually but not for short term training programmes
Labour market integration statistics	The college has 65-70% labour market integration statistics; most graduates become self-employed.
Partnerships	
Capacity to integrate returnees	The college has the capacity to integrate up to 1,000 returnees in its short term and level programs, as it is functioning under capacity
Partnerships with the private sector	<ul style="list-style-type: none"> The college partners with the private sector through technology transfers, skill gap trainings, cooperative trainings and employment opportunities offered. The college is also working on capacity building and training of employees coming from different companies and industry. This helps the college have strong partnerships with the private sector
Contacts	
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Infosheet 5: Lideta Manufacturing College

Lideta Manufacturing College	
Country	Ethiopia
Region	Addis Ababa
City	Addis Ababa
Structure	
Type of organization	<ul style="list-style-type: none"> Lideta manufacturing college is a government owned TVET college, established in 1994. By 2009, the institute grew to a college, Lideta Manufacturing College, to provide demand driven, high quality TVET.
Type of support / trainings / services provided	<p>The college provides training in 10 disciplines as part of its regular, evening, and short-term training delivery.</p> <ul style="list-style-type: none"> Automotive technology; Construction technology; Electricity and Electronics; Garment technology; Leather technology; Manufacturing technology; Furniture making; Hotel Kitchen Operation; Business and Finance; Information Communication Technology. <p>Based on the college's experience, Auto Mechanic, Furniture Making, Housekeeping and Laundry, Food Preparation, Household, Metalwork and Textile and Garment Production have better labour market demand.</p> <p>Auto mechanics, electricity and electronics trainings are the colleges distinctive area of competency as it is located around many garages, near to hotels to link graduates to the labour market.</p>
Organization and size / structure	<ul style="list-style-type: none"> The overall activities of the college are lead and managed by the college Dean, supported by three vice deans. For strategic decision and roadmap work, there is a board which consists of government and industrial representatives. The college has 331 employees, including 234 academic staffs.
Costs	<ul style="list-style-type: none"> On average short-term training programs cost ETB 6,200-7,000 per trainee (without considering the current inflation rate). This amount is determined based on class size (30 trainees for six months training). Level trainings are cost free. extension program trainees pay ETB 550 to 1,200 per month depending on trainings.

Profile of trainees	<p>Profile of trainees differs from program to program:</p> <ul style="list-style-type: none"> For wage employment, the college considers the criteria of recruiting companies which usually are to have completed at least grade 8, to be aged between 18-35, energetic and interested in the work. For self-employment the institute enrolls any individual who can read and write Amharic. <p>Trainees are aged 18-50, 58% male & 42% female, both fresh graduates and experienced, and multi-cultural.</p>
Total capacity	<ul style="list-style-type: none"> Currently, the college can enrol 6,000 short term trainees and 2,000 level trainees. The college plans to grow into a polytechnic college and expand its intake capacity to 10,000 short-term trainees and 6,000 level trainees per year.
Communication strategy for reaching trainees & potential trainees	<ul style="list-style-type: none"> For the level training programs, it uses television advertisements, word of mouth and letters sent to partners announcing calls for application. For its short-term training programs, it uses the Google registration platform linked with the college's social media.
Details about the types of trainings	
Entry / Admission requirements / criteria	<p>Level program: the admission criteria are set by the Ministry of Labour and Skills.</p> <p>Short-term programs:</p> <ul style="list-style-type: none"> For self-employment, anyone that can read and write Amharic can register. For wage-employment the trainees need to have completed grade 8 and be aged between 18 and 35.
Training length / structure / format	<ul style="list-style-type: none"> The short-term training lasts a maximum of six months (ranging from 150 hrs to 350 hrs). Level one to four takes two to three years. After completing each level, the trainees take the national competency exam, COC.
Frequency of courses / semester schedule	<p>The college uses a modular approach, not semester based, the trainees take one competency (course) at a time and trainees that are deemed competent move on to the next competency. This approach applies both for level and short-term trainings.</p>
Type of training	<p>The college applies 20% theory and 80% practical for both short term and level program.</p>
Curricula	<ul style="list-style-type: none"> Like other colleges, it uses the standardised nationally prepared curricula for its level-based training. A customized/need based curriculum is prepared for each short-term training program. The level program is prepared in English and the short-term is in Amharic.
Types of industry sectors targeted by trainings	<ul style="list-style-type: none"> As it is a government college, one of its mandates is to support the development of sectors identified by the government through provision of training, research, technology transfer, etc. Additionally, the college targets the service, manufacturing, culture and art, and construction sectors.
Trainers	<ul style="list-style-type: none"> The college has 234 trainers, and they are split into 11 A-level, 163 B-level and 58 C-level trainers. All trainers are COC certified. They have teaching methodology certifications and at least two years of industrial experience.

Certifications offered	Two types: <ul style="list-style-type: none"> • Completion certificate awarded by the college upon graduation • Certificate of competency (COC), through the Addis Ababa Occupational Competency Assessment and Certification Centre.
Per diem/ stipend for trainees and attrition rates	The college doesn't pay per diems to its regular trainees. Trainees sponsored by companies or NGOs can receive per diems based on the budget allocated by the sponsor.
Monitoring post-training	The college conducts tracer studies annually.
Labour market integration statistics	<ul style="list-style-type: none"> • The college has an 86% employability rate. • Departments such as Construction, Hotel and hospitality, Garment and textile, metal work have a 100% labour market integration rate.
Partnerships	
Capacity to integrate returnees	The college has the capacity to integrate returnees into its programmes.
Beneficiary capacity	The college has the capacity to train more than 4,000 beneficiaries in the short-term program and 1,000 in the level program.
Remarks	
Challenges expressed by key stakeholders	High inflation rate, and high tuition fees. Absence of minimum wage guaranteeing decent jobs upon graduation.
Contacts	
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Infosheet 6: Catering and Tourism Institute

Catering and Tourism Institute (CTTI)	
Country	Ethiopia
Region	Addis Ababa
City	Addis Ababa
Structure	
Type of organization	<ul style="list-style-type: none"> The Catering and Tourism Training institute (CTTI) was established 50 years ago to accelerate the quality of the country's hospitality service through provision of skilled and qualified personnel in the hotel and tourism sector. It is one of the specialized training centres owned by the government. Initially placed under the authority of the ministry of Culture and Tourism, it is now directed by the Ministry of Labour and Skills. The institute employs 245 permanent employees, including 115 trainers.
Type of support / trainings / services provided	<p>It has a degree and TVET training programs. There are two main departments which train in the following areas:</p> <ul style="list-style-type: none"> <u>Hotel management department</u>: Food & Beverage services; Housekeeping and Laundry Services; Front Office services; Food and Beverage Control; Hotel Management; Bakery and Pastry and Culinary Art. <u>Tourism Management</u>: Tour Guide; Tour Operator and Tourism Management The Institute also offers short term training programs in the following areas: Food Preparation; Bakery and Pastry; Food and Beverage services; Food and Beverage control; Tour Guide; Event Management; Front Office Operation; Housekeeping and Laundry services. The institute also offers language trainings (French, German, and English) and, by 2023, the Institute plans to start Arabic language training.
Organization and size / structure	<ul style="list-style-type: none"> It is one of the biggest Governmental specialized training centres. The institute has its own training centre and Hotel (Genet Hotel). The Training Centre is placed under the authority of the ministry of Labour and Skills through an appointed Director and Vice Director. Three Vice Deans act under the control of the director.
Cost (of trainings)	<ul style="list-style-type: none"> Regular trainees do not pay tuition fees (they are sponsored students). Extension program (evening or weekend) students pay ETB 700-1,000 / month, depending on programs. The institute also develops and delivers trainings for companies based on their demand, which, on average cost ETB 5,000-6,500 for three months training.
Profile of trainees	<ul style="list-style-type: none"> Trainees come from all parts of the country. They are aged between 18 to 30. 80% female and 20% male.
Total capacity (current and future)	<ul style="list-style-type: none"> The institute has the capacity to enrol more than 2,500 trainees, including 600 trainees in its short-term training program. It plans to open branches in Addis Ababa and Hawassa and could enrol up to 5,000 trainees/ year.

<p>Communication strategy for reaching trainees & potential trainees</p>	<ul style="list-style-type: none"> • TV & Radio advertisements, social medias, leaflets, and brochures. • The institute also recruit trainees in coordination with the regional Culture and Tourism offices. • After the ministry of education has released the result for 12th grade graduates with the cutting point for the year to enter higher education, the institute sends its recruiting and selection committee to all regions to announce calls for registration to the public.
<p>Details about the types of trainings</p>	
<p>Training courses</p>	<p>Two major training areas: Hotel and Tourism and three types of training programs: degree, level, and short-term.</p> <ul style="list-style-type: none"> • <u>The degree program</u> has two training departments: Hotel Management and Tourism management. • <u>The Level program</u> is comprised of Food & Beverage service; Housekeeping and Laundry Services; Front Office services, Food and Beverage Cost Control; Tour Guide and Tour Operation Training Occupation. • <u>For its short-term training programs</u>, the institute designed nine training occupation: Food preparation; Bakery and Pastry; Food and Beverage Services; Food and Beverage Control; Tour Guide; Event Management; Front Office Operation; Housekeeping; Laundry Services and language training (French, German & English). • <u>All the training programs</u> are selected based on the labour market demand and the government direction.
<p>Entry / Admission requirements / criteria</p>	<ul style="list-style-type: none"> • In addition to the yearly cutting point set by the federal TVET agency, the industry has its own criteria, which the institute takes into account: physical appearance and fitness, age (18 to 35). • Beside the government's entry requirement, the TVETs entry requirement is considered for the level programmes, which includes basic literacy (able to read and write English) for short term trainings.
<p>Training length / structure / format</p>	<ul style="list-style-type: none"> • TVET trainings are not time-based but instead depend on individual progress of trainees. • On average, the length of trainings ranges from one to three years, depending on the level at which trainees start. • All short-term trainings are completed within 12 weeks. • The degree program has a duration of four years for regular students and 5 years for extension students.
<p>Frequency of courses / semester schedule</p>	<ul style="list-style-type: none"> • Degree students take 5 to 6 courses per semester • TVET level students take 4 to 5 course per semester • For short-term trainings, the institute uses a modular approach
<p>Type of training</p>	<ul style="list-style-type: none"> • For the degree and level programs, trainings include both theory (30%) and practice (around 70%). • For short-term programs, the ratio is 10//90%. • In addition to this, trainees go to the nearby industries for further practical training.
<p>Curricula</p>	<p>All the curriculums used by the institute are designed based on labour market analysis and occupational standard of the industry.</p>

Trainers	The institute has 115 trainers (10 BA degree, 102 master's degree and 3 PHD holders). They are also certified as level- V COC and A, B and C level teaching methodology. The average teaching experience of the trainers is 7 to 8 years. There are also trainers who work in the hospitality industry, who have practical experience in the sector.
Certifications offered	<ul style="list-style-type: none"> • Certificate of completion • Competency qualification certificate (Certificate of competency - COC)
Per diem/ stipend for trainees and attrition rates	<ul style="list-style-type: none"> • As the trainees come from various parts of the country, the institute pays ETB 510 / month as pocket money. There is however a 2-3% dropout rate from the level programs. • The training programs are soft (easily mastered) and due to prior outstanding academic performance of the selected trainees, the dropout rate is zero.
Monitoring post-training	<ul style="list-style-type: none"> • Trainers, Department Heads and COC coordinator are responsible for monitoring post-training performance. The institute also uses Balanced Scorecards (BSC) as a post training monitoring tool. • A tracer study is conducted once a year. • The institute also uses social media, graduate's alumni networks and hosts an annual 'tourism week' event to trace the status of its graduates.
Labour market integration statistics available	<ul style="list-style-type: none"> • There is a mismatch between demand and supply of well-trained personnel in the hotel sector and it is one of challenges the institute is trying to address. • The institute has a 100% of employment success rate, despite the Covid-19 pandemic impact on the industry. In some instances, the institute gave a seed capital to graduates to start their own business.
Partnerships	
Beneficiary capacity	<ul style="list-style-type: none"> • The institute has the capacity to integrate 100 to 120 beneficiaries in the three months short term training program which approximately totals 2,000 trainees per year. • It also has the same departmental capacity for its level-based training program.
Partnership with the private sector	<ul style="list-style-type: none"> • As it is a government owned institute, it has its own hotel (Genet hotel) and a good network of trainers in the private sector. • The institute concluded MoUs with more than 130 companies.
Remarks	
Challenges expressed by key stakeholders	<ul style="list-style-type: none"> • Lack of dormitory facilities: trainees come from all over the country and the pocket money provided is insufficient to cover living costs. • Covid-19 has reduced the activities of the hospitality sector.
Other comments and lessons learnt	The hotel industry is a labour-intensive sector, it can therefore easily absorb returnees after short term training.
Contacts	
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Infosheet 7: Addis College

Addis College	
Country	Ethiopia
Region	Addis Ababa
City	Addis Ababa
Structure	
Type of organization	Addis college is private institution providing higher education programs both at university and TVET levels.
Type of support / trainings / services provided	<ul style="list-style-type: none"> • Need-based training (both formal and informal) • Counselling and guidance services • Skills gap trainings for employees of private companies, governmental organizations, and NGOs. • Scholarships for students from poor communities
Organization and size / structure	<p>The college is led by the following structures:</p> <ul style="list-style-type: none"> • A General Assembly: it is the highest decision-making body and gives strategic direction to the president. • The president represents the college and is assisted by a vice-president. The vice-president supervises different departments • The departments are responsible for the routine operational activities. • The college employs 263 staff, including 168 academic staff.
Costs	<p>The minimum class size is 30-35 students. For short term programs:</p> <ul style="list-style-type: none"> • The cost of training in the automotive and construction department is, on average, ETB 2,500/person • For ICT and Business: ETB 1,500/person per month.
Profile of trainees	The college enrolls all individuals - regardless of age, gender, or social background - who meet the entry requirements set by the Addis Ababa TVET agency and ministry of education.
Total capacity	750 trainees (no plan to increase in the near future).
Communication strategy	<ul style="list-style-type: none"> • Banners, flyers, social media, college's notice board, word of mouth • The college can also directly contact companies
Details about the types of trainings	
Training courses	<p>Automotive</p> <p><u>Short term training:</u> 1 month 15 days</p> <ul style="list-style-type: none"> • Alarm & door system Installation • Battery service • Tire & wheel service <p><u>Level Training</u> (1 year 6 months)</p> <ul style="list-style-type: none"> • Automotive Mechanics • Automotive Electric and Electronics <p>Construction sector</p> <p><u>Short term training:</u> 3 months</p> <ul style="list-style-type: none"> • Quantity survey • Soil test • Plumbing instantiation • Building electrical insulation

	<p><u>Level training:</u> 2 years</p> <ul style="list-style-type: none"> • Structural Construction work • Bar bending and concreting • Onsite management <p>ICT sector</p> <p><u>Short term training:</u> 3 months</p> <ul style="list-style-type: none"> • Basic computer training • Advanced computer training <p><u>Level training:</u> 2 to 3 years</p> <ul style="list-style-type: none"> • hardware & networking servicing • web development & database administration <p>Business sector</p> <p><u>Short term training:</u> 2 months</p> <ul style="list-style-type: none"> • Peachtree computerized accounting • Prepare Final report • Entrepreneurship <p><u>Level training:</u> 2 years</p> <ul style="list-style-type: none"> • Accounting and Finance <p>Drafting and surveying sector</p> <p><u>Short term training:</u> 2 months</p>
Entry / Admission requirements / criteria	<ul style="list-style-type: none"> • Short term trainings: all trainees who can read & write (minimum of grade 8th and above) can be accepted. • Level trainings: depends on the TVET agency grade requirement for entry.
Training length / structure / format	<ul style="list-style-type: none"> • Short term trainings: from 1 to 4 months; • Degree program: 4 years for regular and 5 years for extension program; • Master program: 2 years for both regular and extension training programs.
Frequency of courses / semester schedule	<ul style="list-style-type: none"> • Short term and level trainings: classes are five days per week. Courses delivery uses a modular approach. • Degree programs: maximum of 18 credit hours/week / 4 to 6 courses, depending on assigned credit hours.
Type of training	All courses include 70% practice and 30% theory. Each department has well equipped training shops for practical sessions.
Literacy levels required	Basic reading and writing skills.
Curricula	All curriculums are validated by the MoE or by the Federal TVET Agency.
Trainers	The college has 26 trainers (six master and 20 BA holders). All the trainers are COC certified and have teaching methodology certification.
Certifications offered	<ul style="list-style-type: none"> • A nationally recognised certificate of training completion for all its programmes; • The college also facilitates the certification of competency-based assessment Certificate of Competency (COC).
Per diem/ stipend for trainees and attrition rates	ETB 150 / day for short term trainees (sponsoring company).
Monitoring post-training	The college uses tracer studies as a monitoring tool (once a year).

Labour market integration statistics	The college works closely with government organizations (woreda and kebele employment offices) and companies, it has a good post-training employment rate though statistics are not available.
Partnerships	
Capacity to integrate returnees into the program	The college has its own training compounds with a wide varieties of training facilities. It has the capacity to integrate returnees into its training program.
Beneficiary capacity	Depends on the type of training and funding capacity of organisations sponsoring returnees.
Partnerships with the private sector	The college has established a wide range of both formal and informal relationships with private companies. It concluded MoUs with 8 companies and work informally with more than 27.
Partnership / relationship with labour market intermediation mechanisms	<ul style="list-style-type: none"> • Through MoUs, formal letters, and email as a communication tool for integrating its trainees for cooperative training and employment. • In return, the college supports the companies through its community service engagement, research work, technology transfer and scholarship and discount on tuition fee payment.
Contacts	
Focal Point	<ul style="list-style-type: none"> • Name: Leake Kinfu • Position within the structure: Vice-president
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	Phone number: +251- 912-05-91-10

Infosheet 8: Alkan Health, Business and Technology College

Alkan Health, Business and Technology College	
Country	Ethiopia
Region	Addis Ababa and Amhara
City	Addis Ababa, Dessie and Bahir Dar
Structure	
Type of organization	<ul style="list-style-type: none"> • ALKAN Health science, business and Technology is a privately owned college established in 2002. • Originally, the college provided training services in the health sector. In 2007 it expanded its training program to the business sector and in 2016 to information technology. • Its mission is to provide high quality trainings, respond to societal challenges through its active community engagement and provide consultancy service to institutes, and policy makers, among others.
Type of support / trainings / services provided	<ul style="list-style-type: none"> • The college provides level based and degree program training for youths coming from all over the country (no short-term training programs). • Degree programs are Pharmacy, Medical laboratory, Nursing, Public Health, Midwifery, Accounting, and Finance and Information technology are in its degree program. • TVET programs are Pharmacy Technician, Laboratory Technician, Nursing, Midwifery, Business and Finance, Information Technology. • In addition to formal trainings, the college provides scholarships to 20 financially vulnerable students in each campus every year. It also provides trainings to governmental employees and private company employees based on their needs.
Organization and size / structure	<ul style="list-style-type: none"> • The president of the college reports to and receives strategic guidance from the General assembly, the ultimate decision-maker of the college. • Under the president, the academic vice-president leads different departments (Admin and Finance, registrar, research and community service, quality assurance and enhancement unit, student affairs and compound coordinator, campus Dean). • The college Dean also supervises four faculties (medical science faculty, community health faculty, business and social science faculty and technology faculty). • The college employs more than 236 staff, including 131 academic staff.
Cost (of trainings)	The average cost to complete a TVET training program is comprised between ETB 20,000 - 25,000 and, for degree programs, between ETB 40,000 to 45,000 (without considering the high inflation rate).
Profile of TVET trainees	<ul style="list-style-type: none"> • Good mental health condition is the only parameter considered for students interested in health-related trainings. • TVET trainees are youth (age 16-18), except business and IT (10th grade or high school graduates), • 85% of them are female and come from all corners of Ethiopia.
Total capacity	More than 3,500 for all three campuses. As of July 2022, 1,900 trainees were enrolled.
Communication strategy	Television and radio advertisement, flyers, website, social media, and word of mouth. Information is shared through the college's notice board, at quarter meetings and through class representatives.

Details about the types of trainings	
Entry / Admission requirements / criteria	<ul style="list-style-type: none"> Admission criteria are based on policy and regulation of (MoE) and the regional TVET Agency (yearly stated cutting points set for level-based training and above). The college also considers mental status of the applicants, physical disability that might have an impact on performing the practical training and internships.
Training length / structure / format	<ul style="list-style-type: none"> Based on the college's experience, for successful completion of the level-based training programmes (level 1-4), it is expected to take two to three years, even if the college uses an outcome-based training which has no defined duration. For the degree programmes: four years.
Frequency of courses / semester schedule	<ul style="list-style-type: none"> Degree program: trainees take 15 to 18 credit hours (which amount to 3 to 5 courses), which is set as a standard by the MoE. TVET program: the college uses a modular approach, competency by competency, as it is an outcome-based training approach.
Type of training	Although the ratio varies upon programs, on average it is 15% theory and 85% practice.
Curricula	<p>The college uses the standardised nationally prepared <i>curricula</i> for its level-based training, which include:</p> <ul style="list-style-type: none"> Programme design; Training outcomes; Duration; Qualification level and certification; Targets for the programme; Entry requirements; Mode of delivery; Types of assessment given; Qualified trainer's profile for the program; Module content and unit of competencies break down; Resource required for the training; Reference materials.
Trainers	<ul style="list-style-type: none"> The college employs 102 staff including 78 TVET level trainers, 22 BSC holders and 2 MSC holders. All its permanent trainers are COC certified and hold teaching methodology certificate. It also employs part-time MSC graduates with an industrial attachment to enhance the quality of training.
Certifications offered	<ul style="list-style-type: none"> Completion of training certification and COC certificate, after passing the assessment given by AA COC centre after successfully completion their TVET training program (after graduation). BSC degrees are awarded after passing COC assessment given by Ministry of Health (for health faculty students only).
Attrition rates	Dropout rate is estimated at 5-7% in the TVET and 10 to 15% in the degree programs. Main reasons for dropouts are financial issues.
Monitoring post-training	Tracer studies and feedback collected from employers.

Partnerships

Capacity to integrate returnees	The college has the capacity to integrate returnees, but it might face a challenge in integrating all its graduates into the labour market if they do not pass the COC and professional assessment given by Ministry of health.
Beneficiary capacity	Up to 1,500 returnees in its three campuses
Partnership with the private sector	The college works closely with all governmental hospitals and health centres. It also works with Girum Hospital, Landmark Hospital, Korea Hospital and Marie Stops Ethiopia. Its partnership is based on sharing of resource, training and development, research work and scholarship
Remarks	
Challenges expressed by key stakeholders	Lack of willingness from private hospitals and company for cooperative training (internships)
Contacts	
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Infosheet 9: Selam TVET College

Selam TVET College	
Country	Ethiopia
Region	Addis Ababa
City	Addis Ababa
Structure	
Type of organization	<ul style="list-style-type: none"> Selam Children Village (SCV) is an NGO that works to enable disadvantaged children, youth, and women to improve their lives and become self-reliant citizens. The organization has been providing its services since 1986. It has two children's villages which gives care and support services to orphans. It has its own schools (one kindergarten, two primary school and one high school) which annually enrolls more than 3,000 students as well as one TVET college.
Type of support / trainings / services provided	<ul style="list-style-type: none"> The college provides formal training, from level-I to IV, in ten training departments (see below).
Organization and size / structure	<p>SCV is governed by a General Assembly and an Executive Board:</p> <ul style="list-style-type: none"> The General Assembly is composed of 30 volunteer members from different backgrounds. It is the supreme decision-making body and meets annually to check the overall progress of the organisation, make policy related decisions, and define strategies. The executive board is nominated and elected by the General Assembly. The Executive Board is responsible for monitoring performance and undertake corrective measures when required. The Senior Management Team is managed by the Executive Director and is responsible for the management of the day-to-day operational activities of the organization. Three directors are placed under the supervision of the Executive Director: The Children, Youth and Community Support Director, the Selam TVET College Dean, and the Resource Management Director.
Costs	<ul style="list-style-type: none"> On average the short-term training program (six months) costs ETB 21,000 per trainee (for hard skills) and ETB 8,000 (for soft skills). The level training program is estimated at ETB 64,000 for hard skills training and ETB 39,000 for soft skills training. Costs may increase due to inflation. However, the level training students are only expected to cover 7 to 12% of the total cost based on a cost sharing scheme.
Profile of trainees	<ul style="list-style-type: none"> For the level training program, trainees should be high school graduate and fulfil the cutting point set by federal TVET agency. The profile of level trainees is youth between the age of 18-50, unemployed and/or economically disadvantaged. The short-term trainees are grade 4 and above, youth between the age of 18 to 34, skilled, semi-skilled and unskilled individuals, both employed and unemployed,
Total capacity	<ul style="list-style-type: none"> As the college training approach is mainly level based (level-I to IV) and competence based (short term) approaches in all fields. More than 2,500 youth and women attend the skill (short term training) and more than 1,000 youths in its level training programs annually. In the future, with the availability of fund, the college has future capacity of 3,500 to 4,000 youths for the short term and 2,000-2500 youth in its level-based training.

<p>Communication strategy for reaching trainees & potential trainees</p>	<p>For the level training programs, the college uses television advertisement, word of mouth communication made by its graduates and MoUs.</p> <p>For the short-term training programs, they mostly use Google registration platform linked with the college's social media and MoU agreements made with different governmental offices and NGOs.</p>
<p>Details about the types of trainings</p>	
<p>Training courses</p>	<p>The college provides training in 12 departments:</p> <ul style="list-style-type: none"> • Leather; • Textile production; • Garment production; • Metals, wood technology; • Road construction; • Automotive; • Electro-technology; • Information, and communication technology; • Building construction work; • Urban land development; • Hotel and hospitality; • Business & finance service.
<p>Entry / Admission requirements / criteria</p>	<p>For the level programs, the admission criteria are set by the ministry of labour and skill. Besides, the college has an aptitude exam to screen out potential candidates.</p> <p>For the short-term programs, requirements vary depending on whether the training is given for self-employment (i.e., any person who can read and write Amharic) or wage-employment (minimum 8th grade, age of 18-35 and interest to train and employ).</p> <p>It also has criteria in relation to physical appearance of trainees, types of disability and prior knowledge in relation to selecting training program.</p>
<p>Training length / structure / format</p>	<ul style="list-style-type: none"> • Even if the training duration for level program depends on the performance of the trainee, level four training may last on average 2-4 years. • The short-term training given for uneducated/unskilled persons takes six months (4 months training at the college and two months in the industry as a cooperative training). For trainees with a higher education level (given as a capacity building or technology transfer), it may last one week (for some longer), depending on the company's interest.
<p>Frequency of courses / semester schedule</p>	<p>In line with the college's modular training approach, trainees will take one course at a time and after getting competent, they will take the next competency.</p>
<p>Type of training</p>	<p>For the level program, it is 30% theory and 70% practical; for the short term, its 10% theory and 90% practical.</p> <p>To increase trainee's practical training exposure, the college also sends its trainees to different companies or in its income generating business centres for cooperative training (internship), for two months.</p>
<p>Literacy levels required</p>	<p>As most of the training occupation needs to perform workplace measurement and calculation, trainees are required to have basic geometry skill.</p> <p>For some occupation, the college consider communication skill (ability to read and write English for level and Amharic for short term).</p> <p>The college has also experience of giving training by their mother tongue language (other than Amharic) for short term training if their numbers are at least one class size.</p>

Curricula	All training occupations have been standardized and validated curriculum, prepared in English for level programs and in Amharic for short term programs.
Types of industry sectors targeted by trainings	The college targets and selects industries that are identified by the government i.e., manufacturing, tourism and hospitality, construction, ICT, and urban development.
Trainers	The college has about 53 permanent and 12 parttime trainers. All the trainers have professional TVET certification, COC certificate and TVET methodology certificate. About 15 of them are level-IV, 30 of them have BA degree and 8 of them are master's degree holders.
Certifications offered	After completion of their training, trainees will get two types of certificates i.e., completion of certificate and certificate of competency (COC)
Per diem/ stipend for trainees and attrition rates	The college doesn't pay per diems to its regular trainees. Trainees sponsored by NGOs, government and private companies get per diems (ETB 350 to 500/month for each trainee) to cover their transport costs. The college has low attrition rates, dropouts are due to personal and family reasons which might be 1 to 2%
Monitoring post-training	Conducting tracer study and through graduate's alumni, the college monitor post-training performance and training impact assessment
Labour market integration statistics	The college indicates 100% employment integration rate, due to its good reputation in the labour market
Partnerships	
Capacity to integrate returnees into the program	If the college gets funding to cover training costs, it has the capacity to train and integrate returnees into the labour market; more than 2,500 returnees in its level program (regular and extension) and 3,500 to 4,000 returnees in its 36 occupations.
Partnership with the private sector	The college works with more than 80 private actors through technology transfer, skill gap training and usage of private sector's product with discount, cooperative training and employment opportunity offer etc. The college is also working on capacity building and technology transfer training for employees coming from different companies and industry.
Partnership / relationship with labour market intermediation mechanisms	Searching expertise for conducting labour market analysis, supporting micro enterprise and large company's staffs training and development, technology transfer are the major mechanisms to create partnerships with the labour market intermediation
Remarks	
Challenges expressed by key stakeholders	<ul style="list-style-type: none"> Lack of interest by the trainees to enter wage employment as most of them want to start their own business.
Other comments and lessons learnt	<ul style="list-style-type: none"> It is good to support beneficiaries/ give seed capital in kind rather giving cash Give due care in the selection of the right beneficiaries/follow up the selection process if it is outsourced to get the right beneficiaries
Contacts	
Focal Point	<ul style="list-style-type: none"> Tibebu Leta College Dean
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Infosheet 10: SOS Vocational Training College

SOS TVET College	
Country	Ethiopia
Region	Addis Ababa
City	Addis Ababa
Structure	
Type of organization	Non-Governmental Organization
Type of support / trainings / services provided	<ul style="list-style-type: none"> SOS Vocational Training College provide TVET for young adults from its youth centres, SOS villages and the surrounding community with the skills they will need to secure reliable employment. The college has 4 departments: Electronics, Automotive, Metal work and Manufacturing and Furniture Making. In its short-term trainings, the college provides furniture making, Electrical installation, machine operation, shielded metal Arc welding and basic vehicle system service
Organization and size / structure	<ul style="list-style-type: none"> The college is managed and lead by the Dean Under the vice dean, there are an Admin and Finance Head, Register office and training coordinator. The college currently has 29 staffs, from which 15 are trainers.
Cost (of trainings)	Training cost varies from ETB 8,500 for basic Vehicle System Service to ETB 10,000 for Furniture Making. This cost is subjected to change due to high inflation rates.
Profile of trainees	Effective from 2020/21 training year, the new TVET policy has emerged and changed the admission requirement for level trainees to grade 12 completers.
Total capacity (current and future)	<ul style="list-style-type: none"> Currently the college has 71 trainees in different fields. This can extend up to 240 based on the demand and availability of fund.
Communication strategy for reaching trainees & potential trainees	Each academic year (usually at the beginning of October), information about registration is communicated using leaflets and notices in the surrounding communities.
Details about the types of trainings	
Training courses	<p>There are four major training areas for level one to four:</p> <ul style="list-style-type: none"> Automotive Electricity/Electronics, Metal Manufacturing Furniture Making. <p>Short term training:</p> <ul style="list-style-type: none"> Furniture making, Electrical installation, Machine operation, Shielded metal Arc welding Basic vehicle system service.

<p>Entry / Admission requirements / criteria</p>	<ul style="list-style-type: none"> • The college strictly follows the principle of non-discrimination (gender, sexual orientation, ethnicity, faith, health status or special needs). • For each academic year, the government communicates admission criteria for grade 12 completers and based on the criteria the college will admit trainees on scholarship basis. • Youth from the SOS programs will directly join the college if they fulfil the minimum admission criteria set by the government.
<p>Training length / structure / format</p>	<p>TVET trainings usually are not time restricted.</p> <ul style="list-style-type: none"> • They depend on the progress of the individual. On average, the length of the training is 1-3 years. • The college provides training up to level four which may take a minimum of three years. • Its short-term training has a nominal duration of 250 hrs.
<p>Frequency of courses / semester schedule</p>	<ul style="list-style-type: none"> • In TVET, there is no semester-based schedule, rather it is modular based, which means the training delivery is based on unit of competency's nominal duration (UC). • After completing one UC the next UC will be continued until all UCs in one level can be completed and after completing all UCs, trainees will go for cooperative training, then conduct institutional assessment and finally national assessment will be provided. Under this process, those who are competent, will proceed to the next level training.
<p>Type of training (practice or theory?)</p>	<ul style="list-style-type: none"> • The training is provided both theoretically as well as practically in the college (30%-70% ratio). In addition, trainees will go to nearby industries for further practical training (internships). • For the short-term training, it is 90% practice and 10% theory.
<p>Literacy levels required</p>	<ul style="list-style-type: none"> • Grade 10/12 completers and above for level-based trainings, considering the cutting point set by the TVET Agency. • For the short-term trainees, there is no restriction on the level of education if they can read and write and have some sort of practical experience in the field.
<p>Curricula</p>	<ul style="list-style-type: none"> • The basic curricula are provided by the government. Under the reference the curricula, the college customizes it into its context. • The level program curriculum is prepared in English; however, the short-term program curriculum is prepared in Amharic.
<p>Trainers</p>	<p>The trainers are certified first degree and second-degree holders.</p> <p>The new TVET policy which was endorsed in 2021 requires the trainers to have second degree for providing training on level IV and above. Besides, the trainers have COC and teaching methodology certificates</p>
<p>Certifications offered</p>	<p>The college provides the certificate of completion and the external body certificate known as centre of competency (COC) which will provide the certificate for being competent for each level.</p>
<p>Per diem/ stipend for trainees and attrition rates</p>	<p>The college provides pocket money (to cover transportation expenses) to trainees while they follow practical or cooperative trainings.</p>

Monitoring post-training	<ul style="list-style-type: none"> The post training evaluation is based on the national assessment pass rate and graduates' employment status. The college's trainees have a very good pass rate in the national assessment, reaching more than 90% and the surrounding industries prefer the colleges graduates based on their performance, which shows that the graduates' employment rate is very good. The college also conduct tracer studies to know the performance of graduates and their progress in their career path.
Labour market integration statistics	<ul style="list-style-type: none"> In 2020: From 45 graduates, 44 are employed (17 wage employment and 27 self-employed). In 2021: From 18 graduates, 11 are employed (6 wage employment and 5 self-employed). In 2022: From the existing 71 trainees; currently 8 youth have already got wage employment.
Partnerships	
Capacity to integrate returnees	Returnees most of the time get skills training through TVET institutions facilitated by the government. However, the college is highly interested and has the commitment and capacity to provide skills trainings to returnees and integrate them into the community.
Beneficiary capacity	The college has the capacity to train a minimum of 240 trainees at a time. This capacity considers both level and short-term training programs
Partnership with labour market intermediation mechanisms	Means of linking with the labour market is with partner organizations. These organizations have already worked with the graduates and most of the time the hiring request is coming from the industries and the college also regularly provides the updated list of its graduates to current and potential employers.
Remarks	
Challenges expressed by key stakeholders	Due to COVID-19 and the war, wage employment opportunity is declining. In addition, inflation is highly affecting the cost of training materials.
Contacts	
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Infosheet 11: Volontariato Internazionale per lo Sviluppo (VIS)

VIS	
Country	Ethiopia
Region	Addis Ababa
City	Addis Ababa
Locations served	Addis Ababa, Tigray, Dilla, Gambella, SNNP
Structure	

Type of organization	VIS is an Italian NGO founded in 1986. Since then, it has been operating in Italy and in more than forty countries, particularly in water/sanitation and TVET through international development cooperation projects, with a holistic approach. 30 employees in Ethiopia.
Type of support provided	Primarily working on education related to TVET and capacity building. Returnees are part of their beneficiaries
Current / Main Funding	<ul style="list-style-type: none"> • The Italian Agency Cooperation • The EUTF for two projects • The Minister of Interior, Italy • The Austrian government for emergency response • The Echo project for emergency response
Organization structure	<ul style="list-style-type: none"> • VIS has been working in Ethiopia since the 1990s, establishing a Coordination Office in Addis Ababa in 2003. • VIS is registered and licensed by the Ethiopian Ministry of Justice, Charity & Society Agency as a foreign charity in accordance with the Charities & Societies law in two sectors of intervention: water supply and sanitation; education and vocational training.
Activities	<ul style="list-style-type: none"> • Capacity building to increase job placement opportunities; • Technical training and job placement after training; • Technical training and inclusion of people with disabilities; • Support to agricultural projects; • Peacebuilding through technical training and awareness rising on migration issues; • Climate resilience.
Profile of Beneficiaries	Youth and vulnerable women at risk of migrations, and children.
Total capacity	VIS have a plan on expanding their capacity building intervention in education in Gambella, Addis, the SNNP region and Tigray. This will depend on whether they can make progress on other projects other than emergency response.
Communication strategy for reaching beneficiaries	<ul style="list-style-type: none"> • Beneficiaries are selected through key partners. VIS works closely with the government like bureau of Women, Children and Youth Affairs, Labour Enterprises, Ministry of Labour and Skills, Don Bosco. • Visibility materials disseminated to targeted communities.
Details on services offered	
Identification, emergency management of beneficiaries and referrals	<ul style="list-style-type: none"> • VIS have been working in the refugee camps for a long time, therefore there is a referral system in place. • Most of their projects are done in consortiums and they use multisectoral approaches. VIS have staff present on the ground therefore beneficiaries are usually able to reach out to them.

Training and professional integration courses (if applicable)	<p>VIS works with Dilla and Yirgalme polytechnic colleges. They will also be working with three TVET centres in Addis for a new project,</p> <p>VIS usually boosts the capacity of the job placement service (JPS) office within the TVET centres, with experts from Italy.</p> <ul style="list-style-type: none"> • Short term training: 3-6 months, done through their partner Don Bosco and the trainings include internships. Main fields: <ul style="list-style-type: none"> ○ Tailoring, ○ Hairdressing ○ Construction, ○ Carpentry, ○ Leather, ○ Mobile maintenance, ○ Plumbing, ○ Solar installation. • The technical training is usually combined with a business training such as basic business skills, business development and life skills training.
Eligibility requirements for training courses	<ul style="list-style-type: none"> • Their partner Salesians of Don Bosco selects the beneficiaries based on vulnerability criteria (amongst those are returnees). • Some trainings require basic literacy skills.
Monitoring mechanism for beneficiary progress	<ul style="list-style-type: none"> • Project teams follow up on the beneficiaries, but no M&E personnel assigned. • Existence of a follow up mechanism post-training and after an IGA has been set up.
Partnerships	
Existing Partnerships (by type of activity)	<ul style="list-style-type: none"> • “Job Creation for Potential Migrants in Addis Ababa” under the framework of Stemming Irregular Migration in Northern and Central Ethiopia (SINCE) jointly with People in Need (PIN), Concern Worldwide (CWW), and Organization for Child Development and Transformation (CHADET) in sixteen selected migration-prone woredas of four sub-cities in Addis Ababa. Financed under the EUTF. SINCE Programme has been coordinated by the Embassy of Italy in Ethiopia • Enjoy project: Ministry of Agriculture, MoLS, Entrepreneurship Development office at woreda level, regional administration, a private local consultancy firm, coordination mechanism with other NGOs run by GIZ, they try to coordinate with various NGO working in the area on the same topic. Their partners include VITA, ECC and CATCH • For the projects in Gambella, in refugee settlements, VIS works together with RRS and UNHCR. For projects with the host community, they work with the woreda, they also work with the Finnish refugee council and the Refugee Centre Committee • In Addis, VIS works with the Women and Children office • For emergency projects, they participate in the different clusters
Perspectives / opportunities for future programming	<p>EUTF is one of their key partners and the programmes they are promoting are similar to their core activities such as capacity building, training, job placement. VIS is keen to continue a partnership with the EU.</p>

Capacity to serve returnees into the program	<ul style="list-style-type: none"> • They don't have a programme specific to returnees, but they are one of their target groups. VIS does not work on PSS upon return, but on social and economic reintegration through trainings. • Therefore, there is no problem in returnees joining the programs. For e.g., their partner Don Bosco provides additional services like day-care for returnee or any beneficiaries that might require the service.
Beneficiary capacity	It depends on the programme they are running. They are not an organisation trying to reach high numbers. Their focus is on quality, training follow ups, providing links with the community and jobs, therefore numbers of beneficiaries tend to be low. It also depends on the length, the type of project and if they are acting in consortium. For instance, for a 10-month project in Gambella, they had 2,000 beneficiaries.
Remarks	
Challenges expressed by key stakeholders	<ul style="list-style-type: none"> • Dropouts in the training; • How the livelihood interventions can be put into practice after the trainings, the creation of job opportunities is always a challenge; • In the refugee's context in Gambella, the refugees don't have access to market except for the internal ones they are creating; • The issue related to security in Gambella, Tigray and in some parts of SNNP.
Contacts	
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2.1.2. SERVICE PROVIDERS IN OROMIA

Infosheet 12: Jimma Polytechnic College

Jimma Polytechnic College	
Country	Ethiopia
Region	Oromia
City	Jimma Zone
Structure	
Type of organization	Public Polytechnic college
Type of support / trainings / services provided	<p>Various support/training services provided:</p> <ul style="list-style-type: none"> • <u>In house training</u>: short term training – seven days to three months • <u>Regular training</u> (level one to four) – for grade 12 graduates. • <u>Industry extension service</u>: provide support to MSE and EMC including improved technology transfer and training.
Organization and size / structure	<ul style="list-style-type: none"> • The college employs 95 staff. • Where other colleges train up to level four, this college trains up to level five as it is a polytechnic college.
Costs	Regular students must pay cost sharing as well as pay to take the COC exams for each level. The cost can be up to ETB 300
Profile of trainees	<ul style="list-style-type: none"> • <u>Regular trainings</u>: secondary school graduates that have completed grade 12. • <u>Short-term trainings</u>: no academic requirements. <p>This year they were expected to take 50% female trainees but only had 46% registered. To mitigate this issue, they are conducting awareness raising activities to attract female trainees.</p>
Total capacity	Up to 2,000 trainees
Communication strategy for reaching trainees & potential trainees	<ul style="list-style-type: none"> • They work with high schools by providing information about TVET and the courses available • They go around the city advertising /announcing registration • Mass media (radio, TV) • Social Media • The college is in discussion with the city Administration to strengthen door to door awareness raising campaigns.
Details about the types of trainings	
Training courses	<p>The main courses include General Metal Fabrication; Woodwork; Construction; Automotive electronics; Electrical.</p> <p>There is a directive from the Oromia government that indicates that two polytechnics cannot offer the same courses. The other polytechnic college in Jimma gives garment, textile, hairdressing, food preparation, accounting courses, while this one provides hard skills trainings.</p> <p>However, every year, market research is conducted and makes sure the courses provided address the demand of the industry.</p>
Entry / Admission requirements / criteria	<ul style="list-style-type: none"> • For level one to four, based on the national standard set each year. • Short-term trainings: no entry requirements.

Training length / structure / format	<ul style="list-style-type: none"> The maximum time taken for level one training is six months however it depends on the training and the capacity of the trainees. If trainees require more time, the course can be extended up to one year. Short-term trainings: seven days to four weeks. Also dependent on the trainee's capacity.
Frequency of courses / semester schedule	<ul style="list-style-type: none"> Regular trainees' admission is twice a year. One level is expected to take one semester – at a maximum two. Short-term trainings: the frequency changes based on the number of trainees at a time, however the TVET is expected to have open admission at any time of the year.
Type of training	<ul style="list-style-type: none"> For regular and evening trainings the standard is 70% practice and 30% theory. For short-term trainees, especially for those with no or low level of literacy, trainings are almost 100% practical. The trainees also undertake cooperative training (internships).
Literacy levels required	<ul style="list-style-type: none"> Regular and evening trainees must have completed grade 12 No requirement for short-term trainees
Trainers	75 trainers
Certifications offered	<ul style="list-style-type: none"> <u>Regular and evening trainings</u>: level one to four in house certification + COC certificate upon passing the national exam <u>Short-term trainings</u>: they are given a certificate of completion by the college
Per diem/stipend for trainees	No per diem
Monitoring post-training	Tracer studies are conducted once a year
Labour market integration statistics	Based on such studies, over 80% of the graduates find employment. However, due to the current political situation the statistics have dropped.
Partnerships	
Capacity to integrate returnees	<p>The college has previous experience working with returnees through a partnership with ILO. The college provided short-term trainings in various sectors. After completing the training, the returnees put together a proposal and they then got a small grant from ILO to start their own businesses.</p> <p>The college also worked with IOM: IOM provided the trainees with kits to start their businesses.</p>
Beneficiary capacity	There is no set number of returnees that can be enrolled; capacity depends on the demand and assistance provided by potential partners to the Centre.
Partnership with the private sector	<ul style="list-style-type: none"> Private contractors Companies working in metalworks and woodworks
Remarks	
Challenges expressed	Need to renew equipment (students are still working with machinery from 20-30 years ago).
Contacts	
Focal Point	Mamenure Abadara; Dean
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Infosheet 13: Asendabo TVET College

Asendabo TVET college	
Country	Ethiopia
Region	Oromia
City	Jimma Zone, Asendabo
Structure	
Type of organization	Public TVET institution
Type of support / trainings / services provided	<ul style="list-style-type: none"> • Short term trainings: 7 days to 3 months • Regular trainings (level 1-4) and Evening training for grade 12 graduates. To be able to finish up to level 4 it can take up to 2.5 years and up to one year to complete level 1-2 training. <p>Trainings provided to returnees usually are short-term trainings.</p> <p>The college works with the Labour, Skills and Job Creation bureau and SME office to provide support to graduates starting cooperatives. After they have formed the cooperative, they also provide follow-up training.</p>
Organization and size / structure	<ul style="list-style-type: none"> • 8 Departments and 22 sub-departments • 70 staff
Costs	<ul style="list-style-type: none"> • Evening trainees pay up to ETB 300 per month • No fee for regular and short-term trainings (only a registration fee of about ETB 100). No costs for materials (covered by the government). • The most financially vulnerable can be exempted to pay.
Profile of trainees	<ul style="list-style-type: none"> • About 500 evening students, but that number drops during winter to around 300. • The college does not have a restriction on the level of schooling or literacy for short term trainings.
Total capacity	<ul style="list-style-type: none"> • The college has constructed one training facility through the college fund worth ETB 3.5 million. • In general, the college has the capacity to train up to 2,000 students
Communication strategy for reaching trainees	<ul style="list-style-type: none"> • Post flyers around the town and villages • The college is a cluster for 5 woredas: Omo Beyme, Sekoru, Tirafeta, Dimtu and Sergo.
Details about the types of trainings	
Training courses	Main courses are Metal Fabrication; Woodwork construction; Agriculture.
Entry / Admission requirements / criteria	<p><u>Regular and evening:</u></p> <ul style="list-style-type: none"> • For level one to four it is based on the national standard set each year. Levels 1&2 and 3&4 have their own admission criteria. They need to provide the necessary documentation such as a picture, ID, transcripts. • Registration fees are required unless trainees can provide a letter of support from the woreda. Payment plans can also be arranged. <p><u>Short term trainings:</u> no entry requirements, opened to anyone.</p>
Training length / structure / format	<ul style="list-style-type: none"> • <u>Level one training</u> lasts six months maximum and depends on the progress of the trainees. The remainder of the levels (level 2-4) also follow a similar set up.

	<ul style="list-style-type: none"> • <u>Short-term trainings</u> last from seven days to four weeks. The length of trainings depends on the capacity of the trainees. There are also various approaches to the teaching, depending on the group and their capacity. For example, if they are farmers the trainers can go to the farm to show them technics on farming and how they can better manage their farms.
Frequency of courses / semester schedule	<ul style="list-style-type: none"> • <u>Regular trainings</u>: twice a year. • <u>Evening trainings</u>: three times a year. • <u>Short term trainings</u>: frequency varies depending on the number of trainees wanting to train at a time. However, admission is supposed to be opened at any time of the year.
Type of training	<ul style="list-style-type: none"> • <u>For regular and evening training</u>: 70% practice and 30% theory. • <u>Short-term trainings</u>: especially for those with no or low level of literacy the modality of the training can be almost 100% practical.
Curricula	Standard national curricula are implemented.
Trainers	45 trainers
Certifications offered	<ul style="list-style-type: none"> • <u>Regular and Evening trainings</u>: Level one to four in house certification and COC certificate upon passing the national exam. • <u>Short-term trainings</u>: Certificate of completion awardee by the college.
Per diem and attrition rates	No per diem; 5% or less attrition rate
Monitoring post-training	A tracer study is conducted once a year. For those that have started their own businesses, or are part of a cooperative, the college can provide refreshment trainings.
Labour market integration statistics	According to the college, approximately 90% of trainees join the labour market upon graduation.
Partnerships	
Capacity to integrate returnees	There are many returnees in the area where the college is located. This year the college trained 76 returnees. Several had experienced physical and psychological traumas. They have been trained in agriculture, garment and business skills and they are now working in these areas.
Beneficiary capacity	Up to 1,000 returnees
Partnership with the private sector	Since the college is located in a rural area, few companies exist. However, all businessowners in the region are graduates from the college and partnerships are in place.
Remarks	
Challenges expressed by key stakeholders	<ul style="list-style-type: none"> • Insufficient infrastructures (classrooms). • Lack of industry in the area that can take in the trainees, therefore trainees are directed towards self-employment or start cooperatives upon graduation.
Other comments/ lessons learnt	Significant efforts are being made to support the community as well as returnees (sometimes trainers provide free teaching over the weekend).
Contacts	
Focal Point	Abdi Solomon; Dean
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Infosheet 14: Sheki TVET College

Sheki TVET College	
Country	Country
Region	Region
City	City
Structure	
Type of organization	Public TVET institution
Type of support / trainings / services provided	<ul style="list-style-type: none"> Regular training (level one to four) and evening trainings for grade 12 graduates. Short term training – seven days to three months. <p>Trainees do not necessarily have to come to the college. Those in very remote locations can be grouped (10 to 15 trainees) and the trainer can provide trainings on site.</p>
Organization and size / structure	<ul style="list-style-type: none"> The college has 12 departments and 49 staff
Costs	<ul style="list-style-type: none"> Evening trainees pay up to ETB 300 per month There is no fee for regular and short-term training. However, there is a registration fee of 100 ETB. No material costs (covered by the government).
Profile of trainees	Most trainees are women (269 women out of 529 trainees in 2022)
Total capacity	The college has the capacity to take up to 1,000 trainees (and this capacity could be expanded in the future).
Communication strategy for reaching trainees	Woreda representatives go to the kebele to provide information. They also use social media and go to market days with flyers explaining the trainings available.
Details about the types of trainings	
Training courses	<p>The main courses are:</p> <ul style="list-style-type: none"> General Metal Fabrication; Woodwork; Construction; Agriculture; Garments; IT.
Entry / Admission requirements / criteria	<ul style="list-style-type: none"> Level one to four training: entry is based on the national standard set each year by the National TVET Agency. Completion of year 12 is a general requirement Short-term trainings: no entry requirement.
Training length / structure / format	<ul style="list-style-type: none"> <u>Level one training</u>: maximum six months (but it depends on the training and the capacity of the trainees). The remainder of the levels follow a similar setup. <u>Short-term trainings</u>: from seven days to four weeks (also depends on trainees 'capacities).

Frequency of courses / semester schedule	<ul style="list-style-type: none"> • <u>Regular trainings</u>: admissions are set twice a year. • <u>Short-term trainings</u>: the frequency changes based on the number of trainees at a time, however the institution is expected to have open admissions at any time of the year.
Type of training	<ul style="list-style-type: none"> • Regular and evening trainings include 30% theory and 70% practice. • Short-term trainings can be up to 100% practical <p>The trainees also undertake cooperative training (internships)</p>
Curricula	The college uses the standard national curricula.
Trainers	36 trainers
Certifications offered	<ul style="list-style-type: none"> • <u>Regular and evening training</u>: Level one to four certificate of completion is awarded by the college. Trainees also receive the COC certificate once they pass the national exam for each level. • <u>Short-term training</u>: Certificate of completion awarded by the college
Per diem/ stipend for trainees and attrition rates	<ul style="list-style-type: none"> • No per diem • 5% or less attrition rate
Monitoring post-training	<p>A tracer study is conducted once a year.</p> <p>For those that have started their own businesses or are part of a cooperative the college provides refreshment training as part of its follow-up.</p>
Labour market integration statistics available	<p>Approximately 90% join the labour market upon graduation.</p> <p>Cooperatives are usually deemed not sustainable (poor communication amongst the group, lack of access to market).</p>
Capacity to integrate returnees	<ul style="list-style-type: none"> • The woreda has the highest number of returnees in Jimma zone. Therefore, the college has the exposure and capacity to integrate returnees. • From experience they have been able to identify the area of training returnees are most interested in. Returnees tend to train in general metal fabrication, woodwork construction and agriculture. • Most students choose to train in agriculture, because of the rural location of the college. • The college has the capacity to take up to 1,000 returnees per year.
Remarks	
Challenges expressed	<ul style="list-style-type: none"> • Lack of companies: trainees have few other choices but to turn to self-employment or join a cooperative upon graduation. • Many returnees face psychosocial issues. The institution tries to help these beneficiaries work through them to manage and complete the trainings. Where needed, support can be requested from health professionals.
Focal point	<p>Name: Ali Ahmad, Dean</p> <p>Phone number: 0913803034</p>

Infosheet 15: Seka TVET College

Seka TVET College	
Country	Ethiopia
Region	Oromia
City	Jimma Zone, Seka
Structure	
Type of organization	Public TVET college
Type of support / trainings / services provided	<ul style="list-style-type: none"> • Short term trainings: seven days to four weeks or three months • Evening and Regular trainings (level one to four) – accessible to grade 12 graduates. • The college also provides training/support to the industries in the surrounding communities.
Organization and size / structure	<ul style="list-style-type: none"> • 11 buildings and 46 staff. • It is led by a Dean and two vice Deans
Costs	<ul style="list-style-type: none"> • Evening trainees pay up to ETB 300 per month • No fees for regular and short-term trainings (but a registration fee of ETB 100) • The most vulnerable can be exempted.
Profile of trainees	<ul style="list-style-type: none"> • The trainees are youth that have completed grade 10 or 12 but also trainees with no educational background, such as returnees or farmers. • Trainees do not only come from the Seka area but also from other locations (close to the SNNP region).
Total capacity	<ul style="list-style-type: none"> • Around 1,000 trainees per year in the short-term training program • For regular trainees, a quota is set by the regional office, but its capacity extends up to 1,000.
Communication strategy for reaching trainees	Promotion by woreda representatives, social media, information provided at markets etc.
Details about the types of trainings	
Training courses	<p>Economics:</p> <ul style="list-style-type: none"> • Surveying; • Construction; • Electrical installation. <p>Industry/manufacturing,</p> <ul style="list-style-type: none"> • GMF; • Assembly; • Furniture making; • Garment. <p>Agriculture:</p> <ul style="list-style-type: none"> • Crop production
Entry / Admission requirements / criteria	<p><u>Regular and evening trainings</u>: For level one to four it is based on the national standard set each year + necessary documentation such as a picture, ID, and transcripts + Registration fee</p> <p><u>Short-term trainings</u>: no entry requirement.</p>

Training length / structure / format	<ul style="list-style-type: none"> • The maximum time taken for the level trainings is six months • For the short-term training, it takes from seven days to four weeks.
Frequency of courses / semester schedule	<ul style="list-style-type: none"> • For regular trainings, admission is set twice a year. • Evening trainings: three times a year • Short-term trainings: the frequency changes based on the number of trainees wanting to train at a time. However, the institution is expected to have open admission at any time of the year.
Type of training	<ul style="list-style-type: none"> • Regular and evening trainings: 70% practical and 30% theory. • Short-term trainings: up to 100% practical. <p>The trainees also undertake cooperative training.</p>
Curricula	The college uses the standardized national <i>curricula</i> .
Types of industry sectors targeted by trainings	<p>The college has three core departments.</p> <ul style="list-style-type: none"> • Economics: surveying, construction, and electrical installation. • Industry/manufacturing: GMF, assembly, furniture making garment. • Agriculture: crop production
Trainers	The college has 27 trainers.
Certifications offered	<p>Two types of certificates:</p> <ul style="list-style-type: none"> • Completion certificate awarded by the college • Certificate of competency (after taking the national examination)
Per diem/ stipend for trainees	No per diem
Monitoring post-training	<ul style="list-style-type: none"> • A tracer study is conducted annually • For those that have started their own business, or are part of a cooperative, the college can provide refreshment training and follows up on progress, but not formal data is gathered.
Labour market integration statistics available	<p>There are three means of employment:</p> <ul style="list-style-type: none"> • Government or wage employment • Cooperative • Self-employment <p>Approximately 90% join the labour market upon graduation, according to the Centre.</p>
Partnerships	
Capacity to integrate returnees	The centre indicated interest and capacity to reintegrate returnees, however it all depends on the project, length of the training and the course they are expected to provide.
Partnership with the private sector	They have developed partnership with local SMEs; however, there are no sectors in the area that are able to take large number of students.
Contacts	
Focal Point	Simon Bekele, Dean
Contact	Phone number: 0910648657

2.1.3. SERVICES PROVIDERS IN AMHARA

Infosheet 16: Kombolcha Polytechnic TVET College

Kombolcha Polytechnic TVET College	
Country	Ethiopia
Region	Amhara
City	Kombolcha town
Structure	
Type of organization	<p>Kombolcha Polytechnic College is a government institution established in 1994. The college has two objectives:</p> <ul style="list-style-type: none"> • Provide education and training on a regular basis, as well as short-term training, to create and provide competent and adequate human resources to help the economy and society. • Industrial extension programmes by supporting the various enterprises that have engaged in different economic activities that are found in Kombolcha city. They have worked to empower and competitively position the various types of enterprises in the market. They provided short-term training in selected training areas for unemployed people and the surrounding youth.
Type of support / trainings / services provided	<ul style="list-style-type: none"> • The college provides short-term training for unemployed people based on their needs and their professional backgrounds. • The college supports enterprises in transforming their technologies.
Organization and size / structure	At the regional level, the Work and trainings Office has been established and the college has a direct relationship with it.
Cost (of trainings)	The college charges an annual fee of ETB 600 for level-based trainees. It also provides training for those who cannot enrol in the regular program, in the night programme where they are charged a monthly fee of ETB 300. These fees are regarded as cost sharing.
Profile of trainees	<ul style="list-style-type: none"> • Based on the new education and training policy of 2014, most of the trainees are those that have completed grade 12 and are above 18. • The college accepts trainees from all areas, although there is a rule which gives priority to those from Kombolcha and the surrounding areas.
Total capacity (current and future)	<ul style="list-style-type: none"> • Unfortunately, the potential of the college has deteriorated due to the war. The college had competitive potential at national level before the war. Various actions were completed to expand and develop the college into a university. The college had won a proposal to become a centre of excellence in Eastern Africa in the automotive sector. • The college is currently working to rehabilitate and recover to its previous status, strengthening partnerships and working to re-establish the workshops by fulfilling the inputs for the garment and agriculture departments. • Prior to the conflict, 2,000 students at the regular, extension and night programs were enrolled. In addition to this, short term trainings for more than 10,000 trainees were given.
Communication strategy for reaching trainees	<ul style="list-style-type: none"> • Through posting notice on the notice boards, use of Mini Medias and Amhara Medias. Sometimes television, the college website and telegram accounts to announce the information to the trainees.

	<ul style="list-style-type: none"> When it comes to short-term training, the college does its communication with the woredas technical and vocational office, now called the work and training office, to identify and register trainees from each kebele and send the list to the city administration. The city administration, after verifying and stating the training type, send the list of the trainees to the college.
Details about the types of trainings	
Training courses	<p>The college has nine main training areas:</p> <ul style="list-style-type: none"> Electricity; Electronics; Metal work; Automotive; Agriculture; Construction; Water; Hotel; IT. <p>For each training area, there are a minimum of three specialties, with a total of 45 training programs.</p>
Entry / Admission requirements / criteria	<ul style="list-style-type: none"> The admission requirements are set by the regional and federal governments. The college posts notice for admission and helps trainees select the programmes by balancing their skills and interests. In addition, the college invites candidates to enter and visit the nature, types of the program, internal structure, classes, and types of workshops.
Training length / structure / format	<ul style="list-style-type: none"> Regular program, to complete level 1 to level 5, takes 2,5-3 years. Short-term training takes a minimum of 15 days and a maximum of two months.
Frequency of courses	Admission takes place once a year.
Type of training	All students take theory and practice trainings. The previous curriculum was designed to provide 30% theory and 70% practical.
Literacy levels required	In the regular program, trainees are required to complete grade 10 – now shifting to grade 12. Anyone that can read and write can take the short-term trainings.
Curricula	<ul style="list-style-type: none"> In the past, the curriculum was designed by the regional government, considering the regional context. However, after 2012, the curriculum and Occupational Standards was designed by the federal government. When the curriculum was designed by the federal government, the regional governments participated through their colleges and representatives. The college did not create a curriculum, but they did carry out revisions.
Types of industry sectors targeted	After conducting market research, the college selected manufacturing, garments, electronics, and agriculture. In addition to this, the college focuses on construction, water, and the hotel sector.
Trainers	The college has its own permanent professional trainers. However, it recruits and hires parttime trainers from Wollo University. The parttime workers are mostly for theoretical common course trainings.
Certifications offered	The college provides certificates for its level trainees. Additionally, they need to take COC exams to be fully certified.

Per diem/ stipend for trainees	There is no per diem or stipend, however the college provides dormitory for trainees that come outside of Kombolcha.
Monitoring post-training	The instructors have the profiles of each trainee, and they collect monthly data on the status of the graduates.
Partnerships	
Capacity to integrate returnees into the program	<ul style="list-style-type: none"> The college has worked with different organizations concerning returnees, such as Cifa for the last two years, a project designed by the European Union. The college is prepared to take returnees. The college, as an organization, has the plan to deliver training for twelve thousand job seekers in the surrounding communities in the year of 2015 EC.
Partnership with the private sector	To provide collaborative training (internships), the college has signed MoUs with forty organizations. When conducting the market research, the college identified and chose employers, which were primarily industrial parks: Garment and textile industries, takes graduates trained in textiles; Ethiopian Electric, takes graduates in electronics; BGI; Kospi; Kombolcha textile industry; Kashu textile industry; Middle-level hotels.
Partnership with labour market intermediation mechanisms	<ul style="list-style-type: none"> The women's and children's office are one of the board members. The work and training offices registers the unemployed people from each kebele and records their abilities, needs, and skills in collaboration with the labour and social affairs offices.
Remarks	
Challenges expressed	The college face shortage of inputs for the training as many of the workshops and properties were destroyed in the war. The college is trying to recover the workshops with the assistance of KFWA and Kefita.
Other comments and lessons learnt	<ul style="list-style-type: none"> The institution is big, and it is making efforts since it has been affected by the conflict. It needs special support and a large amount of work to recover and solve community problems. The college is prepared to accept government and non-government organizations that can come to the college to assist with their work and activities. The college works with an NGO called Kefita, which is funded by USAID. In this region, the organization works in collaboration with Kombolcha polytechnic college, Bahir Dara polytechnic college, Bahir Dar and Woldiya University in career services and student counselling. It also helps students develop skills before their graduation to increase their chances of employment.
Contacts	
Focal Point	Mr. Selemon Negash Education and Training department head
Contact	Email: Phone number: +251 (913) 19 27 67

Infosheet 17: Woyzero Siheen College

Woyzero Siheen Polytechnic College	
Country	Ethiopia
Region	Amhara
City	Dessie town
Structure	
Type of organization	<ul style="list-style-type: none"> Established in 1922, initially a private college, now owned by the government. In the past 90 years, the organization has graduated more than 55,000 people. In 1954, it started a vocational training program and became a polytechnic college.
Type of support / trainings / services provided	The organization was established to provide education and training, as well as industry extension support. This includes short-term training for government and non-government organizations. It also provides different types of support for the newly established enterprises.
Organization and size / structure	<p>The polytechnic college has five campuses.</p> <ul style="list-style-type: none"> The first one is the Hotte campus, which gives only construction training, The second is the Merho campus, mainly provides ICT and tourism-related training The Dawudo campus provides auto, furniture, and agricultural training, The Menen campus gives metal manufacturing training. The main campus Weyzero Siheen gives the remaining vocational training. <p>The college is administered a board and a governmental organization with a minimum of ETB 1 million in budget allocation. Beyond this budget, the college has different income-generating activities for the purpose of administration, including money received from hall rent and production unit.</p>
Cost (of trainings)	<ul style="list-style-type: none"> Training is offered up to level five. The payment is based on cost sharing which is ETB 300 per semester. The training takes one to three years to complete.
Profile of trainees	<ul style="list-style-type: none"> Those in the regular trainings are ones that have completed grade 10/12. The students come mainly from South Wollo and North Wollo, even though the college was established to serve Dessie Town and Dessie Zuria. In terms of gender, the students are almost equally divided, 46% to 54%. Almost all the trainees are young, which include both rural and urban backgrounds. The programs offered are not offered in private colleges. Private colleges have soft skills programs, but not many hard skills programs.
Total capacity (current and future)	<ul style="list-style-type: none"> The college has the capacity to offer competitive training. The college has an organized library, training facilities, and established structures. There is a plan to expand the college into a university.
Communication strategy for reaching trainees	<ul style="list-style-type: none"> Posts on the notice board found in different parts of the city. FM radios to broadcast information to the public. Social media platform that has many followers, including former students, and has become an important way to communicate information.
Details about the types of trainings	

Training courses	<p>Most of the training programs delivered by the colleges are hard skills programs. Offering approximately 54 programs in 11 departments:</p> <ul style="list-style-type: none"> • ICT; • Automotive; • Furniture; • Agriculture; • Metal manufacturing; • Textiles; • Garments; • Hotel and tourism; • Electric; • Electronics; • Construction.
Entry / Admission requirements / criteria	The primary requirement to enrol in the college is based on interests and grades. The entrance bar is set by the federal government. However, the college provides affirmative action for disabled people and women.
Training length / structure / format	The length of training varies by department based on the number of hours allocated. For instance, programs at the same level could have different lengths. For example, ICT and electricity can be completed in three years, but programs for construction and agriculture take three and a half years.
Frequency of courses	All trainings start in September.
Type of training	The training is 30% theory and 70% practice done through cooperative training and at the college
Literacy levels required	Either grade 10 completed which is being phased out to 12 completed students
Curricula	Previously, the curriculum was designed by the regional governments and colleges, but now the curriculum is designed by the federal government and has become standardized. This is the same for occupational standards and teaching and learning materials.
Trainers	The polytechnic college has a total of 320 staff. Out of these, 185 are academic staff and the rest are administrative staff.
Certifications offered	Diploma certificates are provided as well as certificates for those who complete short-term trainings.
Per diem/ stipend for trainees and attrition rates	<ul style="list-style-type: none"> • There is no per diem or stipend paid to trainees. • The college does not calculate the attrition rate, but a few students do dropout.
Monitoring post-training	<ul style="list-style-type: none"> • When the students complete their training, they are requested to fill in a form prepared by the college which includes their contact information. • The department coordinators check the status of students over the phone to check is employed or not, as a form of follow up and monitoring method of the graduates.
Labour market integration statistics	<p>The trainings offered are based on the demand of the market.</p> <ul style="list-style-type: none"> • For instance, surveying and drafting training was not offered for a long time due to lack of market demand. Additionally, due to saturation, ICT also closed for a long time, and reopened again in 2021. • The study is conducted in two ways: one conducted by the college and the other is conducted by the job creation and entrepreneurship office. In addition

	to this, the regional government also conducted its own study regarding the training demands within the region's zones and woredas.
Partnerships	
Capacity to integrate returnees	The college has already provided training for returnees in collaboration with other organizations that work in migration.
Beneficiary capacity	The college has the capacity to provide short term trainings to no less than 5,000 students beyond the regular program.
Partnership with the private sector	<ul style="list-style-type: none"> • One of the partners of the college is the private sector, which includes enterprises and large organizations. • For instance, at the time of data collection, one organization requested the college to facilitate the training of 90 beneficiaries in electricity for employment
Partnership with labour market intermediation mechanisms	The college communicates and works collaboratively with the labour and social affairs office.
Remarks	
Challenges expressed	The college's main constraint is lack of resources, especially considering high commodities prices (ex: metal, construction materials).
Contacts	
Focal Point	Mr. Nesanet Asamnew Academic Vice dean & educational training team head
Contact	Email: nesiaase@gmail.com
	Phone number: +251 (914) 71 59 76

Infosheet 18: Kombolcha Agricultural College

Kombolcha Agricultural College	
Country	Ethiopia
Region	Amhara
City	Kombolcha town
Structure	
Type of organization	<ul style="list-style-type: none"> The college was established by the National Council of Amhara regional government. The college is accountable to the Amhara region Agricultural Bureau. There are over 180 support staffs, and approximately 55 trainers.
Type of support / trainings / services provided	<ul style="list-style-type: none"> The college provides vocational and technical trainings in both degree and level-based programmes. The training consists of natural resources management, irrigation engineering and management, plant science, cooperative management and accounting, animal breeding, animal health and basic sciences.
Organization and size / structure	<ul style="list-style-type: none"> The college offers degree programmes in affiliation with one university Agricultural college, and the level-based training is offered independently by the college in partnership with the region's Agricultural Bureau. The agricultural colleges in Mersa and Kemise towns only offer vocational and technical trainings programs. They are accountable to Amhara region's TVET Bureau. What differentiates this college from the other colleges is that it is accountable to the region's Agricultural Bureau.
Cost (of trainings)	<ul style="list-style-type: none"> Training is provided for free for regular and degree programmes. However, there is a training cost for the extension programme. The payment is undertaken based on criteria that the region's TVET and agricultural bureaus have decided. The college follows the payment rules and regulations that the TVET and Agriculture Bureaus set for extension programmes.
Profile of trainees	The college has a good gender balance, and the trainees are above 18 for the level-by-level programme and mostly between 25-45 for the degree program.
Total capacity (current and future)	<ul style="list-style-type: none"> The college's capacity of accepting trainees is growing. It has 44 years of experience and methods of providing training services are improving. The college has also increased the number of trainers. The laboratory and demonstration sites are increasing with demonstration sites in Kombolcha and Harbu Towns in which the trainees use for practical vocational and technical trainings. The college has over 30 hectares of land as demonstration sites (1.5 hectare of land that trainees can use for practical training). There are laboratories in all departments. The college has plans to open additional TVET courses. The irrigation engineering department is opening soon. In general, the college has planned to open additional programs based on labour market studies that have recently been conducted.
Communication strategy for reaching trainees	<ul style="list-style-type: none"> The Agricultural Bureau of the region selects, recruits, and sends trainees. The Bureau posts its notice in Woredas and Zones of the region. Particularly at Agricultural offices so that youths can apply.

	<ul style="list-style-type: none"> Zone and Woredas agriculture offices will then register applicants. The college lacks a communication strategy of its own.
Details about the types of trainings	
Training courses	The college has regular degree and level-based programmes. The types of training courses given to both programmes are not different. The difference between the two is the scope.
Training length / structure / format	The degree programmes take five years, and the level programmes take four years to complete.
Frequency of courses	Registration is conducted annually, there are two semesters per year and the trainings start in September.
Type of training	The standard is 30% theory and 70% practice. Most of the time what works is 40% theory and 60% practice.
Literacy levels required	For the level-based training programmes, a trainee is required to complete grade 10 and/or grade 12, and the matriculation exam result must fit with the Ministry of education's cut point.
Curricula	The degree program curriculum is designed in line with Wollo University's College of Agriculture, and the level-based programmes in line with the Ministry of Agriculture.
Trainers	The college has 55 qualified professional trainers with MSc and PhD.
Certifications offered	<ul style="list-style-type: none"> The college provides level by level certificate in addition to the COC. The University of Wollo gives the BSc/ BA degree certificates to the trainees approved by its Senate.
Per diem/ stipend for trainees and attrition rates	<ul style="list-style-type: none"> There is a per diem rate that is decided by Agricultural Bureau of the region. It varies according to the prevailing market situation. The college provides cafeteria food and dormitory services for free. Approximately 95% of trainees complete their educational trainings.
Monitoring post-training	The college conducts both monitoring activities in coordination with Agricultural Bureau, and its own tracer studies of graduates.
Labour market integration statistics	The college collects data on labour market integration. It conducts labour market integration studies in partnership with the region's Bureau of Agriculture.
Partnerships	
Capacity to integrate returnees	<ul style="list-style-type: none"> It is possible to offer short term trainings to returnees. This can be done if the town's administration, Kombolcha Metropolitan Zone, small and medium enterprises development offices, and TVET coordination offices are cooperative to work with the college jointly. The college has in the past provided short term (15 days to 2 months) trainings. The trainings can be provided if any government office or institution asks.
Beneficiary capacity	Up to 2,000 beneficiaries can be trained annually
Partnerships with the private sector	<ul style="list-style-type: none"> The college has partnerships with private actors like Elfora. The college has strong relations with small and micro enterprises, administration of different towns, and agricultural offices.
Remarks	
Challenges expressed	The college being 44 years old, it is well developed and equipped with resources. Yet, the college lost relevant equipment's and laboratory tools to robbery recently.
Contacts	
Focal Point	Mr. Bezabeh; Kombolcha Agricultural College Dean
Contact	Phone number: +251 911 99 88 11

Infosheet 19: Dessie Health Science College

Dessie Health Science college	
Country	Ethiopia
Region	Amhara
City	Dessie town
Structure	
Type of organization	<ul style="list-style-type: none"> • A government college under the Amhara national regional state Health Bureau. • The regional bureau established this institution to train professionals in the health sector and solve the shortage of human resource in the health centres. • The college offers training from diploma to degree program. The college has 57 years of experiences.
Type of support / trainings / services provided	<p>The institution gives various training services.</p> <ul style="list-style-type: none"> • Nursing; • Anaesthesia; • Radiography; • Pharmacy; • Medical Laboratory; • Midwifery; • Health Extension.
Organization and size / structure	It is one of the five health science colleges found in Amhara region under the regional health bureau.
Cost (of trainings)	Trainees are not expected to pay tuition fee. Additionally, the college gives pocket money for regular students. The training cost is covered by the college.
Profile of trainees	There is a mix profile of trainees from those that have completed grade 10 and above. Priority if given to females at entry.
Total capacity (current and future)	The college has the capacity to provide training from anyone interest and it is one of the top training colleges in the region.
Communication strategy for reaching trainees & potential trainees	<ul style="list-style-type: none"> • Communication is done using government networks. Mostly, following the release of National Examination results we recruit students in September and/or October. • The Amhara regional government Health Bureau distributes official letters to each zone and woreda. Zone/woreda health offices post the call for all interested students to get registered on their notice board.
Details about the types of trainings	

Training courses	<p>The college offers nine courses in its diploma and degree programmes.</p> <ul style="list-style-type: none"> • Emergency medical technician; • Nursing; • Anaesthesia; • Radiography; • Pharmacy; • Medical laboratory; • Midwifery; • Health extension; <p>In the degree program, the training courses that are given are:</p> <ul style="list-style-type: none"> • Medical laboratory; • Anaesthesia; • Pharmacy.
Entry / Admission requirements / criteria	<ul style="list-style-type: none"> • Students are admitted based on the principles and regulation of the Ministry of Education as per the quota assigned for the college from the Amhara region Health Bureau. • The region's Health Bureau distributes trainees to each of the five colleges on quota, complementary with its need assessment study. The bureau makes need assessment at every government health institution. So that, the quota is allocated based on that.
Training length / structure / format	<ul style="list-style-type: none"> • The minimum length for diploma program is three years and for degree program four years. • Those that join the degree program are sent by the government from public health centres found in each zone and woreda to upgrade their level of education.
Frequency of courses / semester schedule	<ul style="list-style-type: none"> • Registrations are done from September to November. • There is no semester for TVET. It is delivered in level. When trainees start TVET program, they directly begin from level 3.
Type of training (practice or theory?)	<p>There is 70/30 education provision strategy. 30% of the education is delivered theory and 70% is practical.</p>
Literacy levels required	<ul style="list-style-type: none"> • The five Health Science colleges of Amhara region have the same criteria for recruiting their trainees. • All adhere to the principles, level of grade completion, and minimum point score set by the FDRE Ministry of Education, and the quota set by the region's Health Bureau. • The college gives admission for those trainees who pass the entrance examination and score the cut point that enables them to begin their education.
Curricula	<p>The curriculum is nationally standardised</p>
Types of industry sectors targeted by trainings	<p>Health</p>
Trainers	<p>The college has its own permanent, part time based and contractual trainers.</p>
Certifications offered	<p>Degree certificate is given in collaboration with Wollo university, and the college gives the diploma certificate.</p>

Per diem/ stipend for trainees and attrition rates	<ul style="list-style-type: none"> • Trainees are given per diem • There are very limited dropouts
Monitoring post-training	Since trainees are recruited by the health bureau, the colleges duty is to give them the necessary training and send them to the health bureau when they finish the training. Majority of the trainees get hired. The college follows up on the employment status of the graduates.
Labour market integration statistics available? (Employment success rates post-training)	<ul style="list-style-type: none"> • The college does not have market integration statistics. • When trainees come to the college, it is based on agreement they have with their woreda or zone. • It is expected they will be employed in their Woreda after completing their training. The college does not need to make market integration.
Partnerships	
Capacity to integrate returnees into the program	<ul style="list-style-type: none"> • If returnees fulfil the necessary criteria and competency, they will be considered. • There is not a special quota for returnees • In regrades to psycho-social support, the college does not have the capacity to give such services for returnees if it is needed.
Partnership with the private sector? (Explain)	Previously, the college had partnership with different private health institutions. It used to send its trainees to private health sector for clinical placement. Now, its partnerships have reduced. The reason being, currently, there are a lot of private colleges and that means they need a lot of health institutions to absorb their trainees.
Partnership / relationship with labour market intermediation mechanisms	<ul style="list-style-type: none"> • Since, the college receive trainees from the health bureau; it does not need a labour market intermediation mechanism. • The regional state distributes the graduates to each zone and woreda health centres. • If there are graduates left, they will use their own mechanisms to be hired.
Remarks	
Challenges expressed by key stakeholders	<ul style="list-style-type: none"> • The college receives many students but there are limited infrastructures like building or classroom. • Five vehicles were destroyed by TPLF during the war. This has created a challenge when trainees need to be transported to their clinical placement.
Other comments and lessons learnt	Many people are migrating to Europe. It is important for people to be trained and be employed to serve their country than going abroad. Even if migrating is an option, it should be after getting the proper training and having professional a qualification. On the other hand, creating favourable environment for returnees is important. So that, the college can work by considering the issue of returnees.
Contacts	
Focal Point	<u>Andargie Smegn</u> <u>Academic Vice president / dean of Dessie Health Science College</u>
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Infosheet 20: Game Changer TVET College

Game Changers Vocational Skills Training and Entrepreneurship Development Program	
Country	Ethiopia
Region	Addis Ababa & Amhara Region
City	Addis Ababa & Bahir Dar City
Structure	
Type of organization	<ul style="list-style-type: none"> • Private Limited Company (PLC) established with the aim of supporting the delivery of market relevant TVET. • It supports the government's effort in addressing the inclusive economic empowerment and livelihood challenges of women and youth through the promotion of market relevant skills and entrepreneurship development. • The company has a vocational skills training and production centre in Bahir Dar City. The production unit was established to generate income to support the training centre.
Type of support / trainings / services provided	<ul style="list-style-type: none"> • Market relevant quality vocational skills, vision development, life skills and business skill training for women and youth; • Apprenticeship/cooperative training associated with support, follow-up, and coaching; • Accreditation and certification of graduates including institutional assessment and COC exam; • Promote of Business to Business (B2B) linkages between supply and demand value chains in the nearby businesses; • Strengthen the capacity of SMEs/companies/private enterprises/business firms clusters to boost their employment capacities; • Promote value chain development of products/sectors and facilitation of market chain services; • Promote decent work environment through awareness raising; • Facilitate job placement and job linkages; • Providing Work Engagement and Retention (WEAR) training for factory and company workers; • Provide career pathway orientation for beneficiaries and potential employers.
Organization and size / structure	<ul style="list-style-type: none"> • The organization is represented by the General Manager (GM) who is accountable to the General Assembly (GA), that meet twice a year. • The GA gives strategic guidance to the GM. Under the GM, there are four major departments: <ul style="list-style-type: none"> ○ Consultancy services; ○ Research and assessment; ○ Training and entrepreneurship; ○ Mentoring and coaching department. <p>The GM is responsible for the planning, leading, and controlling of the operational duties of their respective departments.</p>

Costs	<p>On average, training programs cost ETB 23,000 to 25,000 for a three month training package. The training costs include three services:</p> <ul style="list-style-type: none"> • Pre-training services (vision development training); • Training services (vocational skills training, life skills training, business skills training and cooperative training); • Post-training services (job matching services, COC exam services, track and trace the graduate's data and on the job coaching & follow up services).
Profile of trainees	<ul style="list-style-type: none"> • Unemployed women; • Youth including returnees; • Potential migrants; • People with disabilities (PWD); • Unskilled and semi-skilled youth and women who have no opportunity to fulfil their livelihoods. <p>The beneficiaries must be 17 to 34 years old and residents of Ethiopia.</p>
Total capacity	Currently the organization has a total training capacity of 1,000-1,200 women and youth per year.
Communication strategy for reaching trainees & potential trainees	<ul style="list-style-type: none"> • Home to home visit (face to face) communication in the targeted communities • Through key informant method (KIM) • Referral linkage • Online platform • Through collaboration with local government and key market players
Details about the types of trainings	
Training courses	<p>To facilitate the employment opportunity and economic diversification of unemployed women and youth, the centre provides short-term trainings in the following areas:</p> <ul style="list-style-type: none"> • Garment; • Fashion Design; • Embroidery; • Weaving and Knitting.
Entry / Admission requirements / criteria	<ul style="list-style-type: none"> • The trainees are required to have an Ethiopian resident ID or kebele resident ID. • They must be interested/motivated and committed to the training.
Training length / structure / format	It is a short-term vocational skills training program with a duration of 300 hrs including the in-school training (technical skills, vision development, life skills and business skills training), and cooperative/apprenticeship training. It takes approximately three months to complete and adopts a modular approach.
Type of training	<p>The mode of delivery includes both in school and cooperative training:</p> <ul style="list-style-type: none"> • The time spent by the trainees in the industry enable them to get hands on experience. This cooperative training is supported with lecture, discussion, simulation, and practice. • The training is designed to be delivered 70% practice and 30% theory.
Literacy levels required	The prospective trainees of this program are required to have basic numeracy and literacy skills and they should have at least completed grade eight or above.
Curricula	The centre uses tailor-made short-term training curricula derived from the national curriculum. The curriculum is designed and prepared by experts and written in Amharic.

Trainers	<ul style="list-style-type: none"> • The trainers are graduates in fields in which they teach and have acquired significant practical experience. • The trainers have also completed Trainer's Methodology (TM) and are COC certified. • There are 2 A-level trainers and 4-B level trainers and 7 C-level trainers.
Certifications offered	The centre provides training completion certification and facilitates the CoC certification for its graduates.
Per diem/ stipend for trainees and attrition rates	Per diem depends on sponsoring companies/organisations. The centre has a 5% of attrition rate (mainly due to the vulnerable economic situation of trainees).
Monitoring post-training	In addition to post-training interventions, the centre conducts a tracer study annually.
Labour market integration statistics	According to its representative, the centre has a 100% labour market integration rate.
Partnerships	
Beneficiary capacity	The centre has the capacity to enrol up to 1,000 beneficiaries per year.
Partnerships with the private sector	Currently the organization is working with 120 large manufacturing industries who are potential employers. The organization has strong linkages with garment factories as it supports them in their skill gap training demand.
Partnerships with labour market intermediation mechanisms	The centre has strong structural linkages with key market players and local governments who are directly responsible for job creation, skills development, and livelihood diversification.
Remarks	
Challenges expressed	<ul style="list-style-type: none"> • Inflation rate/ high price of training materials • Lack of access to land for expansion and diversification • Absence of minimum wage to guarantee decent jobs for graduates.
Contacts	
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2.2. POSSIBLE PARTNERSHIPS FOR THE REINTEGRATION OF RETURNEES THROUGH ENTREPRENEURSHIP AND ACCESS TO FINANCIAL SERVICES

Infosheet 21: Renew

Renew	
Country	Ethiopia
Region	In and around Addis Ababa
City	Addis Ababa
Type of Organization	
Type of organization	Renew is an impact investing firm with a management and consulting branch. It has been operating in Ethiopia for 10 years and has built one of the most active small and growing business investment firms in the country.
Type of support / services provided	<p>Renew has three operational capacities that are intertwined but serve different functions:</p> <ol style="list-style-type: none"> <u>1.</u> Investment practice: Renew works with a consortium of 175 angel investors, predominately based in the US. They manage investments on their behalf focused on impact investing in small and growing businesses. The portfolio of Renew includes technology, agriculture, transportation, etc. <u>2.</u> Training and capacity building of entrepreneurs; the type of trainings offered is quite diverse from one off courses to a 16-week course that is a mini-MBA program. <u>3.</u> Working with international governments and agencies and philanthropic organizations to conduct market analysis, landscape assessment in various countries based on what their interest and needs are. Renew works with USAID to understand the trucking and transportation operations in Ethiopia and how it can be improved, build linkages to support small holder farmers and business to have better markets as well help the humanitarian community move their goods more effectively and efficiently. The other project is working on behalf of the Refugee investment network, which is doing a landscape analysis to understand economic ecosystems in and around refugee IDP communities and how opportunities can be build out to expand business development and economic growth in those areas that can support both the refugee and host communities. <p>Renew is getting ready to launch a seven-year program called accelerating women's business growth, that is meant to be countrywide. Focusing on empowering female entrepreneurs throughout the country. Because of the geography, conflict, and opportunities economically throughout the country, Renew will still be heavily weighted in Addis Ababa but not opposed to working in other regions.</p>
Current / major funding	<p>USAID, Global affairs Canada, GIZ, World Bank, Refugee investment network and a variety of development partners.</p> <p>They have a network of 175 individuals and families that are investor clients for mobilize capital to invest in Ethiopia.</p>
Organization type and size / structure	<p>Renew has 40 employees most of whom are based in Ethiopia, a couple of employees based in Nigeria, Uganda, Rwanda, and Kenya. They have 4 staff based in the US and one based in India.</p> <p>Registered as LLC in the US and registered as a Plc in Ethiopia</p>

Profile of beneficiaries	Small and medium business entrepreneurs, sector agnostic and focused on gender equity. The business size range: USD 200,000 – 1 million
Total capacity (current and future)	Current portfolio is 12 companies, 15 investments have already been made but ramping up operations for this year and in the next 10 years Renew hopes to be in 20 countries. There is no growth halt on the horizon and in terms of the company's capacity.
Communication strategy for reaching beneficiaries	They have a dedicated team of investment managers who are on the ground out meeting with businesses and sourcing opportunities. Also, relies on word of mouth through incubators, development partners, entrepreneurs that have been through the training.
Details regarding organizational capacity to perform services	
Short term courses	Private equity one on one, valuation course, finance specific courses, women business lead course, youth leader courses, young entrepreneurs, 16-week mini-MBA. Partner with other organization to provide other specific trainings. With Agro Renew created courses that was specifically targeting women entrepreneurs in the agriculture sector.
	Beneficiaries are entrepreneurs
	Women reported feeling coming out of the course more confident in their management skills and in their ability to pitch their company to investors, confidence in valuing their company and negotiations for contracts. Business have gone to find other sources of funding, grow their businesses and be more successful in their general management capacity.
Certifications	To be eligible for investment in Renew people must go through the course. Every investment that has been made to date are in entrepreneurs that have gone through in the longer course. Even if Renew is unable to invest, anyone that has engaged in the course has been supported by connecting them with other investors that may potentially be interested.
Monitoring mechanism for beneficiary progress	They do follow ups to monitor increase employment, particularly looking at gender balance within employments, equity, etc. Robust follow-up with companies Renew invests in.
Partnerships	
Capacity to integrate returnees	<ul style="list-style-type: none"> • If returnees have an interest in being entrepreneurs, all courses are open. • Renew will not be able to invest in returnees who do not yet have established businesses. There could however be potential for connecting them with various internship program opportunities within the portfolio of the company. Renew has started discussing on how it can create more internship opportunities not only at Renew but also in the companies they invest in.
Existing partnerships / partners	<p>International: USAID, GIZ, Global affairs Canada, Refugee investment network</p> <p>Locally: works closely with the Investment commission, working with government partners on regulations to enhance entrepreneurial capacity, economic development, and growth.</p> <p>Networks of incubators and accelerators that will sometimes funnel businesses in their direction</p>

Perspectives / future partnership opportunities	Renew is an advocate of the blended finance model when it comes to investing so their strategy is that for every development dollar they receive, it is their goal is to leverage seven dollars in equity investments. They are interested in supporting initiatives focused on blended financing and impact investing to grow businesses and local economies.
Remarks	
Challenges expressed	<ul style="list-style-type: none"> • The biggest challenge is the regulatory environment, which is still very nascent. The government has long kept out a lot of private sector growth, most of the major companies are owned by the government. With the banking sector being closed off, it makes it difficult to get foreign currency into the country and even more difficult to repatriate investment, which makes investors weary. • There are other limitations and complications that come from the regulatory side. The forex challenges that come naturally with a closed of banking sector, import export challenges and how long it can take is very difficult for business to start and grow because they are so reliant on exports currently. • Renew's capacity to make quick investment has been much slower than anticipated over the ten years. There are also conflicts erupting, Covid-19 shutting down supply chains, instability regionally as well as domestically.
Contacts	
Focal point(s)	<p>Mariah Grubb</p> <p>Senior consultant - Renew's private sector development projects</p>
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Infosheet 22: Social Enterprise Ethiopia

Social Enterprise Ethiopia (SEE)	
Country	Ethiopia
Region	Addis Ababa
City	Addis Ababa
Type of Organization	
Type of organization	<p>Social Enterprise Ethiopia is a national body or association for social enterprises, established in 2018 as social enterprise membership association with the aim of building a strong social enterprise ecosystem in Ethiopia.</p> <p>Currently it has 93 members which are grouped as certified members:</p> <ul style="list-style-type: none"> • Social enterprises that have a written social or environmental mission. • Associate members, organization that have no/ without a social business model. • Individuals who have an interest of forming a social enterprise.
Type of support / services provided	<p>The mission of the organization is to support the existing social enterprises and create a conducive environment for building a social enterprise in Ethiopia.</p> <p>To do so, the organisation organised different events that construct a strong social ecosystem in Ethiopia:</p> <ul style="list-style-type: none"> • Marketing service for linking the idea owners with potential investors, providing capacity building and business development though short-term training, • Mentoring, and coaching and advocacy service in relation to uses of social enterprise for the general publics, private institutions, and governmental bodies • Promote awareness of social enterprise. <p>The organization creates a network for the beneficiaries with potential investors and social entrepreneurs found in Ethiopia and provides seed capital in money as well as in-kind.</p> <p>The trainings are mainly focused on financial management, marketing, sales, planning, reporting skill, ways of creating a business that balance social or environmental mission while seeking profit and life skill training.</p>
Current / major funding	US Embassy, Initiative Africa, Australia Embassy, British Council and Centre for International Initiatives.
Organization type and size / structure	<p>The strategy and long-term plans of the organization are made by its board of directors which is composed of seven active members appointed by the members of the association under their general assembly.</p> <p>The overall association management work is directed by the executive director who reports to the board. Under the executive director, are a project administrator and a finance officer.</p> <p>The organization has only three paid employees and the remaining activities are done by the members</p>

Profile of beneficiaries	<p>It is an inclusive program for membership however the existing members/beneficiaries of the service are educated, or professionals composed of 65% female.</p> <p>Youth who are interested to engage in the social enterprise can benefit from the support of the organization.</p> <p>The organization also work on capacity building and mentoring for all individual who have an interest on establishing a start-up business or upscaling their existing business.</p>
Total capacity (current and future)	<ul style="list-style-type: none"> • The association has the capacity of providing short term training, coaching, and mentoring service for 200 individuals per year for 3-month trainings. • If the training demand of the target group lies between 2 to 11 days, there is capacity of 300-450 individuals.
Communication strategy for reaching beneficiaries	<ul style="list-style-type: none"> • The association mostly uses a training call for partners as a communication strategy for reaching beneficiaries. • It uses social media (Facebook, Telegram), its website. • Sometimes, the association may offer its service, communicate its impact and advocacy service through organized events, seminars and conference and printed and non-printed media.
Details regarding organizational capacity to perform services	
Incubation lab	Individual and group Mentoring and coaching and Business and life skills training are the types of support proposed by the association
	Members of the association and all individuals who have an interest in establishing a social enterprise are potential beneficiaries
Microfinance	<ul style="list-style-type: none"> • Creating partnership with potential investors to inject their capital (buying a share), • Creating linkage with NGOs that provide seeding fund (revolving or non-revolving funds). • The association also grants ETB 30,000-50,000 to the best incubated business ideas. • The association is under discussion with Hibret Bank S.C on the availability of credit without collateral for the beneficiaries.
	Beneficiaries: Youth and women who have good business ideas
Short term courses	Financial management, social enterprise business plan development marketing, branding, desire thinking, organizational behaviour and life skill are the types of support provided.
	Profile of beneficiaries are youth and women that wants to establish social business enterprise.
Certifications	The association gives recognition for best ideas and training completion certifications for those that successfully complete the program
Monitoring mechanism for beneficiary progress	The association has no standardized tools for monitoring the progress of its beneficiaries. However, it tries to follow up through phone interview with beneficiaries at certain intervals, exchanging information on their progress and collecting feedback from partners.
Partnerships	

Capacity to integrate returnees into the program	<ul style="list-style-type: none"> • SEE has a capacity to integrate 200 to 300 returnees into its short-term program and 50 to 100 returnees in its incubation program. • The association's capacity to integrate returnees into its micro finance program is depending on the availability of fund and interest of potential investors to buy the business idea.
Existing partnerships / partners	British Council, European Union, Chamber of Commerce, Ethiopian Civil Society, Reach for Change, Savour restaurant, Liluyan manufacturing plc, Temisalet kitchen, I can Consulting, Tebita ambulance
Remarks	
Challenges expressed	<ul style="list-style-type: none"> • Access to finance to support beneficiaries, • Lack of marketing opportunities for incubated ideas; • Lack of policy support for social enterprise.
Contacts	
Focal point(s)	Adenew Melaku, Co-founder and Executive Director
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Infosheet 23: Vision Fund

Vision Fund	
Country	Ethiopia
Region	Amhara Region
City	Dessie, South Wello Zone
Type of Organization	
Type of organization	Vision Fund (VF) is a micro-financial institution. It was established by World Vision in the form of a micro finance share company.
Type of support / services provided	<ul style="list-style-type: none"> • The micro financial services are provided to members of the community identified as having minimum monthly income. • Accessing financial loans with a minimum interest rate. The financial loan services are of the following types: <ul style="list-style-type: none"> ○ Business loan, for clients or beneficiaries that come in groups. ○ To individuals, that can provide collaterals such as vehicles, Bajajs, Bicycles, and houses or any material that can be considered as an asset.
Current / major funding	The major funding source is the Ethiopia National Bank and Ethiopian Developed Bank with a small interest rate.
Organization type and size / structure	<ul style="list-style-type: none"> • VF has many branches countrywide. In the Amhara region, starting from Dessie town to Debre Birhan, the institute has 19 branches. i.e Ajibar, Kombolcha, Kemise, Ataye, Mehal Meda, Shewa Robit, Zembaro, and others until Debre Birhan town (North Showa). • VF has many employees and has been operational for 16 years in Dessie Town.
Profile of beneficiaries	Dessie town residents who meet the criteria set by the Ethiopian National Bank.
Communication strategy for reaching beneficiaries	Through customer services employees, communicating the loan services with members of the community either by approaching them individually or using social/communal gatherings, associations, and media.
Details regarding organizational capacity to perform services	
Microfinance	The economic conditions of the community have improved as a result of the loan services. Many big banks provide large loans, but the loan service VF provides ranges from small (ETB 5,000) to large amounts. It enables members of the community to borrow as per their capacity. This making the institute accessible.
Short term courses	VF provide customers with information on how to use the loan and the types of services they can access.
Monitoring mechanism for beneficiary progress	The customer service officers conduct monitoring activities following up on the client to see if the clients are using the loan money on their intended goal. They see their business undertaking and examine their business operations and performance. This is done because the clients might require a second or third round loan services. Therefore, the second round of loans are offered based on the result from the monitoring.
Partnerships	

<p>Capacity to integrate returnees</p>	<ul style="list-style-type: none"> • VF works with the government on the Women’s Development Programme (WDP). The loan services aim at improving/strengthening women’s businesses or enabling them to start businesses. This loan service is given on group basis. Women organized as entrepreneurs are given loans through VF. providing loan services for those women working at the local markets, called Gullet. • VF can provide loan services to returnees as long as they are residents of the Kebele, have legal Kebele identity card, and have formed a working group. • The institute has reputation for its capacity to provide loan services to beneficiaries without delay (provided that clients provide all required information/documentation)
<p>Existing partnerships / partners</p>	<ul style="list-style-type: none"> • Regarding returnees, VF works with kebeles, particularly with Women Trader’s Association, and Women Development Programmes (WDP) by WFP. WDP is a program in process. • VF works with water service institutions, providing loans for those unable to have access to clean water. • VF also work with civil service institutions, providing loans to service employees. An employee can be client if they bring a confirmation letter confirming that they are a civil servant.
<p>Perspectives / future partnership opportunities</p>	<p>VF is able to partner with the EU or its implementing partners as its mission is to provide loan service to the most in need and returnees fall under that category.</p>
<p>Remarks</p>	
<p>Challenges expressed</p>	<ul style="list-style-type: none"> • The recent conflict has been a challenge for the institution, to make the services accessible, transparent, clean, and fast. • Some government institutions at kebele level are bureaucratic. Some kebele officials are frequently absent which causes delays in loan provision.
<p>Contacts</p>	
<p>Focal point(s)</p>	<p>Name: Ato Abraham Ali Position in the structure: Vision Fund Micro-Finance Institute Branch Office Manager.</p>
<p>Contact</p>	<p>Phone number: +251 (965) 05 13 13</p>

Infosheet 24: Reach for Change

Reach for Change	
Country	Ethiopia
Region	Addis Ababa and Sidama region
City	Addis Ababa and Hawassa
Type of Organization	
Type of organization	<ul style="list-style-type: none"> Reach for change is an international non-profit organization founded in Sweden in 2010 with the aim of helping all children in the world to reach their potential. Reach for change Ethiopia is a co-founded social enterprise established in 2015 in Ethiopia to address the challenges and foster the growth of a social enterprise and to build a supportive ecosystem through advocacy and capacity building.
Type of support / services provided	<p>The organization has designed different programs for social entrepreneurs that are working towards attaining the 17 SDGs by fulfilling the needs of youth and children. To do so, the organisation has:</p> <ul style="list-style-type: none"> Capacity building trainings and coaching; Creation of business network; Access to funding for social entrepreneurs. <p>The organization has a standardised support program for entrepreneurship such as:</p> <ul style="list-style-type: none"> Boot camp for TVET and university students, youth and women entrepreneurship support program; Technical and financial support for best concepts in the innovation lab; Business readiness technical and financial support to start-up social enterprise businesses; Scaling up existing social enterprise businesses through technical and financial support; Ecosystem development program for social enterprise businesses. <p>Since 2015, the organisation has supported more than 102 social entrepreneurs through its programs, through a multiplier effect, reaching its impact of more than 70,500 Ethiopian children and youth.</p>
Current / major funding	IKEA Foundation, GIZ, World Bank and FUJCFSA. Its current budget for its operation in 2022 is USD 1.2 million and in the future, planning to scale up annual budget to approximately USD 5 million.
Organization type and size / structure	<ul style="list-style-type: none"> Reach for change is an international NGO working in different countries worldwide. Reach for change Ethiopia has 12 employees who are working to bring impacting change in Ethiopia. Under the management team, six full time technical experts work directly with entrepreneurs to develop curricula, run entrepreneurial trainings, and individually advise and work with later stage entrepreneurs on scaling tactics. To be able to train at scale, the organization partners with a continually expanding cohort of highly experienced trainers, business coaches and experts that train based on the organisation's curriculum/program design.

Profile of beneficiaries	<ul style="list-style-type: none"> • Entrepreneurs: includes individuals, SMEs, MSMEs, PLCs, cooperatives, etc. works to create jobs for youth, women economic empowerment, green economy and improve education • University and TVET students, out of school youth and or unemployed youth • Women entrepreneurs including saving group members, women engaged in petty trade, women led SMEs, PLCs, • Strat ups, cooperatives
Total capacity (current and future)	<ul style="list-style-type: none"> • In its capacity building training, it can enrol 360 individuals for two months. • In its innovation lab 30 individuals at a time which could take six months to develop, test, refine and validate the business concept and change to a minimal viable product, • In its business readiness, as it is a tailored program, 19 individuals at a time. • Incubation lab has a capacity of 19 individuals and the rapid scaling readiness program has the capacity to take 9 individuals at a time. <p>In general, the organisation can support 437 beneficiaries at a time. With the availability of funds, the organisation has the capacity to double its intake capacity.</p>
Details regarding organizational capacity to perform services	
Incubation lab	Needs-based technical and financial support to develop business concepts (group training, one on one coaching and mentorship and funding grant support).
	<p>Profile of beneficiaries:</p> <ul style="list-style-type: none"> • Youth (university, TVET and out of school youth) • Women (young and adult): women entrepreneurship development program • Strat up -innovation lab and business readiness program • Early growth: incubation • Growth stage: scaling readiness
	Able to create more than 230 social enterprises in Ethiopia that impact over 352,264 children and youth in job creation, poverty reduction, access to education, enhanced women economic empowerment, etc.
Microfinance	<ul style="list-style-type: none"> • Seed fund /grant for starts ups in innovation lab program (Small grant up to ETB 40,000 is given as support); • Grant in the form of award for those that go through the business readiness program (up to ETB 40,000); • Grant/ Revolving fund for early growth business (depending on the nature of the business (ETB 10,000 - 70,000); • Loan, equity for those at growth stage, both incubation and scaling readiness.
	Youth and women who are in the development phase are supported to test, refine their business concept and reaching the process of launching their business.
Short term courses	Entrepreneurship mindset, business readiness and other tailored training programs designed to fit the different stage of the social entrepreneurs' development are the type of support given for beneficiaries.
	Profile of beneficiaries: University and TVET Students, out of school youth and women & youth, potential entrepreneurs
Certifications	The organization provides certificates of achievement for the entrepreneurship training and recommendation letters for those that pass through the innovation lab, business readiness, incubation, and scaling readiness program.

<p>Monitoring mechanism for beneficiary progress</p>	<p>The Reach for Change program starts with a goal-setting workshop where it sets up strategy and indicators called Pathway of Change, together with the individual entrepreneurs. The Pathway of Change includes the entrepreneur's vision, social outcome indicator, output indicators, activities, and business development indicators. The entrepreneur is supported to report on the Pathway of Change through an internal format.</p> <p>The organization also measures its impact on the ventures in three ways:</p> <ul style="list-style-type: none"> ○ A recurring assessment of the social ventures' organizational capabilities. They have developed a tool (the Development Tracker) that assesses organizational capabilities within eight areas e.g., developing relevant business solutions, setting development targets and measuring results, leadership & team, financial sustainability, operational excellence, impact scaling communication and credibility ○ In-depth impact stories, enable a qualitative zoom in on the social venture's development within the various areas. The story describes the project's starting point, the development that took place and impact of support in that development. The primary purpose is to learn what in our programs works and what doesn't, but also to be able to communicate the impact achieved. This approach is built on the Most Significant Change technique. ○ Growth indicators. Each social venture is monitored through tracking six indicators: Revenues gained, Percentage of total revenues not from RfC, Number of beneficiaries (Number of people that benefited from the interventions, products, or services of the social ventures), Staff employed, Volunteers engaged, Geographical footprint
<p>Partnerships</p>	
<p>Capacity to integrate returnees into the program</p>	<ul style="list-style-type: none"> • Under the youth and women entrepreneurship training program, they have the capacity to provide training to 1,000-1,500 people • 200-300 people (starts up) can be supported in the innovation lab (the max number one cohort can have is 30 start-ups) • 50-100 people in its business readiness program (6-month program) • 20-50 people (SMEs) in its incubation program (6month to 1 year) • 15-25 people in its scaling readiness programs
<p>Existing partnerships / partners</p>	<p>Work with universities, NGOs, innovation and tech hubs and government bureaus: AA Bureau of Finance, AA Bureau of Job Creation, Enterprise and Industry Development, AA Bureau of Environmental Protection Authority, AA TVET, AASTU, Addis College, St Mary's University, Job Creation Commission, Entrepreneurship Development Center, Social Enterprise Ethiopia, British Council, Muday Charity Association, IKEA Foundation, KAVLI Trust, Kinnevik, etc.</p>
<p>Remarks</p>	
<p>Challenges expressed</p>	<p>Limited access to finance for supporting the beneficiaries as the attention of donors has shifted to humanitarian work in Ethiopia. Less attention is given by policy makers and other government bodies for social enterprise businesses, the incubated ideas are not being converted into business most of the time.</p>
<p>Contacts</p>	
<p>Focal point(s)</p>	<p>Lemlem Sinkineh; Deputy Country Manager</p>
<p>Contact</p>	<p>Phone No: +251-911-86-22-77 Email: lemlem.sinkineh@reachforchange.org</p>

Infosheet 25: Women in Self Employment (WISE)

Women in Self Employment (WISE)	
Country	Ethiopia
Region	Addis Ababa
City	Addis Ababa
Structure	
Type of organization	Women in Self Employment (WISE) is a local NGO registered as a charity organisation in 2009. The organization is working with low-income self-employed women and girls in their effort to achieve self-reliance and improved quality of life. Currently the organization has 130 employees.
Type of support provided	<ul style="list-style-type: none"> • WISE directly focuses on economic and social empowerment of women micro enterprise operators. • WISE gives economic and psychosocial support to its beneficiaries through: <ul style="list-style-type: none"> ○ Business skills; ○ Health education; ○ Leadership and management; ○ Life skills; ○ Financial education; ○ Literacy and numeracy; ○ Technical skills trainings programme by using participatory techniques of adult training and concept of asset-based community driven development. • The organisation also provides Consultancy services; Mentoring; and Coaching. • WISE organises community groups and gives capacity building training, training of trainers and offers business development services. • There are more than 90 saving and credit cooperative for sustainable economic empowerment. These cooperatives are good means for getting seed capital and loan for working capital and asset purchase for beneficiaries. • Generally, WISE focuses on the economic and social empowerment of women micro enterprise operators. Its interventions are equally appropriate for men and women farmers and other vulnerable groups likes people living with HIV, returnees, potential migrants etc.
Current / Main Funding	Global Affaires Canadian, CAFOD, SCIAF and Trocaire (CST), Mission Inclusion, UN women, CEFA, Fundacio Nous Cims (FNC), AYUDA EN ACCION FOUNDATION, KKS and BMZ are the major funding organizations. WISE has an annual budget of up to ETB 50 million
Activities	<ul style="list-style-type: none"> • Delivery of training on different business skills for trainers (TOT) and beneficiaries • Technical assistance to beneficiaries to initiate or expand their business (beneficiaries preferred lines of micro enterprises business) • Financial and non-financial support to beneficiaries to start their own business and become self-reliance • Organize competition and discussion forums among members • Increasing the number and capital of member's saving and credit cooperatives through its capacity building works
Psychosocial support	The organisation provides health care counselling and life skill coaching to its target groups.

Profile of Beneficiaries	Low-income women and girls, few men returnees, refugees, and weavers
Communication strategy for reaching beneficiaries	<ul style="list-style-type: none"> • Women, Children and Social Affairs office; • Women Associations; • Other stakeholders.
Details on services offered	
Training and Professional integration courses	<ul style="list-style-type: none"> • The organization gives professional integration courses called “Start and improve your business (SIYB)” using ILO training curriculum customised by WISE expertise. • It also gives Life skills training and employment readiness training.
Monitoring mechanism for beneficiary progress	<ul style="list-style-type: none"> • WISE has a continuous follow up in its coaching process, quarterly monitoring visits to member enterprises and their cooperative unions. • The organisation also conducts midterm and end term evaluations through its MEAL department.
Partnerships	
Existing Partnerships	<ul style="list-style-type: none"> • Action Aid Ethiopia: financial and technical assistance on the Training program; • Chadet: Training assistance program; • JRS: Training Assistance program.
Referral mechanisms in place	The organization has an MoU with Agar Ethiopia and Good Samaritan to send beneficiaries to get shelter service.
Perspectives / opportunities for future programming	<p>WISE has an ample exposure and speciality on capacity building programmes. As it has done in the past, it has the capacity to work with other organisations in reintegration. It also hopes its existing partnerships will continue. WISE has a good platforms and enough skilled staff (trainers and facilitators) to serve returnees on economic and social empowerment programs.</p> <ul style="list-style-type: none"> • Overall, WISE has supported approximately 50,000 women of which about 22,000 are organised in saving and credit cooperatives under one umbrella of the union. • Considering this, the organization has the capacity to help many beneficiaries based on the funding capacity. • Additionally, WISE has provided basic business skills, life skills and employment readiness trainings for returnees.
Remarks	
Challenges expressed by	Working on rehabilitating returnees and refugees is not as easy as working on domestic beneficiaries; it needs the collaboration of different actors. Therefore, the government’s engagement is fundamental. Without their cooperation the rehabilitation process for beneficiaries can get delayed.
Contacts	
Focal Point	<ul style="list-style-type: none"> • Name: Eyerusalem G/Selam • Training Department Head
Contact	<ul style="list-style-type: none"> • Email: meleket@wiseethiopia.org • Phone number: +251-911-11-96-79

2.3. POSSIBLE PARTNERSHIPS FOR THE REINTEGRATION OF RETURNEES WITH PRIVATE SECTOR ORGANISATIONS

Infosheet 26: Kifiya Financial Technology

Kifiya Financial Technology	
Country	Ethiopia
Region	Addis Ababa
City	Addis Ababa
Type of Organization	
Type of organization	Kifiya Financial Technology is a technology platform developing company. It created a product called ShegaMuya, an interactive digital marketplace that links Informal sector workers (Skilled and Semi-skilled laborers) with potential customers in a secured and trusted manner to create a digital career opportunity for its platform users.
Type of support / services provided	<ul style="list-style-type: none"> The platform has a service category of wellness and beauty, domestic help, repair and construction, education, and creative work Shegamuya, once it has registered the service providers, provides life skill training and business skills training, creates employment linkage and credit and loan facilities to introduce them to a bigger market. The company also provides insurance to safeguard service providers from income shock that comes due to unforeseen and forced circumstances. The service support of the company benefits both the service providers and the recruiting company by creating easy market linkage, right value (balance between cost of service and quality of service), no locational and time restriction, transparent cost, and pricing determination
Current / major funding	The organization currently uses its own capital, the capital injection plus 5% commission calculated from the total payment of each work after the service provider worked 5 to 10 jobs.
Organization type and size / structure	The company has four employees in total and plans to recruit more.
Profile of beneficiaries	The profile of beneficiaries varies from occupation to occupation. However, most of them are youth who are semi-skilled and skilled, employed (interested in part time work) and unemployed (interested in full time and part time works)
Total capacity (current and future)	Currently the company has 550 youth registered as service providers after taking the skill up training and 240 company as employers. In the future it plans to extend its accommodation as a service provider up to 10,000 individual and 500 company as employers.
Communication strategy for reaching beneficiaries	The company classifies its communication strategy as “below the line” and “above the line”. <ul style="list-style-type: none"> For the below the line marketing, it uses job fairs, training centres, schools, fliers and brochures and recommendation as a communication strategy for reaching beneficiaries. For the above the line marketing, it uses TV, radio, websites, social media, and activation.
Details regarding organizational capacity to perform services	
Incubation lab	Business and life skills training are the type of support given in its incubation lab.

	Skilled and semi-skilled youths are profile of beneficiaries
Microfinance	The company is in the process of establishing its own micro finance called “Digaf microfinance” to create an access to lean after seeing their saving and service performance. The company also gives income shock insurance. The company is under discussion with Oromia bank to create access for loan without collateral
Short term courses	The company provides up skilling training: quality customer service, financial management, time management, budget management, maintaining good customer relationship, personal hygiene, productivity, and way of using the platform.
	Profile of beneficiaries are all registered service providers.
Certifications	The company does not give any kind of certificate for the training it provides.
Monitoring mechanism for beneficiary progress	Once a beneficiary is registered as a service provider, the company assesses their technical skills, ability to manage jobs, ability to manage budget and time and ability to develop strong customer relations through its online platform. It also receives feedback from the user through its rating parameter and its revenue model.
Partnerships	
Capacity to integrate returnees	The company can integrate up to 650 skilled and semi-skilled returnees per year
Existing partnerships / partners	Job Creation Commission, Ministry of Women and Social affairs, different hospitals, different hotels, different construction companies
Remarks	
Challenges expressed	Short-cutting interest beneficiaries, lack of willingness to try the service by different companies, cancellation of orders both by the company and service providers.
Contacts	
Focal point(s)	Mahelet Buta; Sales Manager
Contact	+251-911-86-58-23 E-mail: maheletbuta@gmail.com

Infosheet 27: Taskmoby

Taskmoby	
Country	Ethiopia
Region	Addis Ababa
City	Addis Ababa
Type of Organization	
Type of organization	<ul style="list-style-type: none"> Taskmoby is a digital platform connecting users with service professionals (service providers) such as cleaners, plumbers, electricians, and many more by leveraging Android applications, USSD and an active call centre (8191). Eziti Information Service PLC launched the Taskmoby digital platform in 2018. Taskmoby generates revenue from connecting service providers with customers.

Type of support / services provided	<p>Under its Training support section, the organization provides:</p> <ul style="list-style-type: none"> • Soft Skill Training; • Technical Skills Training; • Digital Skills; • Certified Training support in household service. <p>In its services support section:</p> <ul style="list-style-type: none"> • Access to financial guarantee through Enat Bank (currently only available in Addis); • Access to jobs through Taskmoby technology-enabled platform • Facilitation of access to tools; • Career advising
Current / major funding	<ul style="list-style-type: none"> • MS4G funding project: leverage the Taskmoby digital platform to place 2,000 youth in jobs. • Liway, Enat Bank and Taskmoby financial guarantor project: to provide finance guarantees to job seekers to make sure they have easier access to jobs and increased incomes in accordance with the criteria provided in scope of work. • Taskmoby uses its own capital for its operational activities
Organization type and size / structure	<p>It is a private company. Under the managing director, there are Taskmoby lead managers (production managers, Operational Managers, Admin and Finance managers and Marketing managers) who are responsible for managing the operational task of their respective departments.</p> <p>Currently, the organization has a total of 21 employees</p>
Profile of beneficiaries	<p>The company recruits unskilled, semi-skilled and skilled individuals who have an interest to upskill and be linked to the labour market as either permanent or par time employees. Considering this, there is a wide range of beneficiaries ranging from uneducated, 10th/12th grade complete, TVET graduates, diploma, and degree holders.</p>
Total capacity (current and future)	<p>So far, the company has trained over 4,000 beneficiaries and is in the process of launching a new training program targeting to train 3,000 service providers within the next six months.</p> <p>Through its scalable and efficient training program, the company has the capacity to train approximately 10,000 service providers. Depending on the training modules used, the capacity may increase or decrease slightly.</p> <p>Training programs are currently operational in Addis Ababa and have recently been expanded into Adama, Awassa and Bahar Dar.</p>
Communication strategy for reaching beneficiaries	<p>The company has two main sources of trainees, either through outbound or inbound channels.</p> <ul style="list-style-type: none"> • Outbound: includes activities where it receives contacts from various partners, and it reaches out to the candidates to inform them about the opportunities. • Partners include: TVETs, Colleges, Bureau of Labour and Social Affairs, Center of Competency and NGOs. • Inbound: which includes activities that promote opportunities. Where service providers reach out directly to the company, participation at job fairs, utilizing target communications and advertising tools such as Facebook to target relevant trainees.

Details regarding organizational capacity to perform services

Incubation lab	<ul style="list-style-type: none"> • Soft skills training on self-esteem, self-control, leadership, decision making, customer handling, personal saving, communication. • Technical skills training (housekeeping, plumbing, plastering) • Training on digital skills (basic computer skills and on how to use the organisation app)
	Beneficiaries: Youth and women (unskilled, semi-skilled or skilled)
Microfinance	Beneficiaries save a certain amount of money as guarantee for their jobs, with the collaboration of Enat Bank
	Results: Linkage of approximately 78% of the domestic workers to different jobs
Short term courses	<ul style="list-style-type: none"> • Soft skills Training • Technical Skills Training (plumbing, cleaning, disinfection, sales, digital marketing, and Entrepreneurship) • Training for Digital Skills
	Beneficiaries: Youth and women (unskilled, semi-skilled or skilled)
	<p>Most TVET graduates do not have the desired level of market-demanded skills particularly in new modern solutions.</p> <p>For example, Taskmoby has partnered up with major bathroom retail brands and is enabling upskilling of plumbers and thereafter creating job opportunities for the plumbers through its platform.</p>
Certifications	Certifications are provided for qualified candidates based on their performance.
Monitoring mechanism for beneficiary progress	<p>They are in the process of developing an interface for job matching, tracking and reporting within system within Taskmoby Dashboard and they will also monitor the below-mentioned activities dedicated to this project with this interface:</p> <ul style="list-style-type: none"> • Data Collection: Name Mobile ID Documents Gender Age Training Status & Attendance No. of Jobs Completed Total Amount of Earnings Generated Service Provider Rating by the Customer - Number of individuals trained, separated by Age Gender & Category of Training. • Number of individuals employed, disaggregated by gender (at least 50% female) - Jobs How long are these jobs How much are they earning in these jobs - Separated by Age Gender Job Sector. - Average percent change in earnings • They will be collecting data on the past 6-month average earnings of these beneficiaries with no training and compare it with the earnings generated during the project after the training has been given. This will help them to track the percentage change in earnings before and after training these individuals.
Partnerships	

<p>Capacity to integrate returnees</p>	<ul style="list-style-type: none"> • Taskmoby has the capacity to integrate returnees into the program. • One of the profiles that Taskmoby is working on actively is absorbing the returns of domestic workers from the Middle East into the Taskmoby platform and connecting them with customers who are seeking these services. • Cleaning services market size is USD 165 million in Ethiopia. 78% of middle-income households claimed difficulty in finding qualified home service providers. Most jobs and previous projects from Taskmoby are in the cleaning sector. Given the 800 service providers placed in 2022, Taskmoby has a portfolio of clients which can absorb 1,000+ service providers in apartments/condominiums/villas larger cleaning projects.
<p>Existing partnerships / partners</p>	<ul style="list-style-type: none"> • Enat Bank: Provides financial guarantee for service providers on Taskmoby platform. Second phase into pilot project with the objective of creating a scalable product to solve one of the biggest bottlenecks for employment. This Project is in partnership with LIWAY and Mercy Corps. • DSTV: One of the largest client and partner, in which Taskmoby is managing the field sales teams. Taskmoby has currently trained and employed 200 service providers, with the objective to scale this to 600 by the end of 2022. • Jaquar: Globally recognized and one of the largest providers of innovative and modern bathroom fittings in Ethiopia. Works with Taskmoby on skills training on their portfolio of highly demanded products, and Taskmoby plumbers are providing installation service for Jaquar products. • Google: Taskmoby, through its parent company Africa 118, is working with Google to provide various training. Additionally, Taskmoby supports Google on its mapping activities in Ethiopia – with massive agent employment opportunities. • Africa 118: One of the largest digital agencies in East Africa – provides digital marketing training and it is determinedly working on enabling African SMEs to leverage online presence to drive revenue through simple and affordable solutions.
<p>Remarks</p>	
<p>Challenges expressed</p>	<p>Low digital literacy of beneficiaries</p>
<p>Contacts</p>	
<p>Focal point(s)</p>	<p>Selam G/Yohannes; Operation Manager</p>
<p>Contact</p>	<ul style="list-style-type: none"> • +251-936-73-21-83 • sgebreyohannes@africa118.com

Infosheet 28: Kombolcha Textile and Garment Factory

Kombolcha Textile and Garment Factory	
Country	Ethiopia
Region	Amhara
City & District	Kombolcha
Structure	
Size of the company	<ul style="list-style-type: none"> • A private company under Nigat Corporate PLC. Four years ago, it was administered by the government. • The factory works both in the local (as import substitution provider) and international economy (export). • The company has more than 1,430 employees.
Sector of activity	Textile manufacturing
Type of existing jobs	<p>The company has both highly qualified (Master's degree), medium qualified, and low qualified workers.</p> <ul style="list-style-type: none"> • Most technicians and mechanics come from TVET colleges. • Those who have an MA or BSc in engineering, electrical, textile, and management, work at managerial level.
Recruitment strategies in the local labor market	<ul style="list-style-type: none"> • By posting calls for application on different notice boards in Dessie and Kombolcha. Sometimes, they use newspapers if the vacancy requires high level professionals. • There are recruitment agencies that provide them with employees. • Sometimes they accept employees from institutions such as Tesfa Drgit (Hope organization), that send TVET trainees with good reputation. After giving them a one-month practical training, they hire them. • The company communicates with universities and TVET institution centres that can send recruits.
HR needs / challenges	<ul style="list-style-type: none"> • Sometimes they come across people with the necessary documents and hire them, but they lack competencies and practical skills. In this case they are forced to give them additional training which in turn incurs more costs for the organization. • The company thinks it would be good for trainings to be more practice and skill oriented, while most institutes currently focus too much on theory. • Sometimes the machinery used to train students and the machinery used in companies are different, which causes complications.
Capacity	For now, the company is in a good position and has enough resource, machinery, and staff. In the future, they are planning to work more on the garment sector (ex: military uniforms).
Partnerships	

Willingness to partner with EU programs (return migrants)	<ul style="list-style-type: none"> • The company has been approached by IOM. It participated in the trainings and workshops they provided. The company is always ready to work with them. • The company can use its capacity to integrate returnees into institution as much as possible. • If their age is between 18 and 25, they can be engaged in the garment sector. Based on the employment standard of the company, they can be hired after they pass the necessary evaluation and examination.
Capacity / interest in professional training	<ul style="list-style-type: none"> • They have the capacity and interest to provide apprenticeship / internship positions for returnees. However, they cannot say for sure how many returnees they could welcome. • The institution has the capacity and interest to establish partnerships with professional training centres and is already doing so. • However, they are not able to offer internship allowances.
Remarks	
Challenges expressed	<ul style="list-style-type: none"> • Current conflict situation is a threat to company activities • The second challenge is COVID-19 related. Impacting company export, the lockdown impacted the economy even if they ended up using other alternatives. There is currency shortage of quality raw materials.
Contacts	
Focal point(s)	Name: <u>Mr. Asefa Yimer</u> Position within the structure: <u>HR & Administrative Manager</u>
Contact	Phone number: <u>+251 (925) 79 79 79</u>

Infosheet 29: Kombolcha Steel Products Industry PLC (KOSPI)

Kombolcha Steel Products Industry PLC (KOSPI)	
Country	Ethiopia
Region	Amhara
City & District	Kombolcha town
Structure	
Size of the company	<ul style="list-style-type: none"> • KOSPI is a private company established in May 1996. • It is a member of the MIDROC Ethiopia Technology Group Companies that is engaged in the manufacturing and selling of different types of metal and engineered products in Ethiopia. • The company has the necessary facilities to produce and supply most types of engineered products at the Addis Ababa and Kombolcha plants. The Akaki plant has 25,000 sqm land area consisting of factory buildings, office buildings, hot dip-galvanizing plant, welding shop, etc. The land area of Kombolcha plant is 60,000 sqm with ample space inside and outside of the factory building for fabrication work. • The company has 117 permanent employees at the Kombolcha plant.
Sector of activity	<p>The company produces three types of products: tin, wire and other engineering materials. They import raw materials from overseas as inputs. The company provides private and public wholesalers steel products.</p> <p>Most of the company's product are manufactured for domestic consumption. They provide steel products for private and public customers. For example, the Ethiopian national defence forces are the main customer.</p>
Type of existing jobs	<ul style="list-style-type: none"> • The company's product manufacturing units has high qualified and low qualified workers. These are MSc and BSc holding workers and workers having diploma or level-based certificates. • Work like welding and drilling can be undertaken by level 1 to level 3 based workers. However, MSc and BSc holding engineers are required to undertake sophisticated tasks. • The company also provides apprenticeship to various stakeholders. They have an MoU with Wello University but also offer these services to other universities and colleges like Debre Berhane and Mizan Tapei. These structures send letters requesting them to provide apprenticeship services in the electrical and mechanical engineering and IT for their students. They get the services based on quota assigned by the management for the university-industry integration program. However, priority is given to Wollo University. In doing so, they have been getting benefits such as problem identification and solutions from students and students have been getting the benefits of accessing and using various instruments and equipments of the company. • The company provides apprenticeship services to private and public TVET colleges who provide level-based trainings. They have given Hope Enterprise apprenticeship services. They also work with polytechnic TVETs in Northeast Amhara region, particularly with Kombolcha and Woyzero Siheen. On the other hand, they have been beneficiaries of training services provided by these TVET Colleges. 15 workers received such a training when they started the engineering work of the company. As a result, they were able to do good welding work. The company's relationship with these TVET colleges is reciprocal; they provide apprenticeship services for their trainees and the TVETs provide training services for the company's workers when requested.

Recruitment strategies in the local labour market	<ul style="list-style-type: none"> The company has established a network with various universities in Ethiopia like Wollo, Debrebrhan and Mizan Tapei and other recruiting firms and public employment agencies to exchange job creation experience. The company adopted a formal recruitment strategy using Ethiojobs and other social media outlets such as the MIDROC Investment group's web page. Highly skilled workers are hired at the national level through formal electronic and printed media (Reporter and other known weekly magazines). Low to medium skilled workers are recruited and hired from the local market, with no specific communication strategy (level-based graduates from TVET colleges usually come directly to them).
HR needs / challenges	They have not faced any challenges regarding human resources needs. There has never been a shortage of employees from the market; rather the labour market provides abundant workforce from which they can identify, select, and hire as per their standard requirements.
Partnerships	
Willingness to partner with EU programs	The main office of MIDROC Investment group plays a leading role in handling partnerships with stakeholders such as IOM or the EU and regarding emerging national problems such as the returnee situation. The company, being an extension of the investment group, works in close consultation with the main office. Thus, it can play a role in the reintegration of returnees.
Capacity to integrate returnees	They have not worked with returnees yet. The company has the capacity to integrate returnees as long as they have the required educational background, experiences, and skill sets that the available work in the company requires.
Capacity / interest in professional training	<p>The company has strong relationships with Kombolcha TVET Polytechnic college, Dessie Woyzero Siheen Polytechnic college, Wollo University, Hope enterprise, and the Industrial Park at Kombolcha.</p> <p>Beza Posterity and Kelem Ethiopia are local NGOs that usually come to them requesting sponsorships. Hope enterprise has a partnership with them where the company provides their trainees apprenticeship services. CIFA ONLUS also has a partnership with KOSPI Company in its STEM project.</p> <p>Universities and Colleges that send their trainees for internship and apprenticeship programs cover the costs. KOSPI covers financial costs of professional trainings that are provided by other institutions for its workers. It also provides financial support for its workers who wants to upgrade their education.</p>
Remarks	
Challenges expressed	The company's first challenge is the lack of raw materials. Secondly, the recent conflict caused the closure of the company for more than two months. However, now the company has now returned to its earlier operational capacity.
Contacts	
Focal point	Name: <u>Abraham Fentahun</u> Position within the structure: Acting Plant Manager of KOSPI company, Kombolcha town
Contact	Email: kospiet@ethionet.et Website: midroc-ethiotechgroup.com Tel: +251-33-551 0285/251-33-551 0800

Infosheet 30: African Mosaïque

African Mosaïque	
Country	Ethiopia
Region	Oromia and Addis Ababa
City & District	Legetafo and Addis Ababa
Structure	
Size of the company	45 staff, SME
Sector of activity	Garment manufacturing. They also do promotion work, like the Africa Mosaïque fashion festival, pop ups, Shema ball.
Type of existing jobs	Manufacturing (machine operators, cutters, quality control): TVET Level 2 training
Recruitment strategies in the local labour market	<ul style="list-style-type: none"> • Word of mouth, • Through the design schools, • Misrach, a vocational training NGO that trains handicapped students, sends recruits that represent 10-15% of the staff
Total capacity (current and future)	They can take up to 300 employees that work on machines and up to 1,000 'basic workers'
Communication strategy	Design schools; Ethio Jobs; Their fashion magazine; Their coffee shop.
Partnerships	
Existing partnerships	UNIDO approached them when they were starting a creative hub. Because of their fashion incubator, they were invited to Ice Addis by UNIDO to partner and they have been doing that for one year. Their role is to be part of the selection process, to put together trainings, organize events.
Capacity to integrate returnees	They have the physical space and capacity to reintegrate returnees into their workforce if they have the necessary qualifications. They are willing to cater to the different type of support required to employ returnees, such as PSS. However, because the factory is in Legtafo the returnees would need to be within the proximity of the area.
Capacity / interest in professional training	<ul style="list-style-type: none"> • The company indicated interest in collaborating with training institutes; they are already doing so with Baherdar university. • Their focus now is on training young designers to start their label and linking them with craft artisans.
Remarks	
Challenges expressed	<ul style="list-style-type: none"> • High turnover of employees. • Access to raw materials, trimmings; and maintenance of machinery. • They started an e-commerce platform, and they are the first fashion company that export from Ethiopia. They are selling in dollars, but don't always have access to the dollars when they want to buy raw materials.
Contacts	
Focal point	Anna Getaneh, Founder
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	Phone number: 0911200596

2.4. POSSIBLE PARTNERSHIPS FOR THE REINTEGRATION OF VULNERABLE RETURNEES

Infosheet 31: Ethiopian Catholic Church Social Development Commission

Ethiopian Catholic Church Social Development Commission	
Country	Ethiopia
Region	Addis Ababa
City	Addis Ababa
Locations served	Addis Ababa, Oromia SNNPR, Tigray, Amhara, Somalia, Harari
Structure	
Type of organization	<ul style="list-style-type: none"> Local NGO, established in 1965 and registered by the Ethiopian government in 2000. It mainly works with local economically destitute communities, returnees and migrants from ERRIN member states and provides tailored reintegration assistance from pre-return to post arrival and reintegration.
Current / Main Funding	<ul style="list-style-type: none"> Conference of Italian catholic church diocese; European border and coast guard agency (FRONTEX); Doctors without borders (MSF)
Organization structure	The organization currently has 130 employees
Type of support provided	<ul style="list-style-type: none"> Shelter service (4 days to 3 months) for returnees in Addis Ababa and Meki Psycho-social support and life skills training, counselling Airport pick up & assistance service Post departure service for migrants Support for vocational training and job placement Business start-up through its seed capital support
Profile of Beneficiaries	<ul style="list-style-type: none"> All returnees and migrants except for unaccompanied minors Applicants for international protection in the middle of a procedure, asylum seekers who have been rejected, immigrants who have never applied for international protection, migrants who want to leave but have financial problems
Total capacity (current and future)	150 migrants and returnees
Communication strategy for reaching beneficiaries	<ul style="list-style-type: none"> Referrals from IOM or ERRIN Referrals or communications held with the national NGOs network Requests coming through Ministry of Women and Social Affairs, Ministry of Health Through the organization's website, social media and affiliated organization Through the Ethiopian Catholic Church
Details on services offered	
Identification, emergency management of beneficiaries and referrals	<ul style="list-style-type: none"> The organization receives an email (detail information of beneficiaries with their arrival time and date) either from IOM or ERRIN and the organization will provide airport pick up, temporary housing and interest-based reintegration support. Referrals coming from the Government and the national NGO network, through official letter, get the service based on its availability. Referrals coming from the Ethiopian Catholic Church, through either formal letter or internal memo, stating the types of service that the beneficiaries will get from the organization. All the

	above support needed by the beneficiaries are identified by the referee organisation.
Training and professional integration courses	The organization uses formal letters to send its beneficiaries to TVET training centres (like Ethiopia Catholic Church Women Promotion Centres, Dom Bosco TVET college).
Monitoring mechanism for beneficiary progress	Through discussions with beneficiaries, social workers, and periodic visits to partner colleges and shelters, as well as telephone inquiries on the beneficiaries' status.
Partnerships	
Existing Partnerships	<ul style="list-style-type: none"> • European Union - holistic integration assistance for returnees and migrants • National NGO network - sharing of shelters and other resources • Dom Bosco TVET college – providing technical and vocational training for beneficiaries • Ethiopian Catholic Church Women Promotion Centre - providing vocational skill training for beneficiaries • Ministry of Health - medical and psych social support for victims • Ministry of Labour and Skill - technical assistance on job creation
Capacity to integrate returnees	Currently the organization has enough resource due to a smaller number of beneficiaries in its shelter. It has the capacity to serve about 160 returnees per year.
Remarks	
Challenges expressed	<ul style="list-style-type: none"> • High expectations from beneficiaries • Long delays for providing assistance in the shelter, not being able to address large number of returnees. • Effect of Covid-19, global economic pressure.
Other comments and lessons learnt	It would be good to work on the capacity building of government employees who have direct or indirect involvement in reintegration projects.
Contacts	
Focal Point	<ul style="list-style-type: none"> • Name: Messay Mario • Position within the structure: ECC- SDCO Migration national officer
Contact	• Email: mesaymario@gmail.com
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Infosheet 32: PROJECT-E

PROJECT-E	
Country	Ethiopia
Region	Addis Ababa
City	Addis Ababa
Structure	
Type of organization	<ul style="list-style-type: none"> PROJECT-E is a German NGO established in 2007. In Ethiopia, it was officially registered as a “foreign charity” in April 2013 with the main objective of providing access to vocational training as a tool to fight poverty. It received an accreditation from the Federal TVET Agency in 2016 to train young women from destitute social backgrounds in Addis Ababa Currently the organization has 18 permanent employees.
Type of support provided	<ul style="list-style-type: none"> The organization has its own TVET institute and provides full and half scholarships for destitute women and returnees. The major types of service offered are TVET training, accommodation, medical, food service, uniforms and clothes, stationery and hygiene materials, pocket money and psychosocial support.
Current / Main Funding	Austrian Development Agency; Lufthansa Foundation
Organization structure	<ul style="list-style-type: none"> The Management Board oversees and coordinate the institute’s international and local activities. The institute has an international team divided into departments such as fundraising, finance, public relations, talent management, and others. The Country Representative then acts as a liaison between the international team, which includes the management board, and the Ethiopian team. It also has work units such as academics, social work, finance, and human resources.
Activities	<ul style="list-style-type: none"> Currently the organization provides educational, economic, and psychosocial support for 20 level and 20 short term training program beneficiaries. It is also working on starting food preparation short term training program for destitute women, returnees, and single mums. Additionally, the organization plans to work on IGAs to increase sustainability and work to strengthen its partnerships with NGOs, private and government organization.
Psychosocial support	Life skills training, individual and group guidance, and counselling
Profile of Beneficiaries	Young women from destitute economic background and no means to further continue their education due to financial and socio-economic constraints.
Total capacity (current and future)	The organization, in its boarding school has the capacity of 100 individuals annually in its short- and long-term trainings. In the future it will have the capacity to take more than 200 individuals annually in its short- and long-term trainings.
Communication strategy for reaching beneficiaries	<ul style="list-style-type: none"> Through existing beneficiaries, monthly meetings, class representatives, focal persons of the organization (social worker and academic coordinator), and notice boards.

	<ul style="list-style-type: none"> The project communicates with potential beneficiaries through the Ministry of Women and Social Affairs and signatories, with the collaboration of sub cities and woredas. In addition, the organization makes use of its websites, social media, and flyers.
Details on services offered	
Training and professional integration courses	<p>In long term (Level one and two)</p> <ul style="list-style-type: none"> Food & Beverage service, Level-I, Food & Beverage service, Level-II <p>In short term</p> <ul style="list-style-type: none"> Housekeeping and laundry service Food Preparation Programme to be started by the end of this year. <p>Personal savings and money management, flower arrangement and decoration, stitching, first aid, reproductive health, and personal hygiene are also taught as part of the trainings.</p>
Eligibility requirements for training courses	<p>For Long Term Trainings:</p> <ul style="list-style-type: none"> Women who are economically disadvantaged; 18-25 years of age; Residents of Addis Ababa; Completed grade 12 and meet cutting point set by the TVET Agency on the year of application; Interested in receiving training and working in the hospitality industry. <p>For the short-term Trainings:</p> <ul style="list-style-type: none"> Women who are economically disadvantaged; 18-35 years of age; Resident of Addis Ababa; Able to read and write Amharic; Interested to work in the hospitality industry.
Monitoring mechanism for beneficiary progress	The day-to-day progress of the beneficiaries are monitored through gate and class attendance, summative and formative assessments given by trainers and behavioural pyramid used by the academic office and social work.
Partnerships	
Existing Partnerships	<ul style="list-style-type: none"> More than 40 different local and international hotels- for cooperative and employment opportunities Enat Bank: providing personal money management and saving Training Wubanchi Project: Referral of beneficiaries to the project and seasonal consultation on future programmes Marie Stops Ethiopia: providing support to trainees on reproductive health, STDs, and personal hygiene
Capacity to integrate returnees	The project has the capacity to integrate approximately 100 individuals in its short-term program per year
Remarks	
Challenges expressed	<ul style="list-style-type: none"> Not enough beneficiaries from Addis Ababa Women and Social Affairs office Covid impact on the hospitality sector which challenged the project in its work of employability and cooperative training.
Contacts	
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Infosheet 33: Kembatti Mentti Gezzima-Toppe (KMG)

Kembatti Mentti Gezzima-Toppe (KMG)	
Country	Ethiopia
Region	Addis Ababa, SNNPR, Sidama, Oromia (Operational Areas)
City	Addis Ababa (Head Office)
Locations served	Addis Ababa, Kembata Tembaro, Wolaita, Gedio, Zones of SNNPR, Sidama and Oromia Regions
Structure	
Type of organization	<ul style="list-style-type: none"> • KMG is a Local NGO established in 1997 by Dr. Bogalech to alleviate poverty and support marginalized community of the Kembata people in Ethiopia. • Currently the organization has 40 staff members.
Type of support provided	<p>KMG is focused on poverty stricken marginalised communities. Its target groups are women, girls, youths, and children. The sector intervention include education, health, livelihoods, emergency response, migration programming, job creation.</p> <p>KMG's Sectoral interventions in relation to migration include:</p> <ul style="list-style-type: none"> • Training on business skills and business leadership; • Seed money and legal aid support; • Support value chain intervention of beneficiaries (e.g., organizing marketplaces to display the products of cooperatives and self-help groups); • Awareness-raising community initiatives on the adverse effects of migration and the use of self-employment; • Building the capacity of government partners like the Zonal Cooperative Office to organize and consolidate Women Cooperative societies and self-help groups of women, girls, and marginalized groups to prevent them from migrating; <p>KMG is also implementing the Ethiopian Social Accountability Program (ESAP) in three Zones of SNNPR including in Kembata Tembaro Zone, Wolaita, and Gedio.</p>
Current / Main Funding	<ul style="list-style-type: none"> • FNC Spain - Women economic empowerment project • Rotary Germany - SRH project including safe motherhood & family planning • Aktion Regen, Switzerland - Funding Family Planning project • Plan International (Canada) - Funding the Women Voice and Leadership Project. It also funds the women empowerment project in Sidama Region. Since year 2013 • The organization has wone the King Bidwan (Belgium) Award and it has been getting funding from the award since 2008 to implement various projects. • The organization also gets funds from individual donors based in USA since the establishment of the organization the founders were from USA. • European Union, UN Women and UNFPA were funding various projects related to its women empowerment projects.
Organization structure	<ul style="list-style-type: none"> • The KMG board gives strategic guidance to the executive director. • Under the executive director, there are resource mobilization and communication unit, capacity building & innovation department, program department, M&E and learning unit, Finance and Admin service who are responsible for the planning, leading, and controlling the strategic and operational functions of their departments.

	<ul style="list-style-type: none"> Under the programs department, there are different program areas for coordination and follow up of activities performed by woreda teams and social service units which are highly engaged with beneficiaries.
Activities	<ul style="list-style-type: none"> Women economic empowerment, training on business skills, business leadership, business plan preparation and market promotion. Delivery of support in materials needed to run a business, awareness raising on the adverse effect of migration and the use of self-employment, conducting community dialogues, regular review meetings and providing premises to discuss common concerns and reach to solutions. Building the capacity of government partners like Zonal Cooperative Office to organize and consolidate Women Cooperative societies and self-help groups of women, girls, and marginalized groups to keep themselves in the country. The organization helps setting up IGAs such as bakery, tailoring and knitting, cafeteria service, distribution of in-house water filtering mechanism to promote safe drinking water, meeting hall rental service, training centre rental service, office building rental service, organizing wedding service, off-farm activities (bee keeping, oxen fattening, dairy and horticulture activities), KMG also delivers training on gender rights and builds community awareness on maternal health, sexual rights, women health, gender-based violence, children rights, use of contraceptives, etc. It lobbies and advocates for the right of women and women leadership, promotion of internship and support for girls to engage in employment, implementing social accountability in 11 Woredas of Wolaitita, Gedio, & KTZ of SNNPR (it involves over 100 health institutions, several agriculture sites, and other public services).
Psychosocial support	<ul style="list-style-type: none"> The organisation has a separate social service department and its own hospital. It works on psychosocial support through group counselling, individual counselling, and awareness raising programs as part of its referral system
Profile of Beneficiaries	<ul style="list-style-type: none"> Women including girls with no means of production (land, start-up capital, support mechanisms, etc.); Women including girls prone to unsafe migration due to economic reasons; Women who are deportees or returnees from different countries; Men/adolescent boys and girls who are from marginalised group of the society; Women and girls who are victim of gender-based violence; Unemployed youth with no means of support.
Total capacity (current and future)	<ul style="list-style-type: none"> KMG budget is ETB 15 million annually on various multi-sector projects. It has three mega standalone premises that serve as guest houses, training centres, libraries, community conversation centres cultural sites, youth centres, farm and business wings to economically empower community association of different forms (self-help groups, cooperatives, etc). The organization has also a full-fledged maternal and child hospital to serve over 10,000 community dwellers. It has employees in over 10 disciplines including health generalist, Psychology, Economics, Social Work, Business Management, Development Studies, and Financial Expertise at graduate level. It has over 45 contracted staff members. The organization aims to diversify its portfolio towards Amhara region, the new Southwest region and more woredas in Oromia and the South.

Communication strategy for reaching beneficiaries & potential beneficiaries	<ul style="list-style-type: none"> • KMG websites, print materials like posters, brochures, banners, monthly publications, promotional materials like T-shirts, public speeches and social medias. • Promotional partnership with multilateral organisation like Africa Child Voice to contribute evidence, thinking and calls for action. • Community and state-owned media like radio and TV stations, campaigning at community forums and schools' youth clubs.
Details on services offered	
Identification, emergency management of beneficiaries and referrals	<ul style="list-style-type: none"> • SNNPR is one of the main areas of return (voluntary and forced) from South Africa and Gulf countries. KMG Ethiopia, through its Addis Ababa office, works in partnership with other organisations as well as government institutions to map out and identify potential beneficiaries starting from their arrival at the airport. To formalise this process, KMG initiated discussions with IOM, EDRMC, RRS and other stakeholders to anticipate the caseload of returnees. • The organization works closely with women self-help / solidarity groups, (KMG has established over 200 self-help associations) identify emergencies and potential beneficiaries at the village level. They are reporting emergency medical cases to public health facilities and KMG offices, when necessary. • The organization also uses community watch groups at village level to identify gender-based violence including harmful traditional practices like FGM and report these to customary institutions and law enforcers. • KMG medical hospital supports victims of abduction, violence, rape, and may refer cases to higher graded care providers.
Training and Professional integration courses	<p>The following are the main types of trainings / sensitization activities offered to beneficiaries:</p> <ul style="list-style-type: none"> • Women economic empowerment (business leadership, business plan development, market promotion); • Awareness raising on the risks of irregular migration; • Women's rights; • Maternal and child health care and family planning services; reproductive health rights;
Eligibility requirements for training courses	<ul style="list-style-type: none"> • Being a member of the targeted community; • Household experiencing food insecurity (e.g., food gap of 3 months or more per year); • Individuals having lost assets/ household; • Individuals lacking family support; • Victims of gender-based violence; • Returnees; • Deportees.
Partnerships	
Existing Partnerships	<ul style="list-style-type: none"> • KMG has developed partnerships with various government offices at woreda, zonal, regional, and federal levels such as Women Affairs, Legal Bureaus, Job Creation, financial institutions, trade unions, etc. • It partners with private companies for job placement. • It also developed partnerships with NGOs and academic institutions such as Wachamo university.

<p>Referral mechanisms</p>	<ul style="list-style-type: none"> • Different types of referral mechanisms are being activated in coordination with self-help / support groups, based on the type of support needed: <ul style="list-style-type: none"> ○ Medical cases are referred to KMG and/ or public hospitals or health centres ○ Cases of individuals in need of shelter are discussed with EDRMC and (among others); ○ Individuals in need of food / nutrition support can be referred to the Safety Net office and WFP programs; ○ Education needs (childhood learning, adult learning, livelihood, and vocational skills trainings) are referred to KMG office; • The organization has a direct emergency line contact; • Government and private organizations know of the services provided by KMG and refer the beneficiaries to the organization • KMG works closely with government organizations such as Women and Social Affairs, Skills and employment Affaires and inform them / refer them cases of violence / abuses. • MoUs are in place with IOM, local NGOs and government institutions.
<p>Perspectives for future programming</p>	<ul style="list-style-type: none"> • KMG plans to strengthen its network of partnerships with donors and UN agencies. • KMG plans to mobilize resources from the private sector as well as religious Institutions (fundraising).
<p>Capacity to integrate returnees into the program</p>	<ul style="list-style-type: none"> • KMG has adequate and experienced staff supporting and training returnees. • KMG has various training facilities including training rooms, meeting halls, dormitories to provide full-fledged capacity building support for beneficiaries.
<p>Beneficiary capacity</p>	<p>KMG has a capacity to enrol up to 200 returnees every 5-6 months.</p>
<p>Remarks</p>	
<p>Challenges expressed</p>	<p>Limited funding opportunities is an obstacle for the organization to provide integrated assistance.</p>
<p>Contacts</p>	
<p>Focal Point</p>	<ul style="list-style-type: none"> • Deribe Abera • Program Expert for Social services
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Infosheet 34: Freedom Fund

Freedom Fund	
Country	Ethiopia
Region	Addis Ababa, Amhara
Structure	
Type of organization	International NGO (work in 10 countries), with over 80 employees
Type of support provided	<p>In Ethiopia, the Freedom Fund is investing in local groups in Addis Ababa and in the Amhara region to support women and girls who are most likely to migrate to the Middle East for domestic work.</p> <ul style="list-style-type: none"> • Creates alternative livelihood options amongst women and girls who are most likely to migrate, as well as returnees. • Generates improved understanding and practice of safer migration amongst source communities. • Engages and influences systems to better promote safer migration and respond to migrant worker needs.
Current / Main Funding	<ul style="list-style-type: none"> • Individuals and foundations. • They are also funded from the United Kingdom Home Office, United States Department of State, British Asian Trust, Children's Investment Fund Foundation, The Dolby Family, Dorothea Haus Ross Foundation, Laudes Foundation, Lisa Wolverton, The Millby Foundation, The Moondance Foundation, UBS Optimus Foundation and The ELMA Relief Foundation
Activities	<ul style="list-style-type: none"> • Promotion of a safer migration, which includes a project entitled to reduce the prevalence of domestic servitude in the Middle East • "Ethiopia Bete", which focuses on repatriating Ethiopian returnees from the Middle East and sustainably reintegrating returnees. • Reducing the prevalence of domestic servitude of children, which is focused on improving the living and working conditions of child domestic workers in Ethiopia (2 different projects). • Reception of returnees at the airport. There is a team that conduct outreach to those that do not have any families to receive them. For those that come from Lebanon, they communicate with the consulate there.
Psychosocial support	<ul style="list-style-type: none"> • Through the essential services for survivors' system, shelter services are currently provided by partners Agar and BPDO in Addis Ababa. Under the PEMS program, they provide rehabilitation and reintegration support and assistance for vulnerable returnees. • Agar has developed strong SOPs for identification, assessment, referral for specialist services, psychiatric and psychosocial support, skills training, and reintegration.
Profile of Beneficiaries	Women who had been working in Lebanon, domestic workers, and returnees in general.
Total capacity (current and future)	The current capacity is to have 200 returnees at a time in the shelter. If their resource is increased, they can increase to 400 returnees. For example, they expended from a shelter that only had the capacity to receive 80 returnees to 200 returnees.
Details on services offered	
Identification, emergency management of	<ul style="list-style-type: none"> • They have a screening tool. They have a referral system with the Ethiopian civil aviation, if there is someone that needs to return or if someone is on their way, they call to inform them as there may not be a staff member always on the ground and they pick them up.

beneficiaries and referrals	<ul style="list-style-type: none"> There are nurses on sight and if the beneficiaries are in the shelter there is a 24-hour service.
Training and professional integration courses	<ul style="list-style-type: none"> Vocational and life skills training includes life skills like literacy and numeracy, small business entrepreneurship, animal husbandry, garment manufacturing and food preparation, amongst others. In addition to the shelter, partners CIFA, PADet, Hiwot, EDA, and CVM work through official Vocational Training Centres with returnees and potential migrants to improve their competencies and employment options. These classes are also a sensitisation opportunity to discuss safer migration, communication, decision making and related topics.
Eligibility requirements for trainings	Being able to read and write. However, everything is based on the length of the training and there are also criteria set by the Government/TVET centres.
Monitoring mechanism	There is a six month follow up period. During the reintegration period, a monthly monitoring takes place over the phone, in person and in group.
Partnerships	
Referral mechanisms in place	<ul style="list-style-type: none"> They have referral mechanisms in place from federal to kebele level for when they receive a returnee in Addis that is going to a remote woreda. Additionally, if there are PSS needs beyond the capacity of FF, they have a referral system with Emmanuel hospital and another private hospital.
Perspectives / partnership opportunities for future programming	They are aware the EU does a lot of work around reintegration. FF has placed themselves uniquely in this space, they have tested models for reintegration that work. They have the expertise and the capacity to work with the EU, and they have already developed partnership from federal to kebele level around intervention, making it more efficient for the next phase of programming. They have also had a meeting with the EU to explore potential partnerships and they look forward to future opportunities.
Capacity to integrate returnees	<p>FF is already helping returnees. They have the capacity, local presence, and a tested model for reintegration. The number of beneficiaries they can take in depends on the funding and project scope.</p> <p>When it comes to the shelter capacity, they are interested in scaling up and they can increase from 200 to 400.</p>
Remarks	
Challenges expressed	There is a real struggle with resources and balancing the demand (especially considering recent mass deportations from KSA) is always an issue.
Other comments and lessons learnt	<ul style="list-style-type: none"> Reintegration is shallow, in the Ethiopian context. There might be different factors contributing to that, for instance, the country is receiving a lot of people every day. So, bringing them, rehabilitating them, reintegrating them is a huge and expensive task. When FF started the Ethiopia Bete project, it wanted to influence reintegration modalities in the country. So, it first targeted 350 returnees to reintegrate, to test and improve its model. This worked well, and FF is now happy to share and expand that model. Decisions about reintegration should be made by returnees themselves. If they are not capable of making decisions because of mental health or social issues, then other returnees could somehow support. Interesting to consider organisations such as <i>Casma</i>, recently established by returnees.
Contacts	
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Infosheet 35: Facilitator for Change

Facilitator for Change	
Country	Ethiopia
Region	Oromia, Amhara
City	Jimma Zone
Structure	
Type of organization	Local NGO
Type of support provided	<ul style="list-style-type: none"> • Childcare, reunification work. • PSS, life skills training • TVET.
Current / Main Funding	IOM, KNH and KFW
Organization structure	The head office is in Addis Ababa, but they have project offices in Oromia and Amhara region.
Activities	IOM JI project has been extended and it is active
Psychosocial support	<ul style="list-style-type: none"> • PSS • Life skills training • Counselling
Profile of Beneficiaries	Returnees, farmers, vulnerable school students, street kids and the community
Total capacity (current and future)	Project-based. For instance, under a project with KFW, FC trained and reintegrated 100 students this year and the same is planned for next year.
Communication strategy for reaching beneficiaries	<ul style="list-style-type: none"> • They use community facilitators (focal person in the area through the support of the government and information is passed through them). • They use community leaders and religious leaders
Details on services offered	
Identification, emergency management of beneficiaries and referrals	<ul style="list-style-type: none"> • The staff is well integrated within the community, they know the culture and the people very well. Therefore, in case of emergency they can communicate with their beneficiaries directly. • For instance, during COVID-19 an emergency plan was implemented, with protection materials being produced on sight, and they were able to accommodate and feed the street children. • Additionally, they get information quickly, there is a person at each location and if the situation is beyond the regional office, they communicate with the head office.
Training and professional integration courses	Short term trainings in business skills, entrepreneurship, marketing last for 3 days and the other short-term trainings that last up to 5 months include: Hairdressing, Tailoring, Woodwork and Embroidery
Eligibility requirements for training courses	This is based on the standard set by the government and the beneficiary profile based on the project.
Partnerships	
Existing Partnerships	EU-IOM Joint initiative

Referral mechanisms in place	They connect the returnees with Eder (for funeral), Dado (farmers' association), Rege (for prosperity and funerals in more rural areas), which are traditional community associations. These associations provide psychosocial support when required but these traditional platforms are slowly fading.
Perspectives / partnership opportunities for future programming	<ul style="list-style-type: none"> • FC has experience working with donors and international organisations as an implementing partner. • They have experience in reintegration and a close relationship with the community most impacted by irregular migration and return, as well as building trust amongst the community. • They also have the basic resource to work on reintegration projects including a training centre.
Capacity to serve returnees into the program	<ul style="list-style-type: none"> • They are already working with returnees through the IOM JI project as an implementing partner. Under the EU-IOM JI they worked with 150 beneficiaries (90 returnees, the rest being vulnerable groups) from Sigo, Gera, Omonanda and Dedo woreda. • FC provided them with clothes, health care, psycho-social support in coordination with the psychiatric department of Jimma University. Sends them back to school, contact their families, similar to the work that they do with the street children.
Beneficiary capacity	According to FC, they have the capacity to help up to 500 returnees at a time, but it always depends on the project cycle, size and funding.
Remarks	
Challenges expressed	<ul style="list-style-type: none"> • When a project phases out the staff working on the project also move and the local partners do not have the obligation to do the follow up, which threatens sustainability. For example, if a returnee lost their crops due to flooding, they have often no other option but to look into remigrating. • The political situation has been challenging, as have high inflation rates.
Other comments and lessons learnt	<ul style="list-style-type: none"> • Working on the community is important when it comes to migration and creating awareness on the risks of irregular migration. As well as managing the community's expectation when a returnee comes back into the community. FC has done this and have been successful. • Having recreational activities for the returnees is very important, this allows the returnees to relax and connect with their community.
Contacts	
Focal Point	Abdu-Karim Aba-Gero, Project Coordinator
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Infosheet 36: Hope Enterprises

Hope Enterprises	
Country	Ethiopia
Region	Amhara
City	Dessie town
Locations served	Dessie, Gambella, Addis Ababa, Assosa, Hawasa, Herara, and Loga.
Structure	
Type of organization	<ul style="list-style-type: none"> • Hope Enterprises or Tesfa is a local NGO established in 1971 in Ethiopia. • The head office is in Addis Ababa and the organisation has 7 sub-branches within the country. • Hope Enterprises' Dessie branch is the second one in terms of age and size. It has been operating for 28 years and it has 73 employees.
Type of support provided	<ul style="list-style-type: none"> • Hope Enterprises has its own kindergarten, primary school, secondary school, and technical and vocational college. • Hope Enterprises provides different support services to students, including free meals. It also covers the cost of stationery, uniforms, and medical expenses. The children are taught within the organization at daytime; and they go to their home after school. • The organization provides psychosocial support to children who live there. They have competent and certified psychologists and social workers who provide the necessary services to the beneficiaries.
Organization structure	<ul style="list-style-type: none"> • Hope Enterprises has its own university, Hope University College, which serves as a source of funding. They have different programs, including business, natural science, and architecture. It also has more than five post graduate programs. When the university was established, it was with the aim of supporting students from all subbranches of the organization to the university. However, nowadays it has become difficult to cover all the costs of students in Addis. It provides some scholarships for some students. • Hope University College provides education and training to all interested individuals.
Psychosocial support	<ul style="list-style-type: none"> • Hope Enterprises provides psychosocial support for children with the help of social workers and psychologists. They provide <u>individual</u> (specifically for those who have family related problems, social problems, or economic problems) and <u>group</u> counselling for children. • When necessary, they also provide counselling services to the parents. • Psychosocial support is provided to children from five-years-old to graduate students.
Profile of Beneficiaries	<ul style="list-style-type: none"> • The support is provided based on the economic status of the children. • They provide support to children who come from poor economic backgrounds. • They accept 50 children for kindergarten in a year. Selecting the poorest and those with the lowest socio-economic background.

Current funding	<ul style="list-style-type: none"> Funding sources are not reliable currently. The organisation has devised different strategies to sustain the activities of the organization. In addition to the charity activities, in the coming year it is going to open one private college at this campus for fee paying students. The aim is to enrol between 400 to 500 students. In addition to the income from opening the college, the organisation is looking to get income from the rent of the hall, guest house, and offices for external bodies that need the services.
Details on services offered	
Eligibility requirements	<p>The children are selected based on age, health status, and economic status. The procedure for the selection of children may take more than two months.</p> <ul style="list-style-type: none"> When selecting the beneficiary children, it communicates with relevant Kebele and Sub-City women and children's office experts. If it has planned to provide services for 50 children, it provides the quotas for the city administration. The city's women and children's office divide the quotas based on their population. The sub city selects reserve beneficiaries and sends them to the organization. After that, the organisations selection team performs house-to-house visits of beneficiaries, during which they try to verify the status of the beneficiaries by checking the condition of the house, whether they have water and electric service, whether the beneficiaries have a mother or father, and verifying the monthly income of the parents. The selection team collects and organise the data and checks and verifies whether the children qualify for the services provided by the organization. The organisation does not accept any beneficiaries brought directly by the government without verification.
Monitoring mechanism for beneficiary progress	<ul style="list-style-type: none"> The organisation follows donors' monitoring and evaluation guidelines. Evaluation is done both by the government and by the donor organization.
Partnerships	
Existing Partnerships	<p>There are many organizations that work in partnership with Hope.</p> <ul style="list-style-type: none"> Signatory government offices such as the bureau of Economy and Finance, Women and Children, Work and Learning, Labour and Social affairs, and Education. They work in partnership with these organisations from the selection of beneficiaries to the follow up stage. Primarily, they work with the Education office since the work is predominantly education oriented. The Education office provides them with a certificate of recognition based on standards of the organization. The certificate is needed to open the kindergarten, which is awarded by the education bureau. The teaching and learning process is also monitored by the Education office to determine whether they are in line with the academic calendar, whether the curriculum is in line with the government policy and to monitor the academic status of the staff of the college. Hope has partnerships with providers of cooperative training found in Kombelcha and Dessie cities. The cooperative training providers are organizations ranging from micro and small-scale enterprises to large factories. For instance, it has a strong partnership with Kombelcha industrial park and the textile industry. If the textile industry needs metalworkers and electricity professionals, most of the time, they will hire the colleges graduates directly. They are considered better in quality, competency, and discipline than other government and private technical and vocational training providers. The

	<p>representatives of the industrial park come to their office and provide orientation for the graduates, and they hire them.</p> <ul style="list-style-type: none"> • Graduates have also been hired by Waliya Korcki factory, KOSPI metal factory, and Amhara metal factory. In Dessie, Mekonen Lake metalworks, Dessie spring, Dessie Nail factory, and others.
Perspectives / partnership opportunities for future programming	They have the capacity to partner with the EU. Hope Enterprises are known for providing quality trainings. They can also create linkages with the labour market for wage employment using their existing partnerships or through forming new ones through their relevant networks.
Capacity to serve returnees into the program	The main target of Hope Enterprises is to provide skilled-based training. The organization has no problem accepting returnees. They indicated that they could enrol more than 1,000 trainees if there is opportunity for funding.
Remarks	
Challenges expressed	<ul style="list-style-type: none"> • The organization faces budgetary constraints. • Market inflation makes it difficult for them to provide breakfast and lunch meals for 750 children at this campus.
Contacts	
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Infosheet 37: Kelem Ethiopia

Kelem Ethiopia	
Country	Ethiopia
Region	Addis Ababa, Afar, Amhara
City	Kombolcha, South Wollo Zone
Structure	
Type of organization	<ul style="list-style-type: none"> Kelem Ethiopia is a local NGO. The Kelem head office is found in Addis Ababa. It has sub-offices in Afar and Amhara regions. The Northeast Ethiopia sub-office in Kombolcha mainly administers the institutions activities/projects executed in Amhara region. In Afar region, the organization has offices at Semera and Gewane. Overall, it has over 150 employees.
Type of support provided	<ul style="list-style-type: none"> It has been mostly working projects aiming at reducing irregular migration. The organisation has undertaken various activities in this regard, in partnership with the Amhara region government. The services provided to potential migrants and returnees are free vocational and soft skills trainings that enables them to enter the market as a workforce or entrepreneur Their project covers around 10 woredas from South and North Wollo Zones and Oromia special Zone. The project focused on three sectors: <ul style="list-style-type: none"> At the community level, about 30 Kebeles were selected from the 10 Woredas; 3 Kebeles approximately from each Woreda. Awareness raising sessions were held in these Kebeles using volunteer community educators chosen by the community. 10 anti-irregular migration clubs were established in 10 selected schools and have been reaching students through these clubs to meet its awareness raising goal. Out of schools, in alliance with various government sectors, the organisation provides support for 200 potentially vulnerable returnees. Here, these 200 youths are selected by the woredas. First, they are organized as self-help groups and later they are changed into enterprises and the organisation has been supporting these enterprises. They also have a project related to agriculture, complementary with the other irregular migration reduction projects. They run a project that provides support to IDPs in both Amhara and Afar regions.
Current / Main Funding	<p>The main donor for Kelem Ethiopia is BMZ.</p> <ul style="list-style-type: none"> Through a land fund of 5,000 sqm from Kombolcha Town administration the organisation has completed the construction of a school. The school is designed to be a training centre that targets youth that are at risk of irregular migration from Kombolcha Town. At the time of data collection, Kelem were about to select the beneficiary children and youths from Kombolcha Town for the school. Currently the training service is given freely, and it gives attention to irregular migration. The centre was planning to start service within the coming two or three weeks [after mid-August] from the time of data collection.

	<ul style="list-style-type: none"> Kelem Ethiopia has got another project from BMZ, focused on providing beneficiaries skill based and short-term trainings that will enable them to join the labour market.
Psychosocial support	The organisation has officers that provide consultation to youth at risk of irregular migration. However, the organisation has not yet worked on PSS widely.
Profile of Beneficiaries	<ul style="list-style-type: none"> Students that have completed up to grade 8 and cannot continue their education and unable join private or public TVET due to financial/economic problems. These groups are potentially vulnerable to irregular migration. Those at risk of irregular migration and returnees. Youths, 50% female and 50 % male.
Communication strategy for reaching beneficiaries	<ul style="list-style-type: none"> Radio (Fana) Through public institutions and offices such as the Children and Women Affairs office, and Works and Trainings office.
Details on services offered	
Identification of beneficiaries and referrals	Kelem workers select beneficiaries in close consultation and cooperation with the woredas Children and Women Affairs extension workers at kebele levels.
Training and professional integration courses	<ul style="list-style-type: none"> The organisation provides trainings of trainers in collaboration with Wollo university. They also provide vocational trainings: <ul style="list-style-type: none"> Gypsum work, Electrical work, Maintenance of fridges and other maintenance. They recruit/hire trainers from public and private TVET colleges on a part time basis. They also approach private institutions for the cooperative training
Monitoring mechanism for beneficiary progress	<ul style="list-style-type: none"> The beneficiaries of the project are organised in groups. Kelem provides ETB 100,000 to each group; the total amount of the grant is ETB 2 million. They have placed officers to conduct monitoring activities of these 20 groups. Most of the time, the monitoring is conducted quarterly.
Partnerships	
Existing Partnerships (by type of activity)	<ul style="list-style-type: none"> The organisation's partnership regarding returnees and potential vulnerable migrants' is with FDRE TVET Polytechnic Kombolcha Satellite campus. <ul style="list-style-type: none"> The partnership is based on skills development and job creation. Kelem has also signed partnerships with various government sectors for various activities. Besides government organisations they work with IOM, Wollo university and TVET colleges.
Perspectives for future programming	They are already working with international donors. They are also working within the interest area of the EUTF addressing returnees and the prevention of irregular migration.

<p>Capacity to integrate returnees</p>	<ul style="list-style-type: none"> • The past three years have enabled the organisation to gain experience regarding job creation for returnees. The organisation has been assisting returnees to enter the labour market through forming their own associations. • If the organisation gets the opportunity to get additional funding, they have a full capacity to serve more returnees by incorporating them into existing programmes.
<p>Beneficiary capacity (how many can they serve?)</p>	<ul style="list-style-type: none"> • They provide training services across eight departments. • The short-term training takes up 45 days to complete but it can be extended to three months. • If they accept 40 trainees in a class, implement a two-shift schedule, and made all 8 departments accessible, they can provide training services to approximately 480 students. • At a minimum, Kelem can provide short term vocational and soft skills training to 480 returnees within 45 days.
<p>Remarks</p>	
<p>Challenges expressed</p>	<p>One major challenge is whether they are going to get skilled and full-time professional trainers. Because until now they have been getting trainers from other TVET colleges on a part time basis.</p>
<p>Contacts</p>	
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Infosheet 38: Development Expertise Centre

Development Expertise Centre	
Country	Ethiopia
Region	Amhara, Afar, Oromia, Benishangul Gumuz, Gambella, Tigray and Addis Ababa City Administrations
City	Addis Ababa
Locations served	Amhara (South Wollo, North Wollo, Kemise, North Shewa, Waghimra, North and South Gonder, West Gojam), Oromia (East and West Wollaga Zones, Jimma, Buno Bedelle, West, South West and East Shew Zones), Afar (all the five Zones), Benishangul Gumuz (Asosa), Gamballa (Gambella/Itang), Tigray (Central, South Eastern and North West)
Structure	
Type of organization	<ul style="list-style-type: none"> Development Expertise Centre (DEC) is a Local Civil Society Organization established in 2007 with the objective of contributing towards the national development efforts through integrated, decentralized, and sustainable program interventions. The organization has more than 80 employees.
Type of support provided	Provision of technical skills, entrepreneurship skills and psychosocial support
Funding	Save the Children, Geneva Global, UKaid, USAID, EU, ICCO, Amplify Change, Wilde Ganzen Foundation, UNHCR, the David and Lucile Packard Foundation, UNICEF, etc. Its annual budget is USD 5 million.
Activities	<p>DEC is currently implementing five programmes:</p> <ul style="list-style-type: none"> <u>Skills and Entrepreneurships Programme Development</u>: This program links the unemployed with skills, jobs and diversified economic opportunities. The aim of this program is to support the development of market relevant technical skills and entrepreneurship skills that improves livelihoods of economically poor and socially disadvantaged youth and women to diversify their income opportunities through a diversified value chain development. To fulfil its aim, DEC deploys people centred, multi-stakeholder approaches, thereby building partnerships and capacity through facilitation, innovation, and technical assistance, as well as alliances building and networking for knowledge, learning and advocacy. <u>Advocacy and Lobbying</u>: <ul style="list-style-type: none"> Systems Advocacy: - refers to initiatives or approaches or actions undertaken in the context of community or society for the purpose of influencing programs, actions or practices that benefit particular members of the society such as women and children. Policy Advocacy: - strategies, actions, tactics, or initiatives toward changing and/or development of laws, policies, or systems for social well-being; It is a strategy to affect policy change or action. Citizen Advocacy: - partnerships with and supporting of people who, due to their vulnerabilities (because of disability, old age or mental health difficulties), are not able to exercise or defend their rights as citizens. <u>Gender and Life Skills Programme Development</u>: The main goal of this program is to empower the adolescent and youth on SRHR to fight against the different forms of HTPs and GBVs. The organization follows a three

	<p>modality approaches in equipping the adolescent and youth with life skills and SRHR.</p> <ul style="list-style-type: none"> • <u>Humanitarian and Emergency Response Program</u>: <ul style="list-style-type: none"> ○ Targets IDPs, returnees, refugees, and host communities ○ Provides emergency shelter and core relief items, dignity kits, cash-based interventions, camp coordination activities, durable solutions including livelihood improvement, education in emergency. • <u>Child Development Programme</u>: responds to access to quality education at preparatory, primary, and secondary school level.
Psychosocial support	<ul style="list-style-type: none"> • Group support in class • Individual MHPSS for children with trauma or family issues.
Profile of Beneficiaries	The organization mainly works with children, women, girls, and youth including refugees, returnees, affected populations and host communities.
Communication strategy for reaching beneficiaries	<ul style="list-style-type: none"> • The organisation has a project office in the intervention areas where the project office will closely work with and support the communities. • Based on the nature of the project, the organization mobilizes community volunteers to work with and support the beneficiaries regularly. Suggestions boxes are installed to collect beneficiaries' views and improve the service DEC provides to the communities.
Details on services offered	
Identification, emergency management of beneficiaries and referrals	<ul style="list-style-type: none"> • The organization has worked with migrants, potential migrants, and returnees by implementing a project called 'SINCE' with the fund from EU through the Italian Embassy. • It has learnt how to identify, target, equip with employable skills and where to refer for durable solutions from the implementations of SINCE Amhara lot 2. • DEC is also working with Ethiopian IDPs in Amhara, Tigray and Afar people displaced due to the conflict between the Federal government and TPLF.
Eligibility requirements for training courses	DEC will validate the training contents and manuals by the concerned stakeholders like TVET, College of Teachers Education and universities who are mandated to validate the training contents and materials.
Monitoring mechanism for beneficiary progress	<ul style="list-style-type: none"> • DEC has a decentralized Planning, Monitoring and Evaluation approach where day-to-day activities will be closely monitored at field level. • They use context specific monitoring tools and checklists. • Various stakeholders are involved in the project implementation, joint supportive supervisions and on-site visits that comprise of teachers, students, parents, religious leaders, government stakeholders can be organized quarterly. Reflections and action plans from the quarterly supportive supervisions are integrated into the implementation plan.
Partnerships	
Existing Partnerships	<ul style="list-style-type: none"> • USAID's Integrated Youth Activity (IYA)/Kefeta: AmrefHealth Africa is a prime partner and DEC is one of the Co-applicants and implementing partner of IYA/Kefeta in four regional States. The project focus on youth including potential migrants, returnees and IDPs. • UNHCR's ES/NFI/CCCM: This is funded by UNHCR on humanitarian responses for the IDPs in Amhara, Tigray and Afar. The project focuses on emergency shelter constructions and provisions, emergency shelter and NFI distributions and CCCM

	<p>activities. DEC is working on livelihoods improvement for the IDPs in west and East wolloga Zone of Oromia National regional states.</p> <ul style="list-style-type: none"> • Education Can Not Wait (ECW): This project is funded by ECW under the coordination of UNICEF and access children with education in emergency for the affected children in West and East Wollaga Zones. • KNH's Fit for Better Life: This is an integrated project that addresses Education, Livelihoods improvements and disaster reduction and management practices of the Afar pastoralist community.
Referral mechanisms in place	<ul style="list-style-type: none"> • DEC has been working with various stakeholders like one stop service centres, health facilities, SMEs, MFIs, Women and Social affairs, law enforcement bodies and others based on the referral linkages needed to be made. • The referral linkages are identified and utilized based on the types of the support needed to be provided for the target beneficiaries.
Perspectives / opportunities for future programming	<ul style="list-style-type: none"> • DEC has built working relationships with various donors and is to be considered as a strong potential partner for future interventions. DEC has also built experience of working with different types of vulnerable beneficiaries. • DEC has the capacity and willingness to be engaged in future EU programming.
Remarks	
Challenges expressed	<ul style="list-style-type: none"> • Frequent change of project focal points from government stakeholders. • Shortage of resources to address the comprehensive needs of beneficiaries.
Other comments and lessons learnt	<p>Working on diversified programmes including development (livelihoods, education, agriculture, skills development, employment, gender) and humanitarian responses with various donors has been a good institutional capacity development for the organization. It also builds the capacity to work successfully with different target groups (refugees, returnees, host communities, children, youth and women, persons with disabilities).</p>
Contacts	
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Infosheet 39: Timret Lehiwot

Timret Lehiwot	
Country	Ethiopia
Region	Addis Ababa, SNNPR & Amhara
City	Addis Ababa, coordination office
Structure	
Type of organization	<ul style="list-style-type: none"> • Timret Lehiwot Ethiopia is an Ethiopian Charity Organization engaged in development programs since 2004, with the mission of supporting marginalised and hard to reach citizens by providing economic, environmental and PSS services. In its 18 years of experience, the organisation has worked on: <ul style="list-style-type: none"> ○ Environmental protection; ○ Migration management; ○ Water and sanitation hygiene; ○ Women empowerment; ○ Reproductive health and HIV/AIDS; ○ Art and culture; ○ Socially responsible business development; ○ Localising rotary; ○ Youth socio-economic empowerment. • The organization performed activities within the above thematic areas in Addis Ababa, Amhara and SNNPR regions, however, due to lack of funding, currently its activities are restricted to Addis Ababa city Administration. • Timiret Lehiwot Ethiopia has 64 employees
Type of support provided	<p>The following are some of the supports that the organisation gives for its beneficiaries and stockholders:</p> <ul style="list-style-type: none"> • Peer education training on literacy and numeracy; • Vocational training in hand and machine embroidery; sewing and pottery fields; • Financial support to start their own business; Seeding capital with collaboration of donors and micro finance for start-up businesses; • Market linkage, job placement and branding of products; • Facilitate service exchange forums among organizations; • Capacity building training for school clubs; • PHIV associations and health extension workers; • Hygiene and sanitation promotions; • Life skill training.
Current / Main Funding	<ul style="list-style-type: none"> • Action against hunger- for toilet/wash program • GIZ- for the better migration management program • Cafod, Sciaf and Trocarire (CST Joint office)- for the women and youth socioeconomic Empowerment program • CARE Ethiopia- for youth climate initiative program • DKT Ethiopia- for wise up (HIV Presentation program)

<p>Activities</p>	<ul style="list-style-type: none"> • WISE UP, a nationwide HIV prevention program targeting sex workers, their clients, and the most at-risk populations. • RASWA, bring radical social and economic transformation and empowerment among underprivileged women and girls including potential migrants and returnees by enabling access & control over diversified income. • SHEGA CRAFTS, Shega Crafts is a registered business at the social enterprise wing of Timret Lehiwot, designed to assure the quality of handcrafts in Ethiopia, focuses on empowering local artisans, especially women and vulnerable groups. • NIQU, comprehensive response to improve migration management and to address the trafficking of migrants from Ethiopia. • SEW ALE, focuses on construction of individual mobile toilets, reparation of severely damaged school toilets and installation of incinerators for sanitary napkins disposal besides of its awareness creation. • AFRI YOUTH HUBS, designed to build the youth's knowledge and leadership skills, grow their network, and provide them with new platforms and perspectives through its active citizen's training programme. • ZARE, designing and running a youth hub model in combination with health, education, and environment interventions to address vulnerable youths. • SMASHED, educational program dedicated to breaking the culture of underage drinking and reducing alcohol-related harm amongst the youth. • SETI NATI, an empowerment and vocational training project that aim to develop new skills for women migrants and returnees. • GUARO, helping poor households and women grow food for their families and for market by providing them with land, resources, and demonstrations of a variety of growing method.
<p>Psychosocial support</p>	<ul style="list-style-type: none"> • The organisation has its own health officer and social worker; it gives psychosocial support at the initial stage or entry phase through counselling and guidance service. • It also has weekly group therapy sessions during its group coffee ceremony with the coordination of the social workers. • For the serious cases, the beneficiaries will get additional support through referral mechanisms.
<p>Profile of Beneficiaries</p>	<p>The organization's beneficiaries have a diverse profile. The target groups of the organization are:</p> <ul style="list-style-type: none"> • Female sex workers; • HIV Positive women; • Economically destitute women and men; • Youth with limited economic advantages; • Marginalized groups of the community; • Returnees; • Potential migrants; • People with disabilities; • Health extension workers; • Students and teachers;
<p>Total capacity (current and future)</p>	<p>Currently, due to lack of funding, the organization is helping less than 1,000 beneficiaries. With the availability of funding and opening of its centres located in SSNPR and Amhara region, it has the capacity to support up 3,000 beneficiaries.</p>

Communication strategy for reaching beneficiaries	Through formal and informal community leaders, Ider and Ekub associations, social media and websites, referrals from existing beneficiaries, the network of local NGOs, communication with government bodies like the Ministry of Women and Social Affairs, Ministry of Labour and Skill and TVET colleges
Details on services offered	
Identification, management of beneficiaries and referrals	Most of the time the organization uses the local NGOs Association (National Aligned for emergency) for identifying and communicating emergency cases of migrants and returnees (receive from and send to member NGOs). The organization also sends beneficiaries to government TVET centres and hospitals for additional service through its referral system.
Training and professional integration courses	<p>The organization has business training, life skill and vocational training programs.</p> <ul style="list-style-type: none"> • Under the vocational training at its own workshop, it gives training in the fields of Pottery; Sewing; Embroidery. The vocational training given in the organization's training centre has duration of three months. • It sends its beneficiaries to Entoto polytechnical college for TVET training requested by the beneficiaries that is not offered by the organisation. • In its business training, the organization offers the following: <ul style="list-style-type: none"> ○ Business plan development, ○ Leadership ○ Marketing. • Its life skill training covers self-esteem, self-awareness, decision making, communication, personal saving, personal health and environmental hygiene, reproductive health, entrepreneurship, etc.
Eligibility requirements for training courses	<ul style="list-style-type: none"> • With the exception of the sewing training which needs basic literacy or grade eight and above, the rest of the trainings only require the beneficiaries' interest. • For the trainings given at the TVET college through referrals, requirements are based on national entry requirements.
Monitoring mechanism for beneficiary progress	<ul style="list-style-type: none"> • The organisation uses result frameworks as a tool for monitoring beneficiaries' progress from planning phase to end result. • Its quality assurance department also conducts weekly assessments through open discussion with trainees and trainers. It requests monthly reports from partner TVET colleges. • The organisation also follows the progress of its beneficiaries after their graduation and during self-employment or wage employment through review meetings with graduates and employers, visits made by the social workers to their workstation, annual reports received from respective woreda taskforces. • The organisation also collects progress data from microfinance institutions after they link the beneficiaries for loan and saving services.
Partnerships	
Existing Partnerships	<ul style="list-style-type: none"> • GIZ- on the Better Migration Management program • Ministry of Labour and Skill- lead role in job creation and networking • IOM- farewell program • DCT- Ethiopia- wise up program • Rotary club of Addis Ababa- school based training, advocacy work • Addis Ababa and Wachamo University- research work, material, and training support • Entoto Polytechnical college- short term trainings and certifications • Community structures (Ider, Ekub, Women Association, Youth Association)- referral and selection of target beneficiaries

Referral mechanisms in place	Mostly uses MoUs and formal letters as referral mechanisms.
Perspectives / partnership opportunities for future programming	The organisation has the capacity and interest to work with the EU. It has worked with INGOs and a variety of donors and has executed many of its projects successfully. It has also experience working with the returnees especially in PSS.
Capacity to integrate returnees	With the availability of funds, it has the capacity to address 1,000 returnees into its programme per year.
Remarks	
Challenges expressed	<ul style="list-style-type: none"> • Limited funding • High bureaucracy which leads to frustration to organise beneficiaries to start their own business. • High market fluctuations resulting in high project costs. • Lack of willingness for government TVET College to train beneficiaries through the cost sharing concept.
Other comments and lessons learnt	<ul style="list-style-type: none"> • In its socioeconomic empowerment programme, it graduated more than 2,000 beneficiaries. They now have a sustainable income with 90% success rate. • The organisation was able to support more than 366 sex workers to other self-employment business and create 48 self-help groups (cooperatives and saving associations).
Contacts	
Focal Point	<ul style="list-style-type: none"> • Name: Wendmagegnehu Niku • Position within the structure: Programmes Manager/ Deputy Director
Contact	<ul style="list-style-type: none"> • Email: wendmnike@gmail.com
	<ul style="list-style-type: none"> • Phone number: +251-930-60-36-45

Infosheet 40: ActionAid Ethiopia (AAE)

ActionAid Ethiopia (AAE)	
Country	Ethiopia
Region	Country wide
City	Addis Ababa
Structure	
Type of organization	<ul style="list-style-type: none"> ActionAid Ethiopia (AAE) is an international humanitarian organization established in 1989, that works on gender justice, good governance, and poverty eradication by working with women and girls, people living in poverty and exclusion. The organization operates in Oromia (three woredas), Amhara (two woredas), SNNPR/Southwest (three woredas), Tigray (one woreda), Somali (one woreda with refugees), Afar (two woredas) The organisation has 60 employees. AAE has its models of Women Watch Groups, women only saving and credit cooperatives and girls clubs in rural and semi-urban communities. Returnees are among the community groups where AAE works on long-term development as well as during crises. AAE through its HRBA, empowers individuals and communities, facilitate their agency formation, support them in their campaigns and facilitate their engagement in decision makings and setting alternatives.
Type of support provided	<p>AAE provides various types of support, including microfinance, support to the development of individual/collective reintegration projects and psychosocial supports. Additionally, the organisation supports:</p> <ul style="list-style-type: none"> Women economic institutions like primary cooperative and women saving and credit association; Women-led water supply schemes to transform their lives; Establishment of and support to women watch group which work on fighting gender-based violence and harmful traditional practices through women empowerment training and economic support; Provide response to emergency readiness response and prevention of natural and human brought crises. The response includes supply of food items, non-food items, water tracking, seed support, animal feed and cash for food.
Current / Main Funding	Regular (sponsorship) income; institutional donors
Organization structure	<ul style="list-style-type: none"> The overall activities of ActionAid in Ethiopia are governed by the Country Director (CD) as top decision-making bodies and project representative in Ethiopia. Under the CD, there are four executive departments namely Head of Program, Head of Fundraising, Head of Finance and Head of Human Resource and Procurement. The executive departments are responsible for planning and controlling of the overall operational activities of the organization and fundraising tasks.

	<ul style="list-style-type: none"> Under each executive departments, there are programme managers and project coordinators who are responsible for the management of the day-to-day operational activities of the organization and fundraising tasks.
Activities	<p>The organization has four thematic priorities:</p> <ul style="list-style-type: none"> Women and girls right (VAWG and Economic Justice); Good governance and Civic Space (young people's engagement and Gender Responsive Public Services) Livelihood and Climate Justice (agroecology): providing agroecology and horticulture production training and to use in their day to day living, awareness on green economy and farming and climate change Women-Led Community-Based Humanitarian Response
Psychosocial support	<ul style="list-style-type: none"> The organisation gives counselling and guidance service to victims of domestic violence and economically disadvantaged women and girls AAE was able to organize 700 women watch groups that actively engage and lead community based GBV programs and accelerate the activism, participate in the management of women led water supply schemes and credit and saving cooperatives. As a result, they started asking local policy makers to do more to stop GBV.
Profile of Beneficiaries	People living in poverty, marginalization, and survivors of GBV
Communication strategy for reaching beneficiaries	<ul style="list-style-type: none"> The organisation uses Community Participatory Reflection Action Circle as communication strategy- where targeted beneficiaries come together and reflect on their social issues. Then they are assisted to come together and form their agencies, identify campaign agendas and advocate. It uses the media and government calls for emergency humanitarian response. They are also in the humanitarian clusters at national and regional levels and collaborate on emergencies.
Details on services offered	
Training courses	AAE does not give professional integration trainings; it does this through its partners.
Monitoring mechanism for beneficiary progress	<p>The organization uses the following monitoring mechanism:</p> <ul style="list-style-type: none"> Quarter and semi-annual monitoring work made by the MEAL department; Discussions and review meetings with the beneficiaries; visits to project implementation areas.
Partnerships	
Existing Partnerships	AAE works with numerous local implementing partners. AAE is also a member of different networks, consortia, and forums: HINGO, humanitarian clusters, Gender in Focus Weekly Webinar hosted by NEWA and many CSOs and think tanks, CCRDA, Women Land Rights Task Force at Ministry of Agriculture, ministerial established committees, and advisory groups. All platforms can help support beneficiaries.
Referral mechanisms	The organisation uses MoUs and formal letters as referral mechanisms.
Contacts	
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CIFA Onlus	
Country	Ethiopia
Region	Amhara, Oromia
City	Dessie town
Structure	
Type of organization	<ul style="list-style-type: none"> • The organization is an Italian international organization. • The branch in Dessie town has a total of 16 employees • Cifa Onlus has been working for 40 years in Ethiopia and in the Amhara region for the last seven years. In the past it used to work in the Tigray region. Currently it works in the Oromia and Amhara regions, mainly in Dessie. Its work in Amhara region is limited to South Wollo zone.
Current / Main Funding	The Italian Ministry of Internal Affairs.
Details on services offered	
Type of support provided	<p>The organisation has four fundamental themes of work:</p> <ul style="list-style-type: none"> • <u>Economic empowerment/economic strengthening:</u> it works with government stakeholders to screen beneficiaries and deliver skill-based trainings, based on a holistic and common screening criteria set in collaboration with the government. After the skill-based training, beneficiaries take a business skills training. In Addis Ababa, CIFA Onlus has an agreement with a training service provider called Wise to deliver fundamental skill-based training on business related topics. Following the training, the beneficiaries form local savings and credit self-help groups. Then the organization provides initial capital based on the identified skill/profession and the existing market situation, which is provided through an in-kind and not in cash. • <u>Providing capacity-building training for public sector officials and cooperatives:</u> <ul style="list-style-type: none"> ○ For sustainability, the organisation builds the capacity of public servants with various skills training, to improve their skills to provide beneficiaries with sustainable government assistance. ○ There are many cooperatives found in every kebele, which are supported by the organisation. The organisation provides various capacity-building training for cooperatives especially to those found in the kebele of the project implementing area, on psycho-management or cooperative leadership management for the leaders of the cooperatives. They also provide capacity-building trainings for cooperative accountants on financial literacy. With the capacity of the cooperatives improved, beneficiaries have increased access to services provided by cooperatives. • <u>Awareness raising:</u> The organisation delivers awareness-creation trainings on irregular migration and its consequences. There are different approaches used to deliver the training based on age. <ul style="list-style-type: none"> ○ It delivers awareness-creation activities for primary schools, from grades 5 to 8, through games. ○ Students from secondary schools and vocational and technical colleges receive the awareness-raising programme through drama and poetry. ○ Training is also delivered to selected teachers to cascade to others and makes the work sustainable.

	<ul style="list-style-type: none"> • <u>Provision of psychosocial support (PSS)</u>. The organisation provides PSS in a centre in Dessie City, through a psychologist and social workers. Beyond the training, guidance and counselling are delivered to beneficiaries.
Psychosocial support	<ul style="list-style-type: none"> • The organisation provides psychosocial support to its beneficiaries: psychoeducation, group counselling, and individual counselling to project beneficiaries. • The focus of the project is mainly on potential and returning migrants. However, the focus was given to returning migrants since they were generally exposed to traumatizing situations. • When selecting the beneficiaries, they conduct a psychosocial gap assessment.
Profile of Beneficiaries	The organization provides services for potential and returning migrants between 18–29 years of age.
Total capacity (current and future)	<ul style="list-style-type: none"> • There is a need to scale up this work, especially the psychosocial support. • The target of the project, specifically in economic empowerment, is 500 beneficiaries. But the organisation is not limited to this number of beneficiaries. It wants to carry out referral linkages and create partnerships with other projects and government to address the problems even beyond the intervention sites.
Communication strategy for reaching beneficiaries	<ul style="list-style-type: none"> • The organisation uses government structures as means of communicating with beneficiaries. • The organisation uses the government's unemployed data, youth data, and data from their signatories to identify and reach beneficiaries.
Monitoring mechanism for beneficiary progress	<ul style="list-style-type: none"> • Beneficiaries are visited every week by professionals. These professionals have a checklist to examine various aspects of the project and identify its status. If the beneficiaries face an 'easy' problem, it is usually solved by the professional, but if the problem is beyond the capacity of the professional, they refer them to the organization. • There are monthly, quarterly, or yearly evaluations conducted by the government on the activities done with the organisation and government officials.
Partnerships	
Existing Partnerships	<ul style="list-style-type: none"> • The organisation has established a partnership with educational institutions for research work. For instance, they have worked in collaboration with Wollo University in conducting research on irregular migration. They expect to continue this collaboration. • They work with various government stakeholders. For instance, they work with security officials to prevent irregular migration by providing refreshment trainings. • The organisation also has consortium projects that have similar tasks and activities with different approaches. • They have organized experience-sharing and cooperative meetings platforms with other organizations like PADET and Beza. As they are all working on illegal migration since as a consortium project. • CIFA has organised public-private partnership forums and has agreements with private factories or government offices to hire its trainees. At the public-private partnership forum, they discuss on how to work in collaboration, what access they have, what challenges they face, and how to be effective in the future.

Referral mechanisms in place	Medical referrals to hospitals for serious health situations.
Perspectives / opportunities for future programming	<ul style="list-style-type: none"> • CIFA Onlus believes there are partnership opportunities for future programming. • They can scale up and make referral linkages to provide psychosocial support in collaboration with the health offices and large hospitals.
Capacity to integrate returnees	<p>CIFA is already working with potential and returning migrants. The majority are incorporated into economic empowerment. Basically, the project follows a holistic approach:</p> <ul style="list-style-type: none"> • The selected beneficiaries receive awareness about illegal migration; • Capacity-building training; • Psychosocial support; • Economic empowerment. <p>There are approximately 250 returnee beneficiaries in the project out of a total of 500 beneficiaries. In the selection process, CIFA usually incorporates 50% potential migrants and 50% returnees.</p>
Remarks	
Challenges expressed	The current security situation in the country is the biggest challenge for delivering and carrying out activities according to plan. The current projects CIFA is working on are those that were left unfinished or unfinished during the war. They have prepared an operational plan to compensate for the tasks that have been left over during the war period.
Contacts	
Focal Point	Name: Mr. Tsegaye Position within the structure: Project coordinator of CIFA ONLUS
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Infosheet 42: People in Need

People in Need (PIN)	
Country	Ethiopia
Region	Sidama, SNNPR, Oromia, Tigray regions
City	<ul style="list-style-type: none"> Gedeo, Wolaita, Halaba, South Omo, Silte, Kembata, Hadiya, Konso, Derashe (SNNPR) Guji, W/Guji, Borana, Modjo (Oromia) Southeastern Zone, Samre & Sahart woredas (Tigray) Aleta Chuko, Loka Abaya, Aleta Wondo, Bensa Daye, Dale, Bura, Yirgalem, Bona, Hawassa Zuria Woredas (Sidama)
Structure	
Type of organization	<ul style="list-style-type: none"> International NGO PIN Ethiopia Country Program has about 206 employees (26% F)
Type of support provided	<ul style="list-style-type: none"> In Ethiopia, PIN has been working since 2003; working in 4 regions and implementing projects funded by different donors. PIN works in collaboration with governmental counterparts, local and international partners, universities, and other institutions. PIN's program focuses on enhancing access to and quality of education, social protection, access to clean water, sanitation and hygiene, sustainable agriculture, NRM, resilience and livelihood, support in emergencies.
Current / Main Funding	EUD, FCDO, Czech Development Cooperation, Czech MFA, ECHO, BHA, Lutheran World Federation, UNICEF, OCHA, Private donors
Activities	<p>PIN works on development programs focusing on Nutrition, Food Security, value chain, WASH, livelihood, NRM, Education & Skills development, youth job creation & TVET projects. PIN also implements emergency response programs in drought prone and conflict affected areas focusing on IDPs support, construction and rehabilitation of infrastructure facilities, distribution of NFI and cash vouchers</p> <ul style="list-style-type: none"> Support of employment opportunities and employability of youth in the agriculture sector in SNNPR, 2020-2023 Strengthening social cohesion by supporting local economies and social development initiatives especially for women and youth and enhancing industrial and labour relations in the Modjo Leather City, 2021-2024 The Girls' Education Challenge funded by FCDO with four other INGOs such as Concern Worldwide, Welthungerhilfe (WHH), HELVETAS and Centro Italiano Aiuti all'infanzia/CIAl); EUD-funded LISEC Green Jobs project with two other INGOs such as International Rescue Committee (IRC) and Solidaridad. Besides, PIN has a long-term cooperation with the Czech-based research agency All for Soil and Hawassa University within the Natural Resource Management (NRM) focused projects. PIN also maintains the partnership with the International Potato Center (CIP).
Profile of Beneficiaries	Under Education & skills development programs, the target groups are SMEs, youth and women SHGs, farmers, cooperatives, private companies, universities, TVET centres, government institutions/experts, etc.
Total capacity (current and future)	In 2021, PIN Ethiopia reached more than 1,094,000 (542,000 M + 552,000 F) beneficiaries through its development and emergency response programs. It implemented about 12 projects in 9 Zones, 27 Woredas and 202 Kebeles through development and emergency programs.

Communication strategy for reaching beneficiaries	<ul style="list-style-type: none"> • They use social media and other online platforms. • Banners, posters printed using local languages including project name, start and end dates, beneficiary entitlement.
Details on services offered	
Identification, emergency management of beneficiaries and referrals	<ul style="list-style-type: none"> • They receive the list of the affected population from the woreda or zone. Otherwise, they liaise with local authorities. • They are part of the clusters access working groups from the UNOCHA side; they also member of INGO groups, so they are receiving all the alerts on what is happening in the country. • They have been around in the operation location for a long time, so they understand the context very well. They have good communications with the authorities and the host communities. Therefore, the identification and emergency management are going through these partnerships.
Training and professional integration courses	<ul style="list-style-type: none"> • PIN Leather Projects implemented with TVETs (2011-2019) • EU through Italian Embassy: SINCE Project: Job Creation for potential migrants in Addis Ababa (2017-2020) • Czech Development Agency: TVET-WASH Project: Access to vocational education and training improvement of water schemes management in 4 zones of SNNPR, Ethiopia-I&II (2018-2021) • Czech Development Agency: TVET-Agri Project (Support of Employment Opportunities and Employability of Youth in the Agriculture Sector, SNNPR and Sidama NRS, Ethiopia) • EU: Leather Initiative for Sustainable Employment Creation (LISEC) Green Jobs project, Oromia regional state, Modjo and Surroundings • DFID: CHANGE Project: (Increasing Access to Education to the Most Marginalized Girls in Ethiopia (CHANGE)
Monitoring mechanism for beneficiary progress	<ul style="list-style-type: none"> • Robust M&E and learning approaches in both emergency and development. They follow a results-based approach. There are 3 MEAL managers, two consortium experts and five MEAL officers in the MEAL unit. • Compliance feedback response mechanism to collect feedback from clients, stakeholders, and beneficiaries. They also conduct tracer studies of beneficiaries.
Partnerships	
Referral mechanisms	They don't have formal referral mechanisms in place, but they share information with the forums and clusters they are a part of.
Perspectives / opportunities for future programming	They are keen to partner with the EU. They are very organised and in tune with the context in the areas of their intervention. They can bring their expertise and added value to for future programming partnership opportunities, especially in Education & Skills development, youth job creation & TVET.
Capacity to integrate returnees	They have the capacity to serve returnees but depending on the areas they are targeting. With the education program it is feasible. For example, their project funded by FCDO is already including returnees.
Remarks	
Other comments and lessons learnt	Most TVET instructors are University and TVET graduates, however they do not have strong practical experience therefore PIN is providing them with practical trainings; as a result their capacity to train has improved.
Contacts	
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SNV	
Country	Ethiopia
Region	Countrywide
City	Addis Ababa
Structure	
Type of organization	<ul style="list-style-type: none"> • International NGO, head office in the Netherlands • 365 employees in Ethiopia; 99% are local staff • Currently work in all regions of Ethiopia with 20 active projects covering over 500 woredas • They have four major offices: Hawassa, Baher-Dar, Mekelle and Addis Ababa. • They have four project offices in Arba-Minch, Dire-Dawa, Fiche and Aisleway
Type of support provided	<p>SNV focuses on Agriculture, Energy and WASH.</p> <ul style="list-style-type: none"> • In agriculture, it is aligning its strategy with the Government of Ethiopia's Growth and Transformation Plan and Climate Resilient Green Economy. SNV works to alleviate poverty through increased income, food and nutrition security, sustainable markets, and climate change resilience for smallholder farmers. • In energy, SNV provides technical support to the government in biogas, sustainable markets, clean fuel, cooking and heating, off-grid and mini-grid electricity. • In WASH, SNV facilitates access to improved drinking water services and sanitary facilities by enhancing local capacities to ensure the functionality of water systems, WASH service delivery, and sustained positive change in hygiene behaviour in WASH.
Current / Main Funding	Mastercard Foundation, Sida, Kingdom of the Netherlands, IKEA Foundation
Activities	<ul style="list-style-type: none"> • Refugee Integration and Self-reliance Project in Ethiopia (RISE) <ul style="list-style-type: none"> ○ RISE is designed in alignment with the Jobs Compact, which aims to expand the industrialisation agenda of the Ethiopian government while creating jobs for both Ethiopian citizens and refugees. To achieve the project objectives, interventions are designed uniquely to add value to the current initiation for refugee and host community self-reliance and integration, through engagement of Dutch private companies in a refugee inclusive business model. • Realising Aspiration Youth in Ethiopia through Employment (RAYEE) <ul style="list-style-type: none"> ○ Will establish 45,000 new youth led micro and small enterprises (MSEs), to create employment opportunities for 180,000 youth; secure dignified and fulfilling wage employment for 60,000 unemployed and underemployed youth; and enhance youth voice and influence youth employment ecosystem and policy for long-term scale and impact • Livelihoods Improvement for Women and Youth in Addis Ababa (LI-WAY) <ul style="list-style-type: none"> ○ LI-WAY is a five-year programme implemented by a consortium of partners led by SNV and MercyCorps (MC), TechnoServe (TS) and Save the Children International (SCI) with the financial support from Sida. The overall objective of the programme is to contribute to sustainable poverty reduction and social stability in Addis Ababa through

	<p>improved livelihoods. The specific objective is to increase incomes of 200,000 poor people (50% women and 75% youth) through increased access to employment opportunities.</p> <ul style="list-style-type: none"> • Veggies 4 Planet and People: The project aims to establish 200 vegetable business networks (120 in Kenya, 80 in Ethiopia) to engage an estimated 4,000 women and youth in market activities designed to improve their livelihoods and diets. • 2SCALE: The largest incubator for inclusive agribusiness in Africa <ul style="list-style-type: none"> ○ It is an incubator program that manages a portfolio of public-private partnerships (PPPs) for inclusive business in agri-food sectors and industries. 2SCALE offers a range of support services to its business champions (SMEs and farmer groups) and partners, enabling them to produce, transform and supply quality food products. These products go to local and regional markets, including to base of the pyramid consumers.
Psychosocial support	<ul style="list-style-type: none"> • SNV is planning to provide PSS in collaboration with universities, but it is not yet being implemented. • There is no psychosocial support in place however beneficiaries are given soft skills/life skills training on how to manage their finances and work before starting any training
Profile of Beneficiaries	Women, youth, refugees, entrepreneurs, small holder farmers (they are divided into two groups), returnees, low income, unemployed, low skilled, non-skilled.
Communication strategy for reaching beneficiaries	<ul style="list-style-type: none"> • They use the digital space for those that have online access. They also have offline resources like SMS. • Also, the use of government platforms at zone, woreda and kebele level. However, the online space is becoming more effective. • There are also in person communications.
Details on services offered	
Training and professional integration	<ul style="list-style-type: none"> • Improving the platforms & functions of skills, positively impacting TVET graduates in partnership with former Federal TVET Agency, now Ministry of Labour and skill and co-partnership with Bole Manufacturing College, Kirkos Manufacturing College. • Work force development through satellite training centre in partnership with Leather Industrial development Institute and in co-partnership with Anbessa shoe factory, Tikur Abay shoe factory, & EFFICOS. • Introducing Improved Vocational & Pedagogical Skills for Effective Employability (IVoPSEE) in partnership with Federal TVET Trainer Institute and in co-partnership with Akaki Polytechnic College, Addis Ketema Industrial College. • Career Development Center for TVET Trainees and Graduates in Addis Ababa in partnership with Aha Psychological and behavioral PLC Queens TVET college, Admas TVET college, CPU TVET College, DON-Bosco TEVT, Hope Enterprise TVET, LG-KOICA TVET, Hope TVET College. • Demand driven skill service delivery in partnership with Addis Ababa TVET and Technology Development Bureau and in co-partnership with General Winget Polytechnic College, Lideta Manufacturing College. • Product Design & Development Skills Outsourcing Scheme for MSEs in partnership with Skyline Leather Fashion Training PLC and co partnership with Entoto Polytechnic college, Misrak Polytechnic college.

	<ul style="list-style-type: none"> Professional Nannies Training for Quality Daycare Services in partnership with Nave Hotel and Tourism College. Women and Youth Empowerment for Employment (WYE4E) in Addis Ababa in partnership with Development Expertise Center (DEC) and in co-partnership with Nefas silk Polytechnic College. Strengthening Cooperative Training for Enhanced Employment of Women & Youth in Addis Ababa in partnership with and co partnership with Gofa Manufacturing College, Yeka Industrial College, Kolfe Industrial College.
Monitoring mechanism	SNV follows international M&E standards.
Partnerships	
Existing Partnerships	<ul style="list-style-type: none"> RAYEE: Implementing Partners: Jobs Commission, Federal Urban Food Security and Job Creation Agency, Regional bureaus of job creation and enterprise development, Skills service providers, Digital technology services providers LI-WAY: Implementing partners: GoE agencies, private businesses, skill & business development service providers, development organisations such as Mercy Corps (MC), Techno Serve (TS) and Save the Children International (SCI) with the financial support from Sida, etc. In general, they run 20 project and work with 15 donors
Referral mechanisms in place	<ul style="list-style-type: none"> SNV works with the OSSC for job referrals. SNV created a digital platform as a pilote through their now phased out project called invasion against poverty. Now it has been taken up by BRIDGE, a Mastercard foundation funded project, and scaled up. The platform was created for low skilled workers to make their professional data accessible to the sector. This has also been scaled up by the LI-WAY project to the national level and now it is being taken over by another project, to link employees with employers widely. The MoLS was interested to establish a labour data management system at the national level. It was created by SNV: a digital job match service and a digital job registration service. The government registers job seekers and creates their profile and then they are matched through the digital job matching service.
Perspectives / partnership opportunities for future programming	<ul style="list-style-type: none"> SNV a well-structured organization with the capacity to handle medium to large scale projects. There is an interest from their side to work with the EU. The EU has visited LI-WAY several times, in particular the digital marketing system that was developed. SNV is well established and has the capacity to expand
Capacity to integrate returnees	They follow an inclusive model therefore their programs have the flexibility to accommodate returnees and they are already doing this.
Contacts	
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3. LIST OF KEY DOCUMENTS COLLECTED AND REVIEWED

Organisation / Author	Date	Title
UNIDO	2013	Partnering to enhance skills development and youth employment in Ethiopia
FDRE	2020	Ethiopia 2030: The Pathway to Prosperity Ten Years Perspective Development Plan (2021 – 2030)
GIZ	2022	Qualifications and Employment Perspectives for Refugees and Host Communities in Ethiopia Programme (QEP) Special Initiative Tackling the Root Causes of Displacement, Reintegrating Refugees
GIZ	2019	Assessment of Ethiopian MSME Policies and Institutions
GIZ	2022	In Search of Sustainable Opportunities, Mapping of economic initiatives for migrants, returnees, and victims of trafficking in Ethiopia.
Aspen Network of Development Entrepreneurs	2018	Ethiopia – Entrepreneurial ecosystem snapshot
FDRE	2020	A Homegrown Economic Reform Agenda: A Pathway to Prosperity
Federal Urban Job Creation and Food Security Agency	2018	Victim Migrant Returnees Reintegration Implementation Directive No. 65/2018
ILO	2017	Rapid Market Assessments for Six Sectors
ILO	2019	Assessment of Private Employment Agency Service Provision in Ethiopia
ILO	2019	Support to the Reintegration of Returnees in Ethiopia – Program Achievement
ILO	2017	Reintegration Package for Ethiopia
ILO	2018	Ethiopia - Public Employment Services Provision and Labour Market Information Collection and Utilization
ILO	2020	Operational guidelines and their application to Ethiopia's Employment and Youth Employability Services (YES) centres in the Amhara Region, Ethiopia.
ILO and UNIDO	2017	Socio-economic and value chain assessment of selected areas of Ethiopia
Abrehet Mehari Gebreselassie	2020	Assessment of the Effects of One Stop Service Centers in Service Delivery to Small and Medium Enterprise in Manufacturing Sector: The Case of Mekell City Tigray.
MerakiLabs and NRC	2020	Reintegration of migrants returning to Ethiopia: an analysis of needs and program options
FDRE and IOM	2015	National Referral Mechanism of Ethiopia
Barbelet, V., Ludi, E., Hagen-Zanker, J., Carver, F., and Willem te Velde, D.	2019	How to ensure Ethiopia's 'Jobs Compact' works for refugees
Coalition of European Lobbies for Eastern African Pastoralism	2021	The 2019 draft FDRE pastoral development policy and strategy: A quick-reference tool

EU Global Diaspora Facility	2021	Diaspora engagement: Africa
IGAD, ILO	2020	An assessment of labour migration and mobility governance in the IGAD region: Country report for Ethiopia
IGAD, EU	2020	Towards an IGAD Transhumance Protocol: legal, policy and institutional frameworks on pastoral areas and cross-border transhumance in IGAD region
IDMC	2019	Africa report on internal displacement
IOM	2021	To change my life – risk perception, expectations and migration experiences of young Ethiopians migrating along the Eastern Route toward the Arabian Peninsula
IOM	2021	They snatched from me my own cry: The interplay of social norms and stigma in relation to human trafficking in Ethiopia
Kuschminder, K. and Ricard Guay, A.	2017	Reintegration package for Ethiopia
ODI	2019	The Comprehensive Refugee Response Framework: Progress in Ethiopia
Oxford Refugee Studies Centre	2020	Building economies in refugee-hosting regions: Lessons from Dollo Ado
ReDDS	2020	The right to work directive and economic engagement of refugees in Ethiopia
Research and Evidence Facility, EUTF	2020	Migration and migration management on the Ethiopia-Sudan border: Research from Metema
US Department of State	2021	2021 Trafficking in persons report: Ethiopia
Federal Republic of Ethiopia	2019	Labour proclamation (revised)
Federal Republic of Ethiopia	2022	National Report on the Implementation of the Global Compact on Migration for the International Organization for Migration (IOM), National Partnership Coalition,