

WORK IN PROGRESS! KICK OFF MEETING REPORT

15-18 MARCH 2016
NAIROBI, KENYA

From the 15th until the 18th of March, the Work in Progress! Alliance, consisting of four global partners Oxfam Novib, Venture Capital for Africa (VC4A), Butterfly Works and International Organization for Migration (IOM), brought together more than 30 participants including staff, youth and partners from the three target countries Egypt, Nigeria and Somalia. The aim of this kick-off meeting was to get familiar with all aspects and details of the project and to further develop the project in the three countries, getting to know one another and the different contexts in which we work. The duration of Work in Progress! is three years: from the 1st of January 2016 till the 31st of December 2018.



YOUTH UNEMPLOYMENT IN EGYPT, NIGERIA AND SOMALIA

Egypt, Nigeria and Somalia are countries with very unique contexts and different cultural and political backgrounds. What they have in common is a high percentage of youth populations and staggering youth unemployment. Egypt has the second highest percentage of youth unemployment in the world; Somalia and Nigeria also experience rampant unemployment amongst youth. Socially engaged youth can be a driving force in Africa for economic growth and social progress. That is why the Work in Progress! Alliance is focused on unlocking the economic potential of young women and men in Egypt, Nigeria and Somalia. This project aims to enable young women and men to generate sustainable and living incomes by finding regular employment or starting an enterprise.

GOALS OF THE PROJECT: THREE PILLARS

The Work in Progress! project has set to achieve the following long term outcomes with corresponding intervention strategies, which will be referred to as pillars.

PILLAR 1	PILLAR 2	PILLAR 3
Outcome: More young men and women have found paid jobs or are running their own enterprises.	Outcome: Local SMEs see business grow resulting in newly created positions for youth.	Outcome: Improved policies and shifted attitudes that stimulate youth employment and a business environment.
Strategy: Improving skills of young men and women.	Strategy: Strengthening small and medium enterprises (SMEs).	Strategy: Cultivating an enabling environment.

YOUTH PARTICIPATION



When developing and implementing a project for, about and with youth, they need to be involved in order to get their perspective. Throughout all stages of the project it is important to consider how youth are consulted and involved, how we receive input from different youth groups (taking into account their gender, religion, social background, etc.) and how the project activities affect young women and men differently. The “ladder of participation” was used to explain the extent of participation and to emphasize the need to avoid that young people get tokenized, used as decoration or being manipulated. Youth will be involved in the project as much as possible; for example in research, planning, monitoring and impact measurement.

COUNTRY PLANS & THEMATIC PLANS

During the meeting partners and participants from the three countries worked together on the development of detailed country plans, in line with the three project’s pillars. They discussed how to coordinate activities within each country and how to ensure efficient communication among project partners. They also talked about how to ensure cross-country and cross-thematic learning. A summary of the outcomes is presented in the scheme below.



	NIGERIA	SOMALIA	EGYPT
ACTIVITIES	Pillar 1: <ul style="list-style-type: none"> • Bits school • Business acceleration programme for female-led start-ups • Online incubation programme • Job fairs 	Pillar 1: <ul style="list-style-type: none"> • Bits school • Business acceleration program • Online incubation programme • Internships • Technical trainings • Mentoring, counselling • Job fairs 	Pillar 1: <ul style="list-style-type: none"> • Bits school • Acceleration programme, Online and physical incubation programme • Internships • Improving curricula of Universities
	Pillar 2: <ul style="list-style-type: none"> • Business development services for selected SMEs 	Pillar 2: <ul style="list-style-type: none"> • Business development services for selected SMEs 	Pillar 2: <ul style="list-style-type: none"> • Exploratory research on existing market with business development services for SMEs to define potential added value of Work in Progress!
	Pillar 3: <ul style="list-style-type: none"> • Lobby and advocacy to improve access to finance for SMEs 	Pillar 3: <ul style="list-style-type: none"> • Addressing policy gaps, promoting entrepreneurship and stimulating investment 	Pillar 3: <ul style="list-style-type: none"> • Campaign on women and employment
TARGET AUDIENCE	Pillar 1: <ul style="list-style-type: none"> • Less privileged young men and women and starting entrepreneurs 	Pillar 1: <ul style="list-style-type: none"> • Less privileged young men and women and starting entrepreneurs 	Pillar 1: <ul style="list-style-type: none"> • Less privileged young men and women and starting entrepreneurs
	Pillar 2: <ul style="list-style-type: none"> • SMEs with potential to grow 	Pillar 2: <ul style="list-style-type: none"> • SMEs with potential to grow 	Pillar 2: -
	Pillar 3: <ul style="list-style-type: none"> • Policy makers, government 	Pillar 3: <ul style="list-style-type: none"> • Policy makers, government 	Pillar 3: <ul style="list-style-type: none"> • Policy makers, government
COMMUNICATION	<ul style="list-style-type: none"> • Project management application • Email, Skype, Facebook, Box • Meetings 	<ul style="list-style-type: none"> • Email, Skype, Facebook, Box • Meetings 	<ul style="list-style-type: none"> • Email, Skype, Facebook, Box • Meetings
ALLIES	<ul style="list-style-type: none"> • Traditional leaders • Private sector • Media • Government • Financial institutions 	<ul style="list-style-type: none"> • Government • Youth organisations • Education institutions • Private sector • Diaspora • Media 	<ul style="list-style-type: none"> • Youth organisations • Educational institutions
BLOCKERS	<ul style="list-style-type: none"> • HR policies to employ graduates • Investment networks • Government 	<ul style="list-style-type: none"> • Ministries • Tribalism • Clan dynamics • Lack of infrastructure • Competing programs 	<ul style="list-style-type: none"> • Government • Risk that project won't be approved
YOUTH INVOLVEMENT	<ul style="list-style-type: none"> • Research teams • Policy roundtables 	<ul style="list-style-type: none"> • Research teams • Policy roundtables 	<ul style="list-style-type: none"> • Round tables

VISITS AND NETWORKING

Besides the thematic sessions and the group work, we also visited Nairobi, the first Bits school founded in Nairobi in 2001. Nairobi gives the youth from the slums around Nairobi a chance to gain ICT and design skills. The Nairobi graduates work as graphic designers, website builders or coders. Other Bits schools have been founded in Africa and Asia since then and as part of this project, we aim to establish Bits schools in Hargeisa (Somaliland), Cairo (Egypt) and Lagos (Nigeria).

The Work in Progress! team also visited TotoHealth, Nairobi-based start-up and participated in a networking event with almost 100 young entrepreneurs. The visits served as an excellent occasion for the participants to meet likeminded people, learn from each other and get inspired.



CONCLUSION

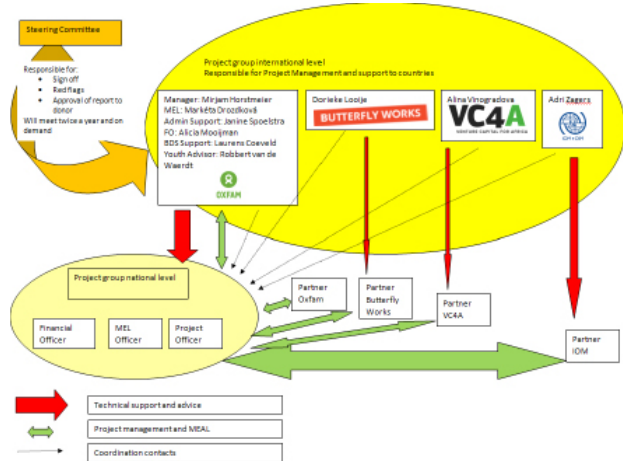
The main achievements of the kick off meeting of the Work in Progress! project were development of the country plans, building the main elements of the monitoring, evaluation and learning framework and project's theory of change (finalizing the logical framework, identification of indicators and measurement methods, developing the learning agenda, stakeholder and power analyses) and setting project management guidelines (donor requirements, accountability, governance structure, sustainability of the project and risk management), examples shown below. The collaboration and participation of all participants were crucial throughout the meeting to develop a solid base of the project. By the end of the week, partners and participants felt ownership of the project and responsibility to follow up on tasks and activities that need to be done in order to continue with a successful project implementation.

Risk analysis

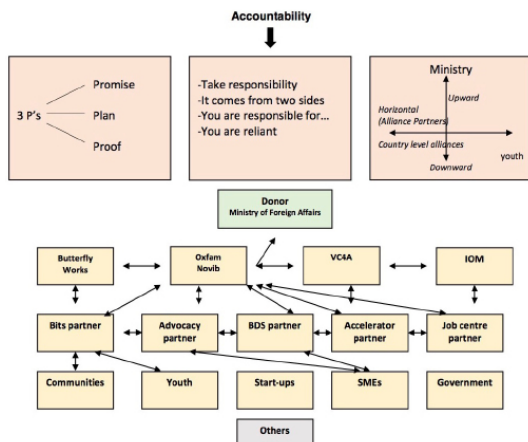
HIGH RISK	DOING ILLEGAL ACTIVITIES RISK OF FEW JOBS CREATED STRONG EXECUTION, FLEXIBILITY IN PLANNING	EGYPT: RULES ARE CHANGING STRONG LEGAL ADVISOR BUILDING STRONG TIES REVOLUTIONS ALTERNATIVE FINANCIAL MECHANISMS STRONG ENGAGEMENT	
	EGYPT: NOT GETTING GOVERNMENT APPROVAL POOR PLANNING WRONG ASSUMPTIONS LACK OF TECHNICAL CAPACITIES IN THE ORGANISATION	INELIGIBILITY IN SOMALILAND BUREAUCRACY IN SOMALILAND MANAGE RELATIONSHIPS	UPCOMING ELECTIONS IN SOMALILAND PLAN AROUND ELECTIONS, WORK FROM HOME, CONTINGENCY PLAN CURRENCY EXCHANGE RISK BUDGET TO COVER CURRENCY LOSSES
	OVER OR UNDERSPENDING DURING OR AFTER PROGRAM LOSING DATA OR USING ILLEGAL SOFTWARE	CHANGE OF KEY PERSONNEL OR PARTNERS	DIFFICULTIES TO COMMUNICATE (INTERNET INSTABILITY) MORE MONITORING AND EVALUATION
LOW RISK	YOUTH MIGRATION DURING OR AFTER PROGRAM LOSING DATA OR USING ILLEGAL SOFTWARE		
LOW PROBABILITY			HIGH PROBABILITY

PINK = RISKS
GREEN = MITIGATION
ORANGE = EVENTS

Governance structure



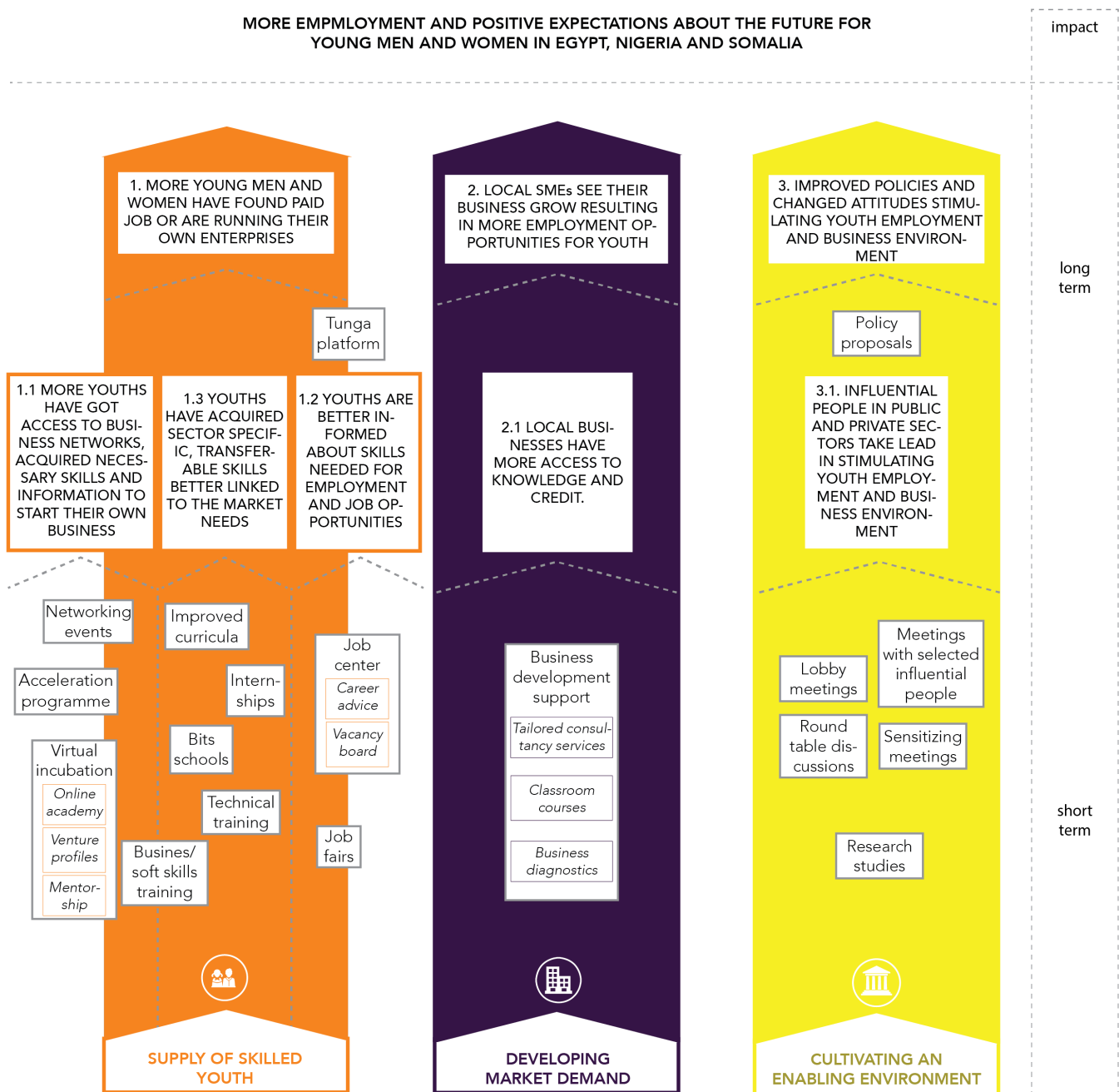
Accountability



Learning agenda

Category	Learning Topics	Ownership	Being done when
General	Set up a platform for sharing documents (Slack/Facebook)	Marketa/Wiljan	Start of project
	Share materials on how to set up Youth Advisory Board (YAB)	Michael (Dafan Nigeria), Richard (Dafan Somalia), Sabine (Dafan Egypt) (Share adjusted versions/other experiences (Bos/Westara))	Start of project
	Blog on how the Youth Advisory Boards are being implemented and co-written by youth themselves	Marketa sets up the space for sharing this experience (WordPress/Facebook/Headliner)	Youth Advisory Boards
Outcome 1 (supply of skilled youth)	Reflection on sustainability of Bits schools	Dorieke	End of project
	How to select best participants for the interventions	Bits schools: Ismail (Egpt), Uki (Phor - Nigeria), FTF (Shagobon - Somaliland) Physical demonstrators/producers: Heisham (Innoventures - Egypt), Afia (The Leads Africa - Nigeria), Abdifga (Innovator - Somaliland), FTF (HU - Egpt - physical incubator)	Start of project
	Learning from each other about content of our interventions	Bits schools: Ismail (Egpt), Uki (Phor - Nigeria), FTF (Shagobon - Somaliland) Physical demonstrators/producers: Heisham (Innoventures - Egypt), Afia (The Leads Africa - Nigeria), Abdifga (Innovator - Somaliland), FTF (HU - Egpt - physical incubator) Dafan meetings - Innoventures: Michael, Richard (Dafan) Dafan technical challenge/job centers: Franz/Urban (IOM)	Start of project
Outcome 2 (developing market demand)	How to engage women in accelerators/incubation	Share experience of The Leads Africa Nigeria via webinar/case study (Bos)	Afia (The Leads Africa)
	How to select best SMEs for the interventions (size, sector, etc)	Sharing selection criteria/practical tips on SME selection (Bos, Dafan/webinar)	SME support: Marketa (Eg - Nigeria), FTF (IT - Somaliland)
	Learning from each other on content (best practices in B2B implementation, linking SMEs to investors)	Sharing developed curricula, best practices and other relevant materials/experiences (Bos)	SME support: Marketa (Eg - Nigeria)/Michael (Dafan Nigeria)/FTF/Richard (Dafan - Somaliland)
Outcome 3 (creating enabling environment)	Show methodology and approaches for lobby, advocacy and campaigning	Share advocacy plans (Bos)	Michael (Dafan Nigeria), Richard (Dafan Somalia), Sabine (Dafan Egypt)
	How to best achieve the policy change/change attitudes	Share good practices and experiences (Dafan/webinar)	Michael (Dafan Nigeria), Richard (Dafan Somalia), Sabine (Dafan Egypt), Franz/Urban (IOM Somalia)

MORE EMPLOYMENT AND POSITIVE EXPECTATIONS ABOUT THE FUTURE FOR YOUNG MEN AND WOMEN IN EGYPT, NIGERIA AND SOMALIA



NEXT STEPS

On the last day of the meeting, action plans were developed by the project partners and the participants for both global and country levels focusing on communication, sustainability and monitoring and evaluation. Following the meeting, these plans were developed into detail. The outcomes of the meeting were used to finalize the project plans and corresponding budget for the donor, the Ministry of Foreign Affairs in the Netherlands. The implementation of the activities will start in spring / summer 2016, depending on each country.

RESPONSES FROM YOUTH PARTICIPANTS



Mariam Tuani from Nigeria

"Because I am particularly interested in health, I liked the visit to Totohealth a lot. This start-up has come up with very innovative ideas. Also the network event was useful. I met a lot of interesting entrepreneurs and even developed the beginning of a business plan together with a Kenyan entrepreneur!"

Simisola Ojo from Nigeria

"The youth should stop migrating from Nigeria. Migration is not the answer to the problem. Therefore we need to create more opportunities for young people. I hope we can establish a Bit school in Lagos, so the young people have the chance to learn employable skills such as ICT. And then, I would like to be a beneficiary myself. At the moment I am unemployed, but I have a degree in Philosophy. This week was very useful for me, I am inspired and motivated again!"



Mai Sawi from Egypt

"Young people must believe in themselves. They can do anything. We just have to know what skills the market needs, and then teach the youth those skills. Skills like ICT, Photoshop or coding are very important nowadays. Hopefully we will have "Cairobits" in Egypt very soon. I am positive about the future. My motto is 'Don't stop when you are tired, stop when you are done!'"

CONTACT DETAILS

For more information about the kick-off meeting, the Work in Progress! project, the alliance partners and youth participation, or to find out whom to connect with to be involved in any of the above, please get in touch with Mirjam Horstmeier, Global Programme Manager of the Work in Progress! Alliance.

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