DVC FOUNDATION
"Changing Lives Everyday"

SOTTI

REPORT

TECHNICAL TRAINING

HANDS ON SKILL PHASE 1

Jan, 1st – April, 20th -2023

Somalia-Mogadishu

Wadada Degmada Interlock

April 2023,

This training report was made possible with support from the Somali people through the Drums for Vulnerable Children Foundation. The content of this report is sole responsibility of the Trust for Education and Accountability (TEA) and do not necessarily reflect the views of Drums for Vulnerable Children (DVC) Foundation.

1. BACKGROUND

The Hands-On Skills Phase 1 project conducted at Somali Technical Training Institute from 29th January to 20th April 2023 aimed to empower Somali youths with diverse skill sets. This comprehensive training program encompassed carpentry, graphic design, photography, videography, interior design, and metal fabrication.

The primary objective was to equip the participants with practical skills essential for their personal and professional development. Through hands-on training modules, the project fostered expertise in various vocational fields, contributing to the overall skill enhancement of the participants.

By focusing on carpentry, graphic design, photography, videography, interior design, and metal fabrication, the training initiative addressed the growing demand for a skilled workforce in these sectors. The curriculum was designed to balance theoretical knowledge with practical application, ensuring that the participants gained a thorough understanding of each discipline.

The project not only aimed at individual skill development but also sought to promote economic growth and sustainability in Somalia by nurturing a pool of talented and competent professionals in these fields. The diverse skill set offered by the program reflected the evolving needs of the job market, aligning the training with real-world demands.

Participants were exposed to state-of-the-art equipment and techniques, fostering an environment conducive to innovation and creativity. The Hands-On Skills Phase 1 project at Somali Technical Training Institute played a pivotal role in shaping the future of the participants and contributing to the overall development of the Somali workforce.

The training methodology was interactive as the trainers ensured that knowledge was not only disseminated but accurately perceived and understood by the participants. And in order to ensure this, trainers engaged participants in discussions and kept the forum open for feedback, queries and suggestions. These discussions and interactive sessions were supported through training material such as pre and post-test, power point presentations and handouts on participatory planning.

2. TRAINING OBJECTIVES

The objectives of this hands on skill training were as follows:

- To foster proficiency in carpentry, graphic design, photography, videography, interior design, and metal fabrication among Somali youths, providing them with a comprehensive set of practical skills.
- To empower participants by enhancing their confidence and competence in utilizing tools and techniques specific to each discipline, enabling them to contribute meaningfully to their communities and the job market.

- To align the training content with the current demands of industries, ensuring that participants acquire knowledge and skills that are directly applicable and sought after in the job market.

- To encourage innovation and creativity by exposing participants to cutting-edge equipment and methodologies in carpentry, graphic design, photography, videography, interior design, and metal fabrication.

- To prepare participants for successful entry into the workforce by providing a balance of theoretical knowledge and practical experience, making them job-ready in their respective fields.

- To equip participants with entrepreneurial skills, fostering an entrepreneurial mindset that enables them to explore self-employment opportunities and contribute to the economic growth of Somalia.

- To cultivate a sense of responsibility and community engagement among participants, encouraging them to apply their acquired skills for the betterment of their local communities.

- To facilitate networking opportunities for participants with industry professionals and experts, creating avenues for mentorship and potential collaboration in their chosen fields.

- To develop participants' adaptability to technological advancements and changing industry trends within carpentry, graphic design, photography, videography, interior design, and metal fabrication.

- To instill ethical practices and standards in the participants, emphasizing the importance of integrity, professionalism, and responsible use of skills acquired during the training program.

3. NUMBER OF PARTICIPANTS

The training participants where 400 excluding the trainee staff members of 5 people total breakdown number of all in their category (males: 350; females: 50).

4. RESOURCE PERSONS' PROFILE

The team which delivered sessions during the training comprised of 4 internal experts from Somali Technical Training Institute. Given below is a brief description of the trainers along with their sessions conducted by them (See Annex I for detailed agenda).

ANNEX I

#	Name	Designation	Session title
I	Alfred Muhumuza	Assistant Manager Capacity Building	1. Welcome Address and setting the stage 2. Participatory Development and its importance in Local Government Systems 3. Participatory Planning 4. Social Mobilization for Participatory Development 5. Facilitation Skills
2	Ashraf Benjamin	Manager Capacity Building	1. Council Meeting of Prioritization 2. Ranking 3. Types of Development Schemes 4. Mock Sessions.
3	Muhamed Abdul Kalik	Electrical, Engineer (Trainees)	1. Design and Planning 2. Project Management 3. Maintenance and Troubleshooting 4. Regulatory Compliance 5. Collaboration and Communication 6. Air Conditioner repair and assembly
4	Abbas Abdullahi	Engineer Plumbing/ Trainer	1. System Analysis 2. Installation and commissioning 3. Air Conditioner system 4. Maintenance and Troubleshooting of AC 5. Energy Efficiency and Sustainability 6. Cooling System
5	Eng. Barron Ali	Carpentry Trainer	1. Carpentry and Joinery 2. Interior design structure 3. Metal Fabrication

5. VENUE AND DATE

The training was organized at Somali Technical Training Institute from January, 29th 2023.

6. PROCEEDINGS



Month 01

SESSION I: INTRODUCTION TO WORKSHOP AND OBJECTIVES

The training began with recitations of the Holy Quran given the diversity of the group. It was formally initiated by Alfred Muhumuza – Assistant Manager Capacity Building who shared the objectives of training. Ashraf Benjamin – Manager of Capacity Building warmly welcomed the participants, thanked them for sparing time to attend these sessions, delivered the welcome note, and invited Mr. Yusuf Ali – CEO-TEA to deliver the inaugural note. Moving on, Manager Capacity Building's introduction was shared by Nefisa Ali who divided the participants into 5 groups and the group for participatory was 80 per trainer discussed the agenda and set the norms of pieces of training in detail. She also asked participants to share their expectations and fears regarding training. Pre-training assessment test was taken from the participants. Training norms were set with consensus from the participants. These were as follows:

- Participants respect each other's point of view
- Respect the diversity in the group
- Ensure daily attendance as per schedule
- Put cell phones on silent
- All participants actively participate in the discussion
- Avoid discussion with each other
- Be careful about social and gender sensitivity
- Hands-on skill

SESSION 1: PARTICIPATORY PLANNING

The session began with an overview of participatory planning and the importance of participatory planning. The session also had group work where participants were divided into five groups and each group was assigned various elements of the participatory planning cycle. The groups presented their ideas on the process of the assigned elements and the session concluded with a detailed discussion on the process and steps of participatory planning.

SESSION 2: SOCIAL MOBILIZATION FOR PARTICIPATORY DEVELOPMENT

The session on social mobilization for participatory development was one of the most interactive and discussion oriented sessions during the training and it began with a brief overview of social mobilization. Participants were asked about their opinion on social mobilization and how it is carried out. The need

and importance of social mobilization was discussed by the trainer and after taking participants' opinion, trainer shared some useful methods of social mobilization. Moreover the challenges which arise during social mobilization were also discussed and remedial steps for these challenges were also shared with participants. Lastly the role of counselors as social mobilizers was discussed and some reflection was thrown on how counselors can carry out social mobilization for participatory development.

Month 02

RECAP

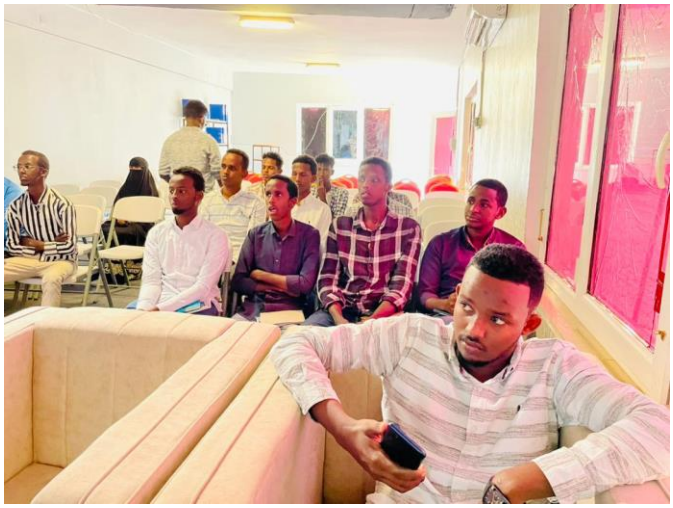
Month 2 started with the previous day's recap, participants were asked to share the learning of the first day. Participants were divided into two groups and were asked to question each other on the learning of day one. For this process, scores were noted and at the end of the exercise, correct answers were shared by the trainer and participants' efforts were appreciated. Participants also provided feedback on training contents and training delivery. They appreciated that the contents were in line with their project activities and easy to understand and they liked the training methodology.





Mr. Abbas Abdullahi (Instructor) conducting a theory training session in electrical and AC repairing.



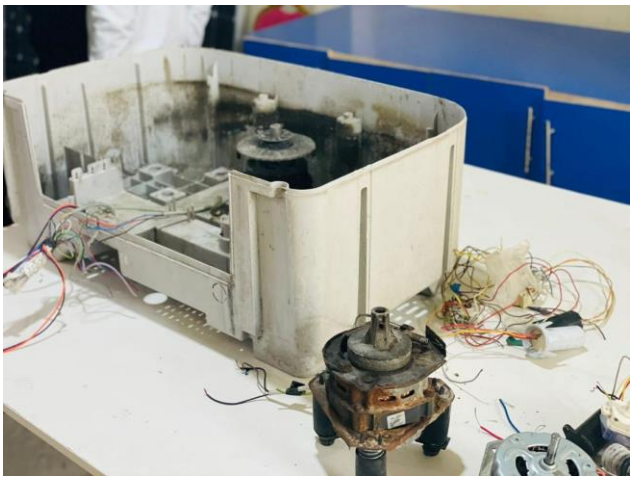


Mr. Muhammed Abdul Kalik (Instructor) conducting a theory training session in cooling system and ICT.

PRACTICAL EXERCISE: PREPARATION FOR MOCK EXERCISE









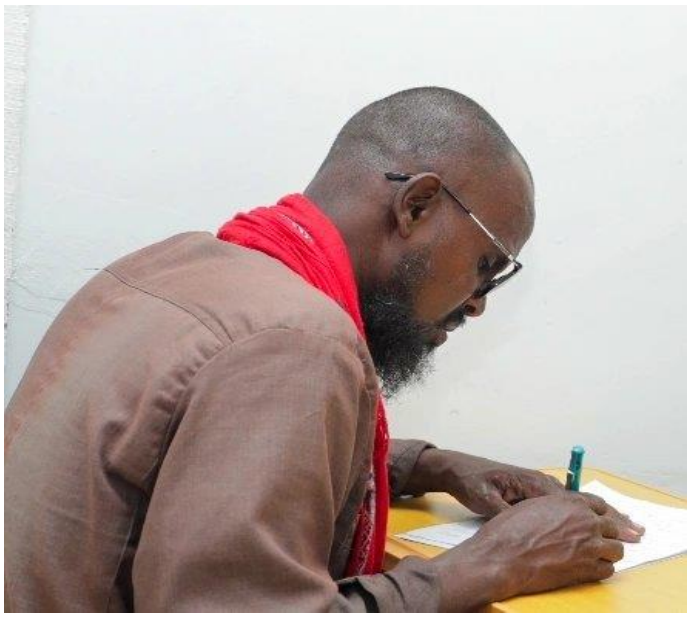
Mr. Abbas Abdullahi (Instructor) conducting a training session with some of the students in AC repairing and assembling.

Month: 03

RECAP

Month 3 started with an open discussion forum with a focus on the previous month's recap; participants were asked to share the learning of the previous two months. Participants also provided feedback on training contents and training delivery.









Participants also provided there feedback on training content and training delivery.

Month: 04

Month 4 started with only practical studies to understand further how things work.

PRACTICAL EXERCISE



Participants taking on practical classes in carpentry section that was conducted by Eng. Barron Ali.





Mr. Abbas Abdullahi (Instructor) explaining to Mr.Yusuf Ali- executive director, Drums for Vulnerable Children Foundation the quality of materials used in practical classes in welding section.



MOCK EXERCISE

All the participants presented their views and understanding on the assigned topics and they also shared their ideas for improvement. Later on, the forum was opened for questions and answers. The trainers were asked about their strengths and areas of improvement. The audience was asked to provide their

input on how the trainer performed. After the mock sessions, the facilitators/trainers provided their detailed input/feedback and shared the process for improvement.

After participants presented their views and understanding on the assigned topics and they also shared their ideas for improvement.

TRAINING EVALUATION

At the end of the training, participants were given workshop evaluation forms and trainer evaluation forms to share their feedback. In addition, a post-training assessment test was also conducted to help gauge the perceived change in knowledge by the participants at the end of the training.

CLOSING

Closing ceremony of the training was led by Mr. Abdul Rahman, Chief of the Party. The ceremony was initiated with a note of thanks and he addressed the participants and asked about their learning experience He thanked the participants for their active participation in the training. He also congratulated them on the successful completion of this training course and hoped that the knowledge gained would help the implementing partners in the effective and efficient implementation of the activities.



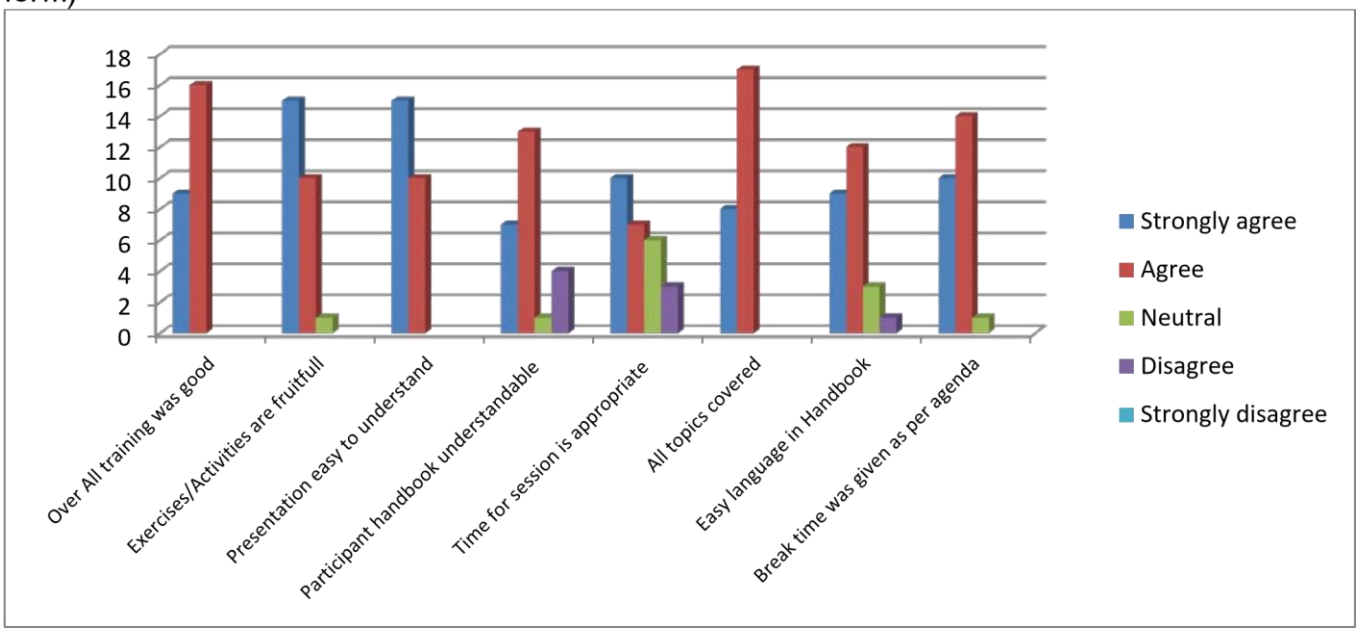
END OF WORKSHOP EVALUATION BY PARTICIPANTS

At the end of the training, feedback from participants was collected regarding training contents and trainer's evaluation. 400 participants provided feedback by using two forms, i.e. trainer's evaluation form and training evaluation form. A rating scale comprising of five scales (Strongly agree, Agree, Neutral, Disagree and strongly disagree) was used to evaluate various aspects on hands on skill phase 1.

TRAINING EVALUATION:

With regards to training, participants shared that training was very helpful and the content and exercises used in training helped them understand the topic and its significance. Participants found the training material to be very helpful and shared that presentations were very easy to understand because simple and easy terminologies were used in the material. Other factors such as time division and topics covered in during the training were well-received by the participants. (See Training Evaluation

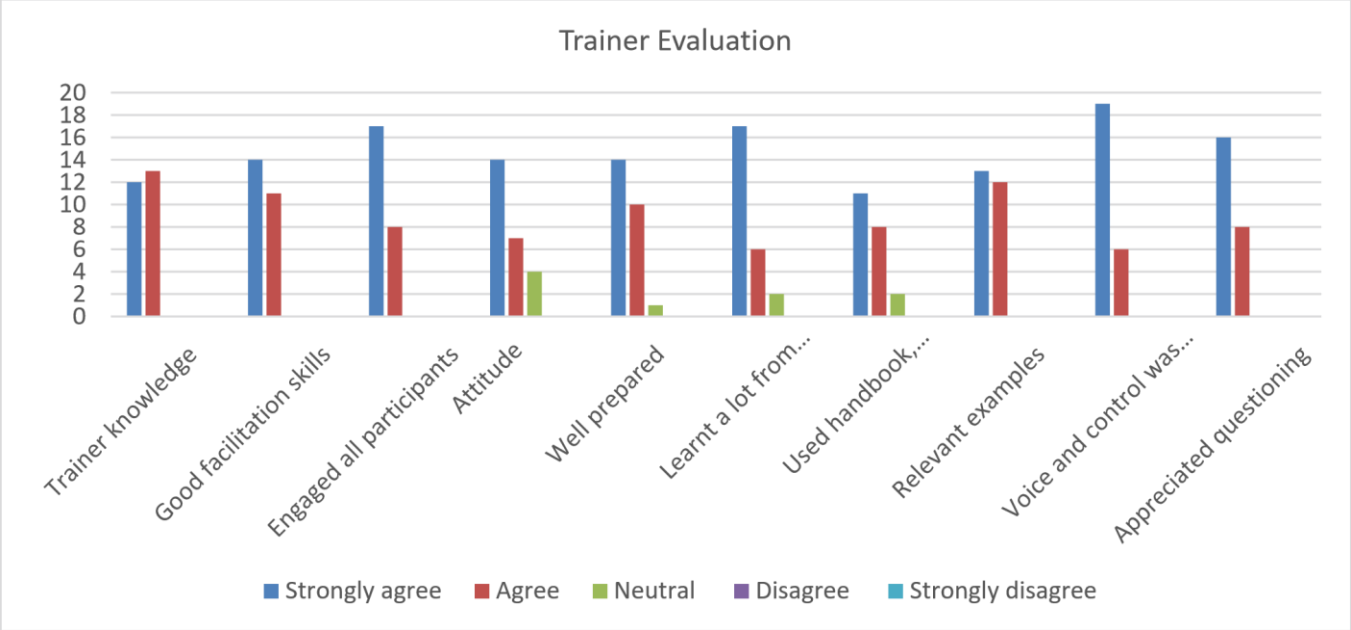
form)



TRAINER'S EVALUATION:

The general feedback of participants about the trainer was very positive as the majority of the participants fully agreed and were appreciative of the trainer's level of knowledge, style and presentation, preparation and research about the topics, and the efficient use of training material. Moreover, participants also admired that the trainer engaged participants in discussions and encouraged them to raise questions and not only this, his/her overall behavior towards participants was also good which made it easy for them to learn and understand. While sharing their opinion, participants said that all the sessions were

informative and relevant to their area of interest; some participants also shared suggestions to improve such as more time and flexibility to be given to participants during mock sessions. (See Annex v Trainer Evaluation
form)



8. LESSONS LEARNT AND BEST PRACTICES:

1. **Tailored Curriculum:**
   Customizing the training content to align with the specific needs of the local industries proved crucial. Adapting the curriculum to address the unique challenges and opportunities in Somalia ensured that participants gained relevant skills.

2. **Practical Exposure:**
   Emphasizing hands-on practical experience alongside theoretical knowledge significantly enhanced participants' skill development. The combination of theory and practical application contributed to a more holistic learning experience.

3. **Mentorship Programs:**
   Incorporating mentorship opportunities and networking sessions with industry professionals provided valuable insights and guidance to participants. This direct interaction facilitated a smoother transition into their chosen fields.

4. **Innovative Teaching Methods:**
   Employing innovative teaching methods, such as exposure to cutting-edge equipment and methodologies, sparked creativity among participants. This approach not only enhanced their technical skills but also encouraged a forward-thinking mindset.

5. **Community Integration:**
   Integrating community-oriented projects into the training helped participants recognize the real-world impact of their skills. This approach fostered a sense of responsibility and community engagement, aligning with the goal of creating positive local impacts.

Best Practices:

1. **Holistic Skill Approach:**
   Ensuring a comprehensive set of skills across multiple disciplines broadened participants' career prospects. This holistic approach increased their versatility in the job market.

2. **Continuous Assessment:**
   Implementing continuous assessment methods allowed for regular feedback and adjustments to the training program. This iterative process ensured that the curriculum remained relevant and effective.

3. **Encouraging Diversity:**
   Acknowledging and celebrating the diverse talents and interests of participants within each discipline encouraged a collaborative and inclusive learning environment.

4. **Industry Partnerships:**
   Establishing strong ties with industries and professionals facilitated real-world exposure and potential employment opportunities. These partnerships also assisted in keeping the training content up-to-date with industry demands.

5. **Ethical Emphasis:**
   Placing a strong emphasis on ethical practices and professional standards instilled a sense of responsibility in participants. This focus on integrity contributed to the development of a highly ethical and professional workforce.

6. Flexibility in Training Methods:
   Recognizing the need for adaptability, the incorporation of flexible training methods allowed participants to stay abreast of technological advancements and industry changes, ensuring they remained competitive in their fields.

9. RECOMMENDATIONS

- Participatory planning steps should be shared in detail with more examples from trainers.

ANNEXES

ANNEX I: LIST OF ORGANIZATIONS

1. Drums For Vulnerable Children Foundation (DVC)
2. Somali Technical Training Institute (SOTTI)

ANNEX 2: TRAINING EVALUATION

	Participatory Planning Section1					
#	**Training evaluation**	**Strongly Agree**	**Agree**	**Neutral**	**Disagree**	**Strongly disagree**
1	Over All training was good	9	16			
2	Exercises/Activities are fruitful	15	10	1		
3	Presentation easy to understand	15	10			
4	Participant handbook understandable	7	13	1	3	
5	Time for session is appropriate	10	7	6	2	
6	All topics covered	8	17			
7	Easy language in Handbook	9	12	3	2	
8	Break time was given as per agenda	10	14	3		

ANNEX 3: TRAINER EVALUATION

Trainer: Abass	**Date of Jan, 1st – April, 20th -2023**				
#	**Facilitator Skills**	Strongly Agree	Agree	Neutral	Disagree
1	Trainer knowledge	12	13		
2	Good facilitation skills	14	11		
3	Engaged all participants	17	8		
4	Attitude	14	7	4	
5	Well prepared	14	10	1	
6	Learnt a lot from activities	17	6	2	
7	Used handbook, flipcharts and white board	11	8	2	
8	Relevant examples	13	12		
9	Voice and control was good	19	6		
10	Appreciated questioning	16	8		

GROUP PHOTOS





