

TAFAWOQ

Opportunities for Employment&Work


swisscontact

SWISS
FOUNDATION
FOR TECHNICAL
COOPERATION

Employment Office

Business Solution

Business Support

Training Areas

COMMUNICATION
FEBRUARY 21



TAFAWOQ is co-founded by SDC



Hassan Bugnard
Country Director

When the context presents strong constraints, teams must be able to rely on tools that allow agility, flexibility and efficiency. We faced a lot of challenges the past year with the covid-19 restrictions but took this phase as an opportunity to shift towards digitization.

Despite the prospects of physical exchanges gradually returning, we would like to make the most of this evolution and treat the digitization of exchanges not as a temporary opportunity, but as an additional channel in the palette of everyday possibilities. As such, we introduced two platforms and an application that will continue to facilitate our intervention areas for years to come.

Because you have weight in the achievement of results and because the digitization of exchanges involves opportunities for change, we wish to integrate a paradigm shift for our common online session:

« Be ready on time; be ready on time with a technical anticipation; be ready on time with anticipations on technical and contribution matters for the meeting. »

Camera on? Coffee croissant?

We strive to focus on what makes the difference in a well controlled time and work management: let's be efficient!

The camera turned on during the online sessions allows us to recognize the facial expressions of the interlocutor, his/her degree of acquiescence, emotions, and even expressions of joy. This information is part of the feedback expected for an adaptive project: be sure to prioritize this possibility when the connection allows it.

TIPS: Use blurred backgrounds and filters despite shooting your camera off.

Our meetings are essential for meaningful actions, so let's take the greatest care of them.

Hassan Bugnard
Country Director

**« Systematic innovation
requires a willingness
to view change as
an opportunity. »**

Peter Drucker

Upholstery Works – Furniture Fabrication.

December 20,2020.



Façade Surface Preparation- Rehabilitation works

December 20,2020.





Nicolas Dawalibi
Deputy Director

In the past month, the team has been hard at work developing the processes and systems needed to ensure the fast response and adaptation the project is built upon.

The team was able to develop and consolidate an action plan encompassing all involved stakeholders, addressing the aspects of operational procedures, compliance guidelines, communication strategy, and monitoring principles.

Our aim for the upcoming month is to roll out and implement the plan , in conjunction with our partners and their operations teams.

We believe that the project's clear focus on impact and results and its the ability to provide solutions in a volatile environment is its fundamental strength. As such, the inclusion of rapid feedback mechanisms and learnings.

MSEs and skilled labor in Lebanon are the foundation upon which the economy is built. TAFAWOQ's approach of Business Solutions, Business Support, Training and the Employment Office in an adaptive and market-led system, aims at sustainably serve the economy and workforce.



TRAINING AREAS & BUSINESS SUPPORT



Rehabilitation works in Beirut
December 20, 2020



Michel Sawma
Logistics Officer

Setting a solid strategy to proceed forth, we were able to recruit up to 80 MSEs within the construction sector, ready to be deployed upon defined schedules & standards in order to perform the expected rehabilitation works within the damaged region of Beirut.

Furthermore, launching the online forms and defining the axis in terms of training areas, our technical department is ahead in establishing the business center thus, supporting MSEs with its set of challenges.

Business objectives, project & portfolio management based on conventional metric dashboards leading to identification of the training areas required will be our aim for the month of March 21 with the support & integration of parallel youth training programs.

Pushing forward, “Naaam” our online platform combining different axis, will be raising the standards in creating a proactive professional network, communicating various business solutions.



Nadim Karam
Technical Officer

EMPLOYMENT OFFICE



Ashley Abou Elias
Project Manager

With the lockdown, our partners hence coaches used mixed methods of delivering the coaching sessions to the marginalized youth participants. Various coaches held online sessions with their participants via Whatsapp and zoom, while others held sessions in person when they could at the partner centers.

The coaches have been guiding the participants in their individual development plans and helping participants identify and take online courses when possible, as taking physical trainings has been a challenge during the lockdown.

We expect the country to gradually open up in March, thereby allowing many of the participants to begin their trainings at the technical schools and enterprises in person.

Lastly, the coaches held a peer exchange session with the Coaching for Employment master trainers, so they are more equipped to proceed with the cycle in face of the challenges.



Caritas Lebanon participants
baking cookies as a community
activity initiative - December 20,
2020



Accounting Internship for participant- December 20, 2020.

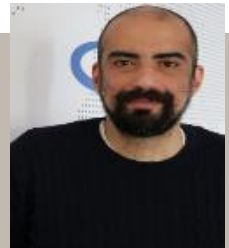


Nahed Mokdad
Office Manager
& Accountant

FINANCIAL PROCESS DEVELOPMENT

February was the month of implementing all the strategies, starting the planned monthly communication with Partners, and the set-up of new financial tools in place. The monthly reporting and monthly advance process is also on track and functioning perfectly in favor of the project development.

This will allow us to assess the financial situation regularly and adapt fast to any new context that might occur, especially when facing the COVID19 and the economical crises that the country is passing through, by reallocating the funds when needed to serve the Tafawoq project better.



Marwan El Solh
MRM Officer

THE DEVELOPMENT OF THE MRM PLAN

This month, the Coaching Cycle surveys for the MRM have been finalized after receiving feedback from the partners. By the next month, the partners will be ready to carry out the Post-Training survey once the Coaching Cycle is complete.

The development of the MRM plan for the various axes (Business Solutions, Business Support, Training, and Employment Office) started this Month. The MRM plan will cover all the activities of the different axes as well as the MSEs involved. The goal is to continuously monitor the MSEs and try to capture the affect of the various axes on them.

Coach Joyce Soutou holding a support session with her participants.

February 16,2021.



Coach Joyce Soutou visiting her participant during her on the job training at a pharmacy in Zgharta.

February 10, 2021.



THANK YOU ALL FOR YOUR INVOLVEMENT!

Beirut - February 21

