

# TAFAWOQ

Opportunities for Employment

COMMUNICATION  
JANUARY 2021

TAFAWOQ is co-founded by SDC





**Hassan Bugnard**  
Country Director

**TAFAWOQ**  
Opportunities for Employment

Dear all,

At this point, I would like to begin by thanking you for your personal involvement in the project. When the context puts personal balances to the test, we should feel honored that the professionals involved conscientiously bring quality, while on a personal level, they also need to stay the course!

After deliberation by our Head Office, the Youth Employment and Skills (YES) project received financial support for a 4-year phase. I congratulate you for participating in the development of the different approaches with the will to make a difference for the people who are at the centre of our attention.

Please note its official name:

**TAFAWOQ**  
Opportunities for Employment

The month of January set the tone despite the health crisis: implementation of the future training module for participants, integration of the role of focal point at the field level, launch of all targeted discussions with our implementing partners and registration of new partner businesses. I reiterate my deepest admiration for your remarkable efforts in the current context.

With my best regards

“If you want different results than what you’re getting, you have to try different approaches.”

**Albert Einstein**



**Nicolas Dawaliby**  
Deputy Director



## JANUARY, CAME WITH ITS SET OF CHALLENGES FOR EVERYONE INVOLVED

Last year, we designed our 4-year plan with a clear focus on developing a successful labour market insertion project through the support of the MSE ecosystem in Lebanon and strengthening its ties with vulnerable and marginalized job seekers at large and more specifically with the participants of our Coaching cycle.

The plan called on fast action and adaptability.

Within that first month, and despite the deep health crisis hitting the country, the team has set the foundations of the first Business Hub in Beirut, recruiting upwards of 60 MSEs to join the network, finalizing the online platform, and developed the principles of communication and referral channels between MSEs, job-seekers, clients and donors.

This was all built around our implementing partners and their Focal point, ensuring an anchorage rooted in the realities of the context and thriving on local expertise.

Moving forward, an additional Hub will be set up in Tripoli, further maintaining the proximity of the intervention to the second largest city in Lebanon.

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- **Business Training & Solutions**
  - **Coaching Cycle**
  - **Financial Process Development**
  - **Setting the MRM Plan**





**Michel Sawma**  
Logistics Officer



**Nadim Karam**  
Technical Officer



**Farah Ghanem**  
Nawaya Network  
Focal Point

Swisscontact aims to develop solutions & support MSEs to overcome market restrictions by training and supporting business components.

Creating opportunities & developing active programs with participants in the areas of innovation, leading to a systemic impact on the youth labour market is our key strategy.

Despite the challenges, our technical dept pursued the launching of various activities by recruiting MSEs, completing field assessments, issuing online forms, web development & strategic planning . Work has been on going to ensure the completion of our targets and our program is shared widely and recognized. This is a main focus of proactive communication activity.

Pushing forward, our field officers will be deployed for assessment & identification of needs in synchronization between youth, MSEs & beneficiaries.





**Ashley Abou Elias**  
Project Manager



## COACHING STYLE

Youth Employment and Skills is a coaching cycle that guides marginalized Syrian, Palestinian, and Lebanese youth through a one year coaching program where they obtain life skills, draft their individual career plans, attend vocational or general education courses, carry out community projects, and even internships in local businesses. The YES project employs the Coaching For Employment methodology (C4E) but is an adapted mode of the methodology to better meet the local contextual needs.

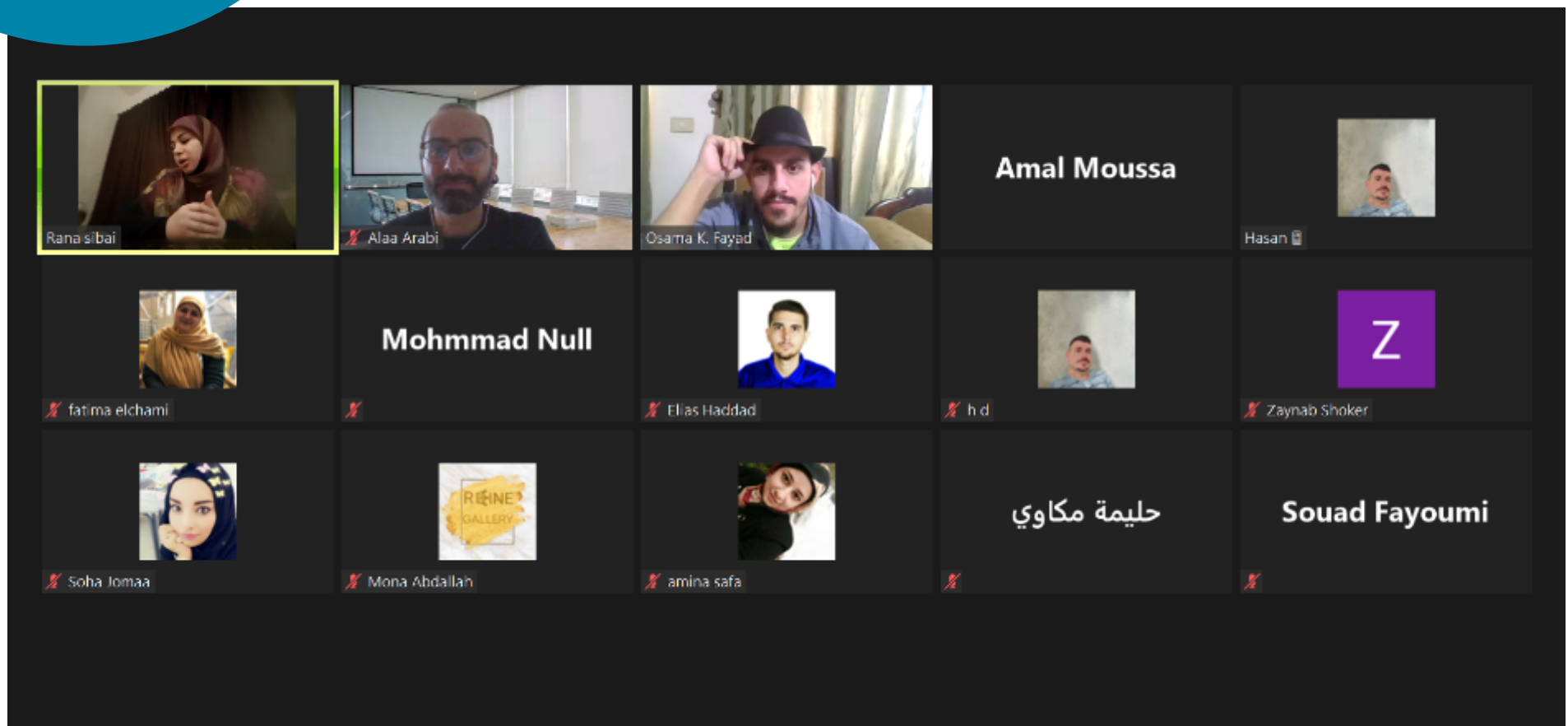
During the month of January, the implementing partner coaches from the DROPS, NAWAYA and Caritas Lebanon organizations held numerous individual online sessions with their participants as in person sessions were not possible due to the complete lockdown in place as a result of covid-19. The coaching sessions were mainly centred upon finalizing the participants' career path goal plans so that when the lockdown is lifted, the participants can immediately begin with the technical, on the job, and long internship trainings that they identified this month.

Our partners and coaches are always planning ahead of time, with our support, for unexpected events such as lockdowns such that even the participants have shifted their focus towards receiving online technical trainings in case another lockdown is implemented.

Our ability to plan, adapt, and be resilient has resonated not only through us, but also through our beneficiaries whom are adamant on completing the coaching cycle because it is a much needed skills program.

# COACHING STYLE

NAWAYA Coach giving a CV writing functional skills training on Zoom-January 13, 2021



**Nahed Mokdad**  
Office Manager &  
Accountant



## FINANCIAL PROCESS DEVELOPMENT

Along with the accounting departments of our partners, we are developing regular communication channels that will allow us to generate the financial tools needed for the project thorough out the year.

SC team is preparing a financial plan to be implemented in the selection and engagement of MSEs. This financial strategy will be communicated with our partners through the Focal Point to be adapted in the project on the field. The accounting departments of our partners will be involved in the process as it's a part of the institutional development support.

**Marwan El Solh**  
MRM Officer



## SETTING THE MRM PLAN

In the past month, meetings were held with MRM departments of the partners to get a better understanding on their capacity and determine the best way to incorporate Swisscontact's MRM requirements in their system. Preliminary Baseline and Post Training surveys have been developed and were shared with the partners.

The goal for next month is to set up the Coaching Cycle MRM system for each partner. Swisscontact will provide the partners with a Baseline and Post Training survey that will be conducted on the trainees. The system will vary for each partner, however the data collected will be consistent and reflect on the project indicators.



