

Livelihoods Strategy Alignment Analysis

An analysis of the Lebanese Crisis Response Plan, United Nations High Commission on Refugees and GOAL livelihood strategies

Technical and Vocational Training on nursing
Picture taken by Right to Play



Table of Contents

Livelihoods Strategy Alignment Analysis	1
Table of Contents	2
Introduction	3
Career Guidance (Profiling)	3
Vocational Training	4
Life Skills (Soft skills)	5
Job Placement/ Internship	6
Entrepreneurship/ Microfinance	7
Bibliography	9

ACRONYMS

RTP Right To Play

LCRP..... Lebanon Crisis Response Plan

UNHCR..... United Nations High Commissioner for Refugees

GOAL..... Gaining Opportunities and Access to Livelihoods

BEAT..... Bavarian Entrepreneurs Advanced Training

Introduction

The following analysis has found that the GOAL project by Right to Play has fundamental alignments to both livelihood strategies found in the UN and LCRP. The first strategic objective presented by UNHCR which is to “promote the right to work and the right to development” where by Right to Play is in accordance with the fact that the “right to work is a human right established in Article 23.1 of the Universal declaration of human rights and in Article 6 of the International covenant on Economic, Social, and cultural rights. It allows men and women of all ages and backgrounds to become self-reliant in dignity and free from discrimination” (UNHCR) Right to Play believes in providing the necessary steps needed in order to gain access to the right to work. This includes profiling, providing both life skills and vocational training in order to help provide access to job placement and internships as well as promoting the spirit of entrepreneurship through micro financing. All these factors have been found in accordance with the LCRP and UNHCR livelihood strategies.

Career Guidance (Profiling)

• **UNHCR Livelihoods Strategy**

Objective 2 focused on generating employment in the livelihoods strategy states, “Identify new markets, value chains and potential employers for skilled refugees, including artisans, education or health care workers, technicians and other professionals.” (UNHCR)

• **Right to Play GOAL Strategy**

The overall aim of the GOAL program is to provide Syrian and Host Community (HC) youth with the necessary skills to better equip themselves to access the job market as well as greater access to professional development opportunities.

Outcome 1: To inform young people Syrian refugees, as well as Lebanese youth about their career opportunities and support them through vocational qualification for job placement

Output 1: Profiling and vocational aptitude tests for Syrian and Lebanese teenagers and young adults to be carried out.

• **Lebanon Crisis Response Plan Livelihoods Strategy**

“LCRP supports schemes under a dual system to transition to the labour market, or at least employment services in the form of career guidance and job matching.” Furthermore “Recent Assessments show that young people are enthusiastic about career guidance and vocational training which matches the demands of the market” and clearly states “Syrians engaged in such programmes, the programmes will prioritise skills in sectors where they are allowed to work in or that they will need upon potential post conflict return.” (LCRP)

Evaluation:

In accordance with *objective 2* provided by UNHCR’s strategy, GOAL aims to help youth identify and select academic and vocational paths. This alignment is further present with the LCRP, whereby it is stressed that when profiling employment skills they need to be in accordance with the Lebanese governmental legal regulations of employment for displaced people or refugee’s. The LCRP provides examples such as computing, handicrafts, program management, agriculture, construction, welding, hairdressing, painting and car mechanics. The ‘value chains’ mentioned by UNHCR are aligned with what the LCRP plan as the ‘most promising in terms of job creation’ and supporting industries such as agriculture and agro-food, construction and waste recycling value chains will in particular result in job opportunities in sectors in which displaced Syrians are allowed to work. It is important to stress that GOAL is in alignment with all the activities and key industries mentioned above. The ‘needs assessment’ found in GOAL is indeed parallel and indicates the identified professions used for profiling as follows:

- Construction (e.g.: Carpentry, Heating, Water systems, Painting)

- Technical (e.g.: Energy efficiency, Solar Panel installations.)
- Humanitarian (e.g.: Humanitarian worker, Nursing)
- agriculture (Urban and organic agriculture, bee-keeping)
- agro food (eg: Gastronomy)

Furthermore Right to Play found that youth and adolescents are very much influenced by the careers of their parents, siblings, teachers and surroundings when asked to choose their own future careers. Moreover, they are not aware of the different career options available in the market and which jobs match their interests, skills and abilities, therefore the strategy includes educating youth on the options available to them to progress in their career decision making. Right to play found that profiling was dependent on 3 factors: passion, income generation and parents' influence. It is important for the coaches to be aware of the above selection criteria and take it into consideration when dealing with the youth and adolescents and designing interventions tailored to their needs. Youth provided *profiling* sessions by Right to Play may test and try out as many job options as they choose before picking their most favourable which they will specialise in during the Vocational Training phase. Although UNHCR mentions career guidance as part of the overall strategy (look to graduation approach in figure 3) it does not mention specifically carrier guidance fully as on objective sector.

Vocational Training

• UNHCR Livelihoods Strategy

Objective 3: Develop and expand proven and innovative ways of supporting peoples' economic self-reliance. Refugees have increased access to skills and vocational training according to market demand, individual interest and capacity. "Ensure access to Technical and Vocational Education and Training. Graduates of these programmes should receive locally-recognized certificates or diplomas." (UNHCR)

• Right to Play GOAL Strategy

Two types of training needs identified: market based skills (Vocational Training on specific job field that the youth have selected) and basic employability skills (this includes life skills training, which will be mentioned in the next section).

The two dynamics of Vocational Training include theoretical learning (through presentation, handouts etc) and practical learning (through practical tests for the profession the youth are learning that leads to the creation of youth initiatives which is a project that aims to resolve problems in the community)

• Lebanon Crisis Response Plan Livelihoods Strategy

The livelihoods sector supports "To help sustain efforts on the labor supply side, the sector will support education partners and other relevant sectors in improving Technical and Vocational Education in Lebanon, to modernise curricula and build bridges with the private sector."

Output 2: Competitive integrated value chains are strengthened and upgraded. (LCRP)

Evaluation:

Both GOAL and UNHCR's livelihood strategies are in accordance with the LCRP *output 2* whereby it is apparent that all organisations support: "Value chain interventions will include working both on improving the supply (quality, standards, production technique) and demand (access to new markets, linkages with traders) of the value chain as well as its support function (certification, export support services, skills training curricula, creation/support to cooperatives). GOAL works closely with increasing the quality of vocational training in collaboration with local educational institutions and provides workshops for Training of Teachers in order to improve and evaluate educational methods.

Vocational Training Pass
وتسوية تدريب مهني

Surname: _____
Given name: _____
Date of birth: _____
Organisation: _____

Photo

GOAL

Figure 1

Subject: _____
Date: _____
Remarks: _____

Subject: _____
Date: _____
Remarks: _____

Figure 2

As shown in Figure 1 and 2, GOAL provides Vocational Training Passes for the youth participating in enhancing job opportunity skills. Figure 2 shows that during the profiling sessions, youth may experiment with various subjects while choosing their interests. When the specified field has been chosen the youth continue to focus of their chosen subject choice and shall receive remarks/ feedback from teachers in order to improve the quality of learning and enhance their skills in their chosen field. Right to play is in accordance with the following expected results:

- refugees have increased access to technological advances in agriculture to increase yields and quality of products.
- refugees have increased access to skills and vocational training according to market demand, individual interest and capacity.
- refugees have increased access to information and services leading to employment and to greater market access.

Life Skills (Soft skills)

• **UNHCR Livelihoods Strategy**

“Provide life-skills training to promote employment readiness, including negotiating a job, obtaining fair wages, and combating discrimination.” (UNHCR)

• **Right to Play GOAL Strategy**

To provide the necessary skills to better equip youth and refugees to access the job market in order to mitigate risk factors impacting their lives.

• **Lebanon Crisis Response Plan Livelihoods Strategy**

“For individuals dependent on direct humanitarian assistance, the sector aims to provide support through labor-intensive programmes, as well as empowerment activities such as a combination of market-based skills and life skills support.” As well as “considering the expansion of the RACE II Strategy to non-formal education and including accelerated skills training programme”. (LCRP)

Evaluation:

The LCRP mentions that life skills is included in the livelihood strategy, but lacks explaining actions that are necessary for its implementation. On the contrary both GOAL and the UN are in alignment in their strategy to improve life skills that may benefit the individuals access to

employment. In order to achieve this goal, Right to Play takes into consideration factors as found in the GOAL *newly identified needs* research. First, the interactive workshops showed that youth and adolescents are not very comfortable speaking or expressing themselves in public and within teams during group work. This showed a great lack in essential interpersonal and communication skills. Some of them, namely in Bannine, also lack the basic literacy skills and required support in order to write their career choices. Strengthening this interpersonal and communication skills would contribute to improving their networking (job seeking) skills and helping them better approach potential employers and opportunities (market themselves).

Job Placement/ Internship

- **UNHCR Livelihoods Strategy Under Objective 3: Develop and expand proven and innovative ways of supporting peoples' economic self-reliance under section 'Provide employment information and job placement'**

Design comprehensive employment promotion programmes in the refugee hosting areas based on assessments. Programmes should include job information platforms and job counselling services. Engage with private sector employment agencies where appropriate to provide these services. Develop agreements with local businesses or trade associations for on-the-job training, apprenticeships or internship placements to refugees.(UNHCR)

- **Right to Play GOAL Strategy**

3 steps:

1. Networking with MSME's, pursuing a role in attending conferences to share projects and try to build common ground with MSMEs especially youth entrepreneurs
2. inviting MSMEs to the job fairs so youth will have the opportunity to show their work where MSMEs can view this and Right to Play will show certificates at job fairs
3. Follow up - after youth get employed, make sure child protection policy is enforced. Personal observation and field visits. And evaluating experience development.

- **Lebanon Crisis Response Plan Livelihoods Strategy**

Output 2: Competitive integrated value chains are strengthened and improved.

Output 3: Job creation is fostered in vulnerable areas through labour-intensive investment in productive public infrastructure and environmental assets.

Output 4: Workforce employability is improved. (LCRP)

Evaluation:

As mentioned in the UNHCR strategy both vocational training and pursuing certificates, is in accordance with GOAL as both have a role to play in preparation of job placement. The LCRP intends to improve access to income and employment by the supporting the creation of 7,900 jobs per year until 2020. The LCRP plans to achieve this by supporting MSMEs (which will be spoken more about in the next section) and through value chain development. While the LCRP mentions briefly the use of managerial training for the use of Job placement it does not specifically mention the ways in formation internships. On the contrary GOAL and the UNHCR livelihood strategies attempt to provide employment opportunities for youth through detailed strategies on gaining internships through a mix of managerial skills that are used in Vocational trainings and well as providing the Certification of acquired skills. GOAL has provided a more specific strategy aimed at benefitting youth through the link to the educational background and basis. Rather than mentioning much of the needed strategy for the actual creation of job placement or required steps necessary to grant internships the LCRP focuses primarily on creating jobs through value chain development. It is noted in the LCRP that Lebanon is skills gap and states "this mismatch is partly caused by the insufficient responsiveness of educational programs to the needs of the labour market". It is crucial to note that both GOAL and UNHCR are in accordance with job opportunities that the LCRP believes to be "the most promising in terms of job creation". This includes: Agriculture and agro

food, textile, construction, hospitality, healthcare, green industries/renewable energies. However GOAL does not intend to contribute to the value chains approach. LCRP mentions displaced Syrians are allowed to work in job opportunities sectors including agriculture and agro food, construction and waste recycling value chains, therefore the GOAL strategy can be seen in accordance with the Lebanese legal system for job opportunities for refugees and results in successfully providing sustainability and actual opportunity for Youth seeking job placements or internships in these sectors. More specifically, the alignment of GOAL to these job placements is seen through the parallel opportunities provided in the profiling and career guidance section. Certification mentioned in Figure 1 and 2 will be used by Right to Play at job fairs to refer to youth credentials contributing to the youth's meritocracy, even though these certificates are not formally accredited by the Ministry. It must be noted that RTP has chosen not to work in mobile repairs, fashion and beauty due to the fact that there is a vast supply of those services already taken in place by other organisations and the market is becoming saturated therefore have focused on services that needed. Other sectors such as ICT & media, waste recycling, arts... have not been chosen in the GOAL project but would potentially be taken into consideration for future projects.

Entrepreneurship/ Microfinance

- **UNHCR Livelihoods Strategy Under Objective 3: Develop and expand proven and innovative ways of supporting peoples' economic self-reliance, under section 'Provide entrepreneurship and micro-enterprise support'**
 - develop programmes to support micro-enterprise development or work with existing business incubator programmes.
 - Promote local-to-global networking and knowledge-sharing facilities through dedicated platforms for refugee entrepreneurs and social entrepreneurs employing refugees or investing in refugee hosting areas.
 - Assess micro-finance needs for potential entrepreneurs and develop programmes or partner with specialised financial institutions to provide cash or in-kind grants or loans, savings schemes, micro insurance or other services.
 - help form or support existing small business organisations or trade associations. (UNHCR)

- **Right to Play GOAL Strategy**

Interlinked to BEAT (Bavarian Entrepreneurship and Advanced Trainings) as it is an extension to the GOAL project.

Before reaching the level of micro financing, a person who applies will pass through many workshops, based on that some will go to micro credits some not.

1. Split them between two groups, one existing business, and other start-ups (including a group which has the idea and entrepreneurship spirit).
2. Both groups will go to the expert and technical/managerial support- they will receive frequent field visits from local experts and from Germany BFZ 0 i.e.: metal work- technical support on enhancing the quality of the work through experts providing it to them.
3. Groups or individuals will receive micro-loans to start or expand their business.

- **Lebanon Crisis Response Plan Livelihoods Strategy**

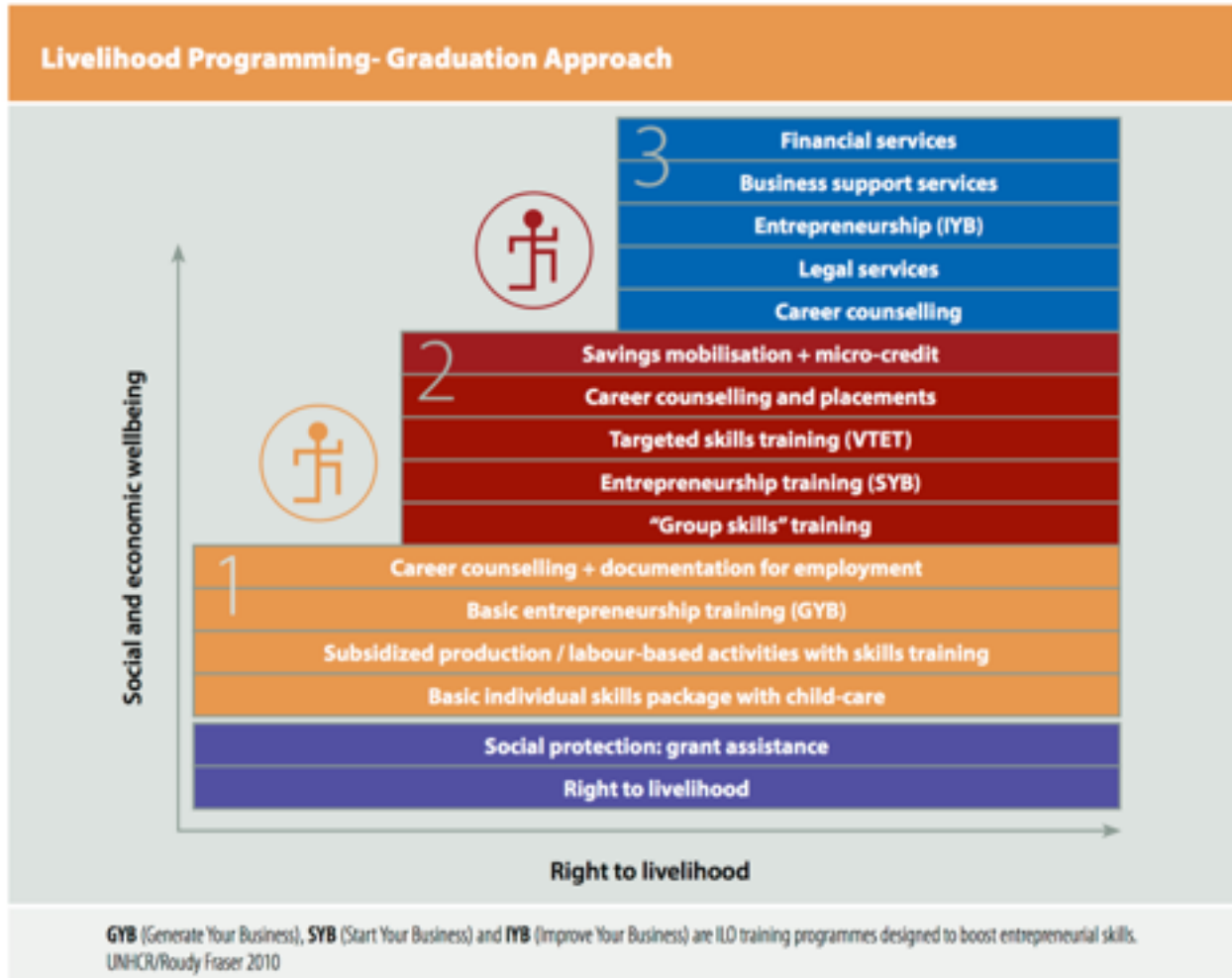
"This sector will primarily aim at boosting the capacity of small businesses and entrepreneurs in vulnerable areas, which are the main job creators in Lebanon, by providing support packages (including business management training, access to finance grants and technology transfers) to the creation of new Lebanese businesses and expansion of existing ones."

Output 1: Capacity of the MSMEs sector to create jobs is improved - this includes

"entrepreneurship training, supporting access to financial services, provision of start-up or support grants in kind or cash, and technology transfer." (LCRP)

Evaluation: BEAT is aligned to the UNHCR and LCRP strategies in terms of providing both technical and managerial assistance which links to consultants and service providers that would support the entrepreneurship ecosystem.

Figure 3: Livelihood Programming - Graduation Approach (shows the alignments in certain objectives with GOAL and BEAT to the UNHCR livelihoods strategy)



(Reference: UNHCR)

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