

KNOWLEDGE MAP: "Multi-stakeholder Employment Dialogue at Regional & Local Level for the Development and Implementation of ES for Youth"

- Knowledge Gaps**
 - Institutionalisation of MSD in order to create sustainability
 - Stakeholder Mapping at international level
 - Setting-up MSDs
 - Funding MSDs
 - Design & Implementation
 - International Experience of MSD and policy development (at an international level)
 - Technical Expertise in ICT
 - Cooperation between Public Employment Service Centers (PESC) and Private Sector
 - Partnerships between PESC and Private ES providers
 - Strategic national networks of key stakeholders working on ES for youth
 - Capacity building for Public-Private Dialogue on ES for youth
 - Integrate lessons learned from private sector (esp. policy processes and legal frameworks)
 - Transfer of knowledge from private to public sector on employment services
 - LMS at national, local and sectoral level

Multi-stakeholder Dialogue

- Coordination**
 - Establishing local employment dialogues - Zain
 - Ensuring sound communication flow among stakeholders - Laurence
 - Organizing round tables - Diana
 - Employers Forum on Youth Employment - David
 - Organizing dialogues on Competence-Based Learning - Sweit
 - Design & coordinate dialogue forums - Opio
 - Organizing consultative engagements - Valence
- Participant**
 - Employment Roundtables - Diana
 - Skills Development working group - Emmanuel
 - PPP skills development forum - Zain
 - Employment roundtables - Gidado
 - employment roundtable - Benjamin
 - PPFs with international oil companies - Valence
 - roundtable discussions - Sweit
- Facilitate Discussions**
 - Advancing Public Employment Centres - Diana
 - Advancing National Institution in charge of Employment Services (Banda Development Board) - David
 - Advancing local government in youth issues - Amal
- Advisory Role**
 - Advisory of MSDs - Gidado

Monitoring & Evaluation

- Implementation & Monitoring**
 - Public Works sector, vocational skills dev, agriculture life skills, soft skills, small scales enterprise - Emmanuel
 - National & local level employment dialogue - Laurence
- Evaluation**
 - Amal
 - Valence
 - Opio

Job Matching

- Providing services to connect youth to economic opportunities (large or self employment) - Valence
- Internship programmes for job preparation & matching - Zain
- Public Works sector, vocational skills dev, agriculture life skills, soft skills, small scales enterprise - Gidado
- Connecting youth to economic opportunities (large self employment) - Benjamin
- Assisting companies find employees - Diana
- Establishing a digital job matching program for LG - Laurence

Graduate Employment

- Implementation of vocational skills development**
 - Public works sector & small scales enterprise - Gidado
- Career Counselling**
 - Amal
- Developing core employability**
 - Zain
- Mentorship & Career Guidance/Counselling**
 - Douglas
- Mentorship design/ facilitation**
 - Sweit
- Employment in agriculture & agri value chain**
 - Emmanuel
- Career Counselling, mentorship & job placement**
 - David
- UG graduate volunteers scheme**
 - Laurence
- UG Guidance & Counselling Framework**
 - Laurence

Curriculum/ Frameworks/ Programme Development

- Developing National Employment Strategy in the Ministry of Labour**
 - Amal
- Developing M & S Mechanism for Employment Centres**
 - Douglas
- Design/manage skills development projects**
 - Benjamin
- Enterprise/ business development**
 - Benjamin
- Competency based curriculum**
 - David
- Developing legal frameworks & policies at local level**
 - David
- National Curriculum Development for TVET in Kenya**
 - David
- Design Credit Fund for government to support youth in doing business**
 - Emmanuel
- Part of Task Force for the Establishment of Public Private Sector Skills Development Programme**
 - Emmanuel
- Design/managing skills development projects**
 - Emmanuel
- MCI Development**
 - Gidado
- Public Works sector, vocational skills dev, agriculture life skills, soft skills, small scales enterprise**
 - Gidado
- Soft Skills Development**
 - Valence
- MCI Development**
 - Zain
- Job preparation measures for young job seekers**
 - Opio
- Soft skills development**
 - Laurence
- Head of Agency developing bilateral labour agreements**
 - Laurence

Team Leadership

- Head of Employers Association**
 - Sweit
 - Emmanuel
 - Emmanuel
- Leading employers association**
 - Valence
 - Opio
- Membership of national multi-stakeholder task teams**
 - Laurence
- Head of ES department UG**
 - Laurence

Policy Development/ Dialogue

- Valence: survey respondent & stakeholder validation meeting participant
- Douglas: representing the voice of employer
- Laurence: Engagement in policy dialogue
- Laurence: Policy development (Kenya's decent work programme & Uganda National Development Plan II)
- David: Development/ policy economist by training
- Diana: Advancing national institution in charge of ES
- David: Developing legal framework and policies at local level
- Sweit: Representing the voice of employers
- Benjamin: local content policy

Training

- Women Employment training on entrepreneurship & employability
- Leadership, Public Speaking, Communications
- Recognition of Prior Learning (RPL)
- Work readiness & entrepreneurship training for youth
- Training on HR development, business development, entrepreneurship & strategic thinking
- Work readiness trainings
- Entrepreneurship Skills Development
- Can facilitate in workshops
- School on school training scheme
- Matching trainings with the needs of the labour market
- Public Works sector, vocational skills dev, agriculture life skills, soft skills, small scales enterprise
- Facilitation & Coordination of training sessions
- Employability and entrepreneurship facilitation
- International certifications of local workers
- Change of training for emerging sectors in extractives & gas
- Programme dev, design, implementation & resource mobilisation
- International labour standards

Building Strategic Networks

- Douglas: Building cooperation systems with various stakeholders
- Benjamin: Cooperation with UFI Agencies
- David: Strengthening local capacities to provide employment services
- Zain: Identifying relevant programme participants
- Sweit: Partnerships & knowledge of UFI, world bank, AFDC, etc
- Laurence: Partnerships & knowledge of UFI, world bank, AFDC, etc

Expert Mobilization

- Laurence: Labour unions and employers
- Diana: Hiring international experts
- Supporting consultants with documentation on legal regulatory & technical documentation

Special Groups Support

- Women do business
- Youth, women & PWIDs
- Special Needs: Special Needs Education
- Refugees: Providing ES

Global Networks

- Emmanuel: Member of Global Apprenticeship Network

Building PPPs

- Cooperation with Private Sector Partners
- Building cooperation between public universities & industries of employers
- PPP for graduate training
- Building cooperation between government, trade unions & employers
- with all companies

Event Management

- organizing job fairs
- Mobile education & awareness campaigns

Business Skills & Entrepreneurship Skills

- Establishing & Operating ES
- Establishing & running Private Employment Agencies
- Establishing EC

Employment Centers

- Establishing & Operating ES
- Establishing & running Private Employment Agencies
- Establishing EC

KNOWLEDGE MAP: "Multi- stakeholder Employment Dialogue at Regional & Local Level for the Development and Implementation of ES for Youth"

1. Policy Development/ Dialogue

1.1. Valence

1.1.1. survey respondent & stakeholder validation meeting participant

1.2. Douglas

1.2.1. representing the voice of employers

1.3. Lawrence

1.3.1. Engagement in policy dialogue

1.3.2. Policy development (Ghana's decent work programme & Uganda National Development Plan III)

1.3.3. Development/ policy economist by training

1.4. Diana

1.4.1. Advising national institution in charge of ES

1.5. David

1.5.1. Developing legal framework and policies at local level

1.6. Sewit

1.7. Emmanuel

1.7.1. Representing the voice of employers

1.8. Benjamin

1.8.1. local content policy

2. Training

2.1. Sewit

2.1.1. Women Empowerment training on entrepreneurship & employability

2.1.2. Leadership, Public Speaking, Communications

2.2. Amal

2.2.1. Recognition of Prior Learning (RPL)

2.3. Valence

2.3.1. Work readiness & entrepreneurship training for youth

2.4. Douglas

2.4.1. Training on HR development, business development, entrepreneurship & strategic thinking

2.5. Zain

2.5.1. Work readiness trainings

2.5.2. Entrepreneurship Skills Development

2.5.3. can facilitate in workshops

2.6. Gidado

2.6.1. School-on wheels training scheme

2.6.2. Matching trainings with the needs of the labour market

2.6.3. Public Works sector, vocational skills dev, agriculture, life skills, soft skills, small scales enterprise

2.7. Emmanuel

2.7.1. Facilitation & Coordination of training sessions

2.8. David

2.8.1. Employability and entrepreneurship facilitations

2.9. Benjamin

2.9.1. International certifications of local workers

2.9.2. Design of trainings for emerging sectors ie extractives/oil & gas

2.10. Lawrence

2.10.1. Programme dev. design, implementation & resource mobilisation

2.10.2. International labour standards

3. Building Strategic Networks

3.1. Douglas

3.2. Sewit

3.3. Benjamin

3.3.1. Building cooperation systems with various stakeholders

3.4. David

3.4.1. Cooperation with UN Agencies

3.5. Zain

3.5.1. Strengthening local capacities to provide employment services

3.6. Sewit

3.6.1. Identifying relevant programme participants

3.7. Lawrence

3.7.1. Partnerships & knowledge of UN, world bank, AFDB, AU

4. Expert Mobilisation

4.1. Lawrence

4.1.1. Labour unions and employers

4.2. Diana

4.2.1. Hiring international experts

4.2.2. supporting consultants with documentation on legal/ regulatory & technical documentation

5. Global Networks

5.1. Emmanuel

5.1.1. Member of Global Apprenticeship Network

6. Special Groups Support

6.1. Women

6.1.1. Sewit

6.1.2. Gidado

6.1.3. Amal

6.1.3.1. women do business

6.1.4. Valence

6.1.5. Opio

6.1.5.1. Youth, women & PWDs

6.2. Special Needs

6.2.1. Diana

6.2.1.1. Special Needs Education

6.3. Refugees

6.3.1. Amal

6.3.1.1. Providing ES

7. Building PPPs

7.1. Sewit

7.1.1. Cooperation with Private Sector Partners

7.2. Douglas

7.2.1. Building cooperation between public universities & federation of employers

7.2.2. PPP for graduate training

7.3. Lawrence

7.3.1. Building cooperation between government, trade unions & employers

7.4. Emmanuel

7.5. Benjamin

7.5.1. with oil companies

8. Event Management

8.1. Zain

8.2. Sewit

8.3. Diana

8.3.1. organising job fairs

8.4. Benjamin

8.4.1. Mobile education & awareness campaigns

9. Business Skills & Entrepreneurship Skills

9.1. Sewit

9.2. Amal

9.3. David

9.4. Gidado

9.5. Emmanuel

10. Employment Centers

10.1. Amal

10.1.1. Establishing & Supervising ECs

10.2. Diana

10.2.1. Establishing & running Private Employment Agencies

10.3. Zain

10.3.1. Establishing EC

11. Team Leadership

11.1. Sewit

11.2. Emmanuel

11.3. Emmanuel

11.3.1. Heading of Employers Association

11.4. Valence

11.5. Opio

11.5.1. Leading employers association

11.6. Lawrence

11.6.1. Membership of national multi-stakeholder task teams

11.6.2. Head of ES department UG

12. Graduate Employment

12.1. Gidado

12.1.1. Implementation of vocational skills development

12.1.2. Public works sector & small scales enterprise

12.2. Amal

12.2.1. Career Counselling

12.3. Zain

12.3.1. Developing core employability

12.4. Douglas

12.4.1. Mentorship & Career Guidance/ Counselling

12.5. Sewit

12.5.1. Mentorship design/ facilitation

12.6. Emmanuel

12.6.1. Employment in agriculture & agric value chain

12.7. David

12.7.1. Career Counselling, mentorship & job placement

12.8. Lawrence

12.8.1. UG graduate volunteers scheme

12.8.2. UG Guidance & Counselling Framework

13. Curriculum/ Frameworks/ Programme Development

13.1. Amal

13.1.1. Developing National Employment Strategy in the Ministry of Labour

13.1.2. Developing M & E Mechanism for Employment Centres

13.2. Douglas

13.2.1. MoU development

13.3. Benjamin

13.3.1. Design/manage skills development projects

13.3.2. Enterprise/ business development

13.3.3. Competency based curriculum

13.4. David

13.4.1. Developing legal frameworks & policies at local level

13.4.2. National Curriculum Development for TVET in Kenya

13.4.3. Design Credit Fund for government to support youth in doing business

13.5. Emmanuel

13.5.1. Part of Task Force for the Establishment of Public Private Sector Skills Development Programme

13.5.2. Designing/managing skills development projects

13.5.3. MoU Development

13.6. Gidado

13.6.1. Public Works sector, vocational skills dev, agriculture, life skills, soft skills, small scales enterprise

13.7. Valence

13.7.1. Soft Skills Development

13.7.2. MoU Development

13.8. Zain

13.8.1. Job preparation measures for young job seekers

13.9. Opio

13.9.1. Soft skills development

13.10. Lawrence

13.10.1. Head of Agency developing bilateral labour agreements

14. Job Matching

14.1. Valence

14.1.1. Providing services to connect youth to economic opportunities (wage or self employment)

14.2. Zain

14.2.1. Internship programmes for job preparation & matching

14.3. Gidado

14.3.1. Public Works sector, vocational skills dev, agriculture, life skills, soft skills, small scales enterprise

14.4. Benjamin

14.5. Emmanuel

14.5.1. Connecting youth to economic opportunities (wage/ self employment)

14.6. Diana

14.6.1. Assisting companies find employees

14.7. Lawrence

14.7.1. Establishing a digital job matching program for UG

15. Monitoring & Evaluation

15.1. Implementation & Monitoring

15.1.1. Gidado

15.1.1.1. Public Works sector, vocational skills dev, agriculture, life skills, soft skills, small scales enterprise

15.1.2. Emmanuel

15.1.3. Lawrence

15.1.3.1. National & local level employment dialogue

15.2. Evaluation

15.2.1. Amal

15.2.2. Valence

15.2.3. Opio

15.2.3.1. Analysis & Reporting

16. Multi-stakeholder Dialogue

16.1. Coordination

16.1.1. Zain

16.1.1.1. Establishing local employment dialogues

16.1.2. Lawrence

16.1.2.1. Ensuring sound communication flow among stakeholders

16.1.3. Diana

16.1.3.1. Organising round tables

16.1.4. David

16.1.4.1. Employers Forum on Youth Employment

16.1.4.2. Organising dialogue on Competence- Based Learning

16.1.5. Sewit

16.1.5.1. Design & coordinate dialogue forums

16.1.6. Opio

16.1.6.1. Organising consultative engagements

16.2. Participant

16.2.1. Valence

16.2.1.1. Employment Roundtables

16.2.2. Diana

16.2.2.1. Employment Roundtables

16.2.3. Emmanuel

16.2.3.1. Skills Development working group

16.2.3.2. PPP skills development forum

16.2.3.3. Employment roundtables

16.2.4. Zain

16.2.4.1. employment roudtable

16.2.5. Gidado

16.2.6. Benjamin

16.2.6.1. PPPs with international oil companies

16.3. Facilitate Discussions

16.3.1. Valence

16.3.1.1. roundtable discussions

16.3.2. Sewit

16.4. Advisory Role

16.4.1. Diana

16.4.1.1. Advising Public Employment Centres

16.4.1.2. Advising National Institution in charge of Employment Services (Rwanda Development Board)

16.4.2. David

16.4.2.1. Advising local government in youth issues

16.4.3. Amal

16.4.3.1. Advocacy of MSDs

17. Knowledge Gaps

17.1. Institutionalisation of MSDs in order to create sustainability

17.2. Stakeholder Mapping at international level

17.3. International best practices of MSD

17.3.1. Setting-up MSDs

17.3.2. Funding MSDs

17.4. International Experience of MSD and policy development (at an international level)

17.4.1. Design & Implementation

17.5. Technical Expertise in ICT

17.6. Cooperation between Public Employment Service Centers (PESC) and Private Sector

17.7. Partnerships between PESC and Private ES providers

17.8. Strategic national networks of key stakeholders working on ES for youth

17.9. Capacity building for Public Private Dialogue on ES for youth

17.10. Transfer of knowledge from private to public sector on employment services

17.10.1. integrate lessons learned from private sector into policy processes and legal frameworks

17.11. LMIS at national, local and sectoral level