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SELF-RELIANCE AND SUSTAINABILITY USAID JORDAN WORK WITH YOUTH

THE APPRENTICESHIP PROGRAM

NEDJMA KOVAL
CEO INTEGRATED

Development Challenge

- Youth unemployment in Jordan can reach up to 60%. Compounded with that is the fact that many of these youth are university graduates, and especially female university graduates, facing challenges of entering the job market due to limited opportunities, as well as a mismatch between skill sets acquired and market needs.
- As the largest donor, USAID Jordan has made substantial investments in Monitoring, Evaluation and Learning (MEL) in Jordan. However, Jordan's development sector suffers from an acute shortage of qualified MEL professionals.
- A needs assessment further revealed the majority implementing partner (IP) MEL professionals had under two years' experience with no formal MEL training, and there were no skill-building or educational programs addressing this gap.

Proposed Solution

- The M&E Apprenticeship Program addresses this development challenge through a 6-month practicum-based capacity building program, currently implemented by INTEGRATED.

YOUTH IN M&E



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What is the Apprenticeship Program?

- Certificate Program
- One month intensive training
- Five months on the job training and mentorship by MEL Specialists
- Equivalent to up to two years MEL experience
- Apprentices fielded to IPs
- 40 Apprentices trained to date
- Serving 19 IPs
- 93% employment rate post certification



APPRENTICESHIP VIDEO



SELF-RELIANCE



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Self-Reliance

- APPRENTICES
- A plethora of university grads in Jordan without opportunities to enter the labor market
- MEL is a new and growing field, in high demand
- Apprenticeship Program offers a unique opportunity to receive mentorship, training, and entry into the labor market
- 93% employment rate to date
- IMPLEMENTORS
- Increasing capacity for MEL – with increased reliance on national capacity for MEL, rather than external
- Increased focus on Jordanian implementing organizations in Round three
- 22 IPs served to date



Graduation Photos

2016



2017



SUSTAINABILITY



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SUSTAINABILITY

- APPRENTICES
- 40 Apprentices trained to date – most employed in long-term positions
- Continued demand for M&E professionals
- 35% male and 65% female graduates
- Community of practice of graduates, who are active in the development sector community of practice
- IMPLEMENTING PARTNERS
- Increased reliance on national capacity for MEL, rather than external
- Increased focus on local implementing partners
- Designed to be implemented in collaboration with IPs, building a unique ecosystem of co-reliance for program delivery
- SUSTAINABLE DELIVERY MODEL
- INTEGRATED co-designed and implemented the three rounds of training
- INTEGRATED houses and will continue to deliver the Apprenticeship Program



Nedjma Koval-Saifi

INTEGRATED

962-6-592-8244

www.integratedinternational.org



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