HiigsiShaqo Jop Application

Helsinki Deaconess Foundation and Somaliland Y-PEER

Deaconess Foundation

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Introduction

- The youth unemployment rate is very high in Somaliland.
  - Unemployment rate 52.5% (52% rural and 53% urban among the youth 15 – 24)

- Poor coordination among the stakeholders working in youth development, lack of mechanisms for youth to access the available opportunities are among the major problems.

- Current reach of NGOs to number of young people is very limited due to the lack of utilizing technology.

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Introduction

There is a need to develop an application to bridge the divide between the youth skills level, unemployment rate and the market demands.

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Introduction

Aim of the experiment is develop a web

based and mobile app platform that

matches between job candidates and

employers. It provides skills

development opportunities for the

young people.

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Introduction

www.hiigsishaqo.com

Hiigsi shaqo

8:22 AM

Hiigsi shaqo

Jobs, learning and networking
for career growth

Log in

Sign up

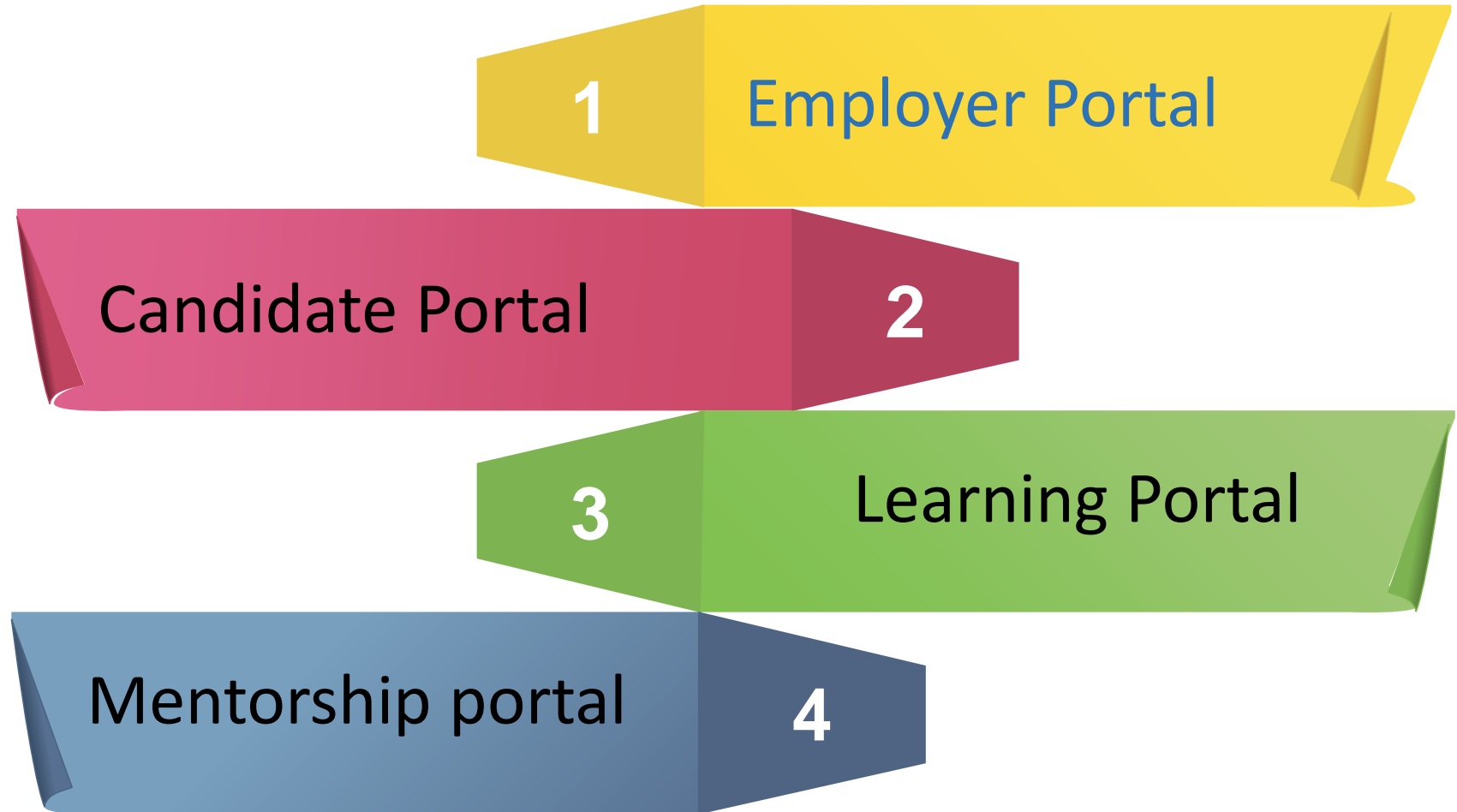For job seekers, employers
and mentors

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Introduction

Y-PEER is planning to upload 1000 CVs and 20 trainings/courses during the first year. The list of CVs and courses will drastically grow every year as jobseekers/providers become familiar with the application.

More than 200 employers will also benefit from the application

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HiigsiShaqo application has 4 Portals

1 Employer Portal

Candidate Portal **2**

3 Learning Portal

Mentorship portal **4**

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System Features

- Registration/ Login system
- Job listing on the frontpage
- Course/Training list
- Mentor list and comm platform
- Email notifications
- Jobs category and searching
- Employer/candidates accounts
- Category based searching

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Collaborations/partnerships

- The experiment has been implemented by Y-PEER Somaliland, Deaconess Foundation's partner organization in Somaliland

- Telesom company, a leading telecommunication company in Somaliland, has showed their interest to become a future partner for HiigsiShaqo platform. Telesom is the same company that has been developing the application.

Collaborations/partnerships

- Somaliland Ministry of Employment and Social Affairs is

  interested to partner Somaliland Y-PEER and Deaconess

  Foundation regarding the HiigsiShaqo application.

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Results and successes

Main result achieved:

- Development of the HiigsiShaqo mobile and web-based applications.

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Results and successes

Results to be achieved by the end of the experiment:

- Launching the application with a presence of high-profile government representation, CSOs and businesses

- Starting to connect the youth to the potential employers on the portal

- Educating and training the job seekers, employers, government and other NGOs on how to use the system

- Promoting the system through social and other media

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Challenges and modifications during implementation

- After we provided the creative and detailed information about the application, the developer company mentioned that they have similar plans. They still agreed to develop the application with us.

- The developer company wasn't on time and on the schedule despite the detailed agreement which included the timetable

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Challenges and modifications during implementation

Modifications/changes in order to address the challenges or improve the experimentation:

- Compiling the meeting minutes after meetings to record in writing for what has been agreed upon

- Providing reminders before the deadlines to make sure that the partner delivers actions in time

- Visiting the company office and do the meetings at their premises

- Involving an IT consultant to check the technical issues of the applications

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Challenges and modifications during implementation

Failures and lessons learned to share:

- No failures so far, except for the delays regarding the timetable and thus reaching the targeted amount of youth (1000).

Lessons learned to share:

- Y-PEER has nominated a dedicated focal person for the application. The focal person is currently feting the CVs of the young people and has communicated some employers about the platform.

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Principles for Digital Development

- **Design with the user:** The application is very user friendly, it's on mobile and it has reminders. Users can access the app at any time.

- **Design for scale**: The application will be extended up to 10,000 CVs. Once fully tested, the application could be used in any country or region in the world.

- **Collaborative**: Different actors such as young people, employers (government, NGOs and private sector), skills providers and mentors will interact and use the application.

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Feasibility for scaling

- Once the application is fully fledged in Somaliland, Deaconess Foundation and Somaliland Y-PEER will scale the app to the other parts of Somalia and the Somali Region of Ethiopia.

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