



UWEIS ABDULAHI ALI

Heritage Institute For Policy Studies

uweis.ali@heritageinstitute.org

Oct 2019

HUMAN CAPITAL DEVELOPMENT MECHANISM FOR SOMALIA

HERITAGE INSTITUTE FOR POLICY STUDIES / CITY UNIVERSITY

Mogadishu, Somalia

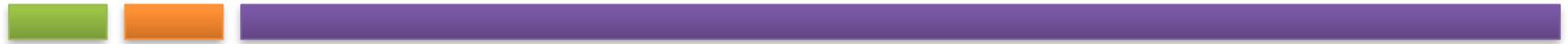


Background

Somalia is blessed with large stocks of natural resources such as the longest coastline in all of Africa, which remains largely undeveloped; deposits of petroleum, precious metals and minerals; as well Somali's are known for their rich history of rearing and trading livestock.

Yet more critical than these natural resources, greater than all of these combined, a precursor to any meaningful development and by far the largest and most promising force for future growth are the people – Somali's themselves.

The Five Core Capitals that Shapes any Economy

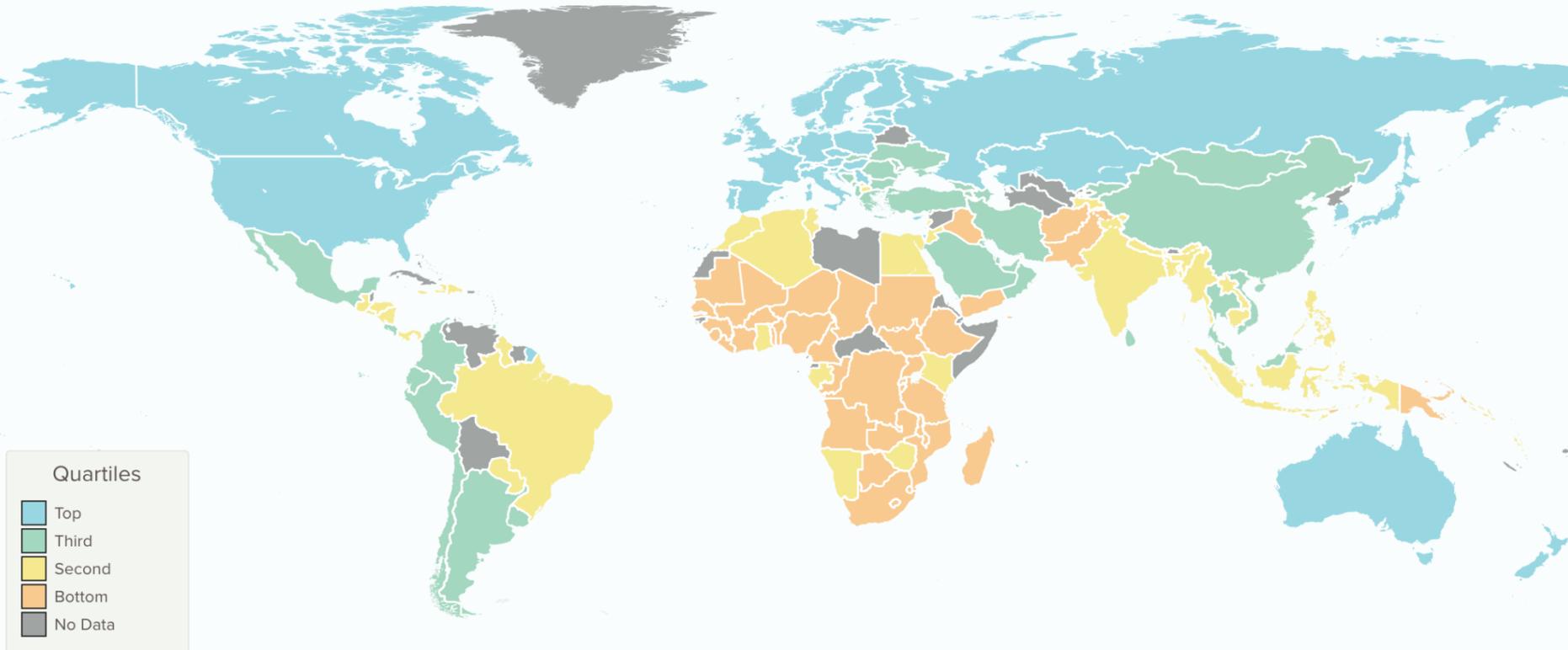




World Bank Ranking of Human Capital Index



How Did Somali Rank in the Human Capital Index for 2018?



No Data was available – So, not ranked.



Why invest in Human Capital Development



Education and skills impact individual and national economic and social development in many ways. They improve labour market outcomes both in terms of employment rates and earnings and they are key to tackling inequality and promoting social mobility. According to the OECD, *investing in human capital is the single most effective way of not just promoting growth but also of distributing its benefits more fairly.*

Somalia's National Development Plan (NDP) agreed on by the Federal Government and Federal Member States resolved to develop the human capital of the Somali people and so is Ministry of Planning's Vision 2030



Cont...



Overarching Objective of the Human Capital Development Strategy (HCD):

To help Somalia **develop a roadmap and strategy** to systematically increase and enhance citizens' knowledge base, skills developments and employment prospects.

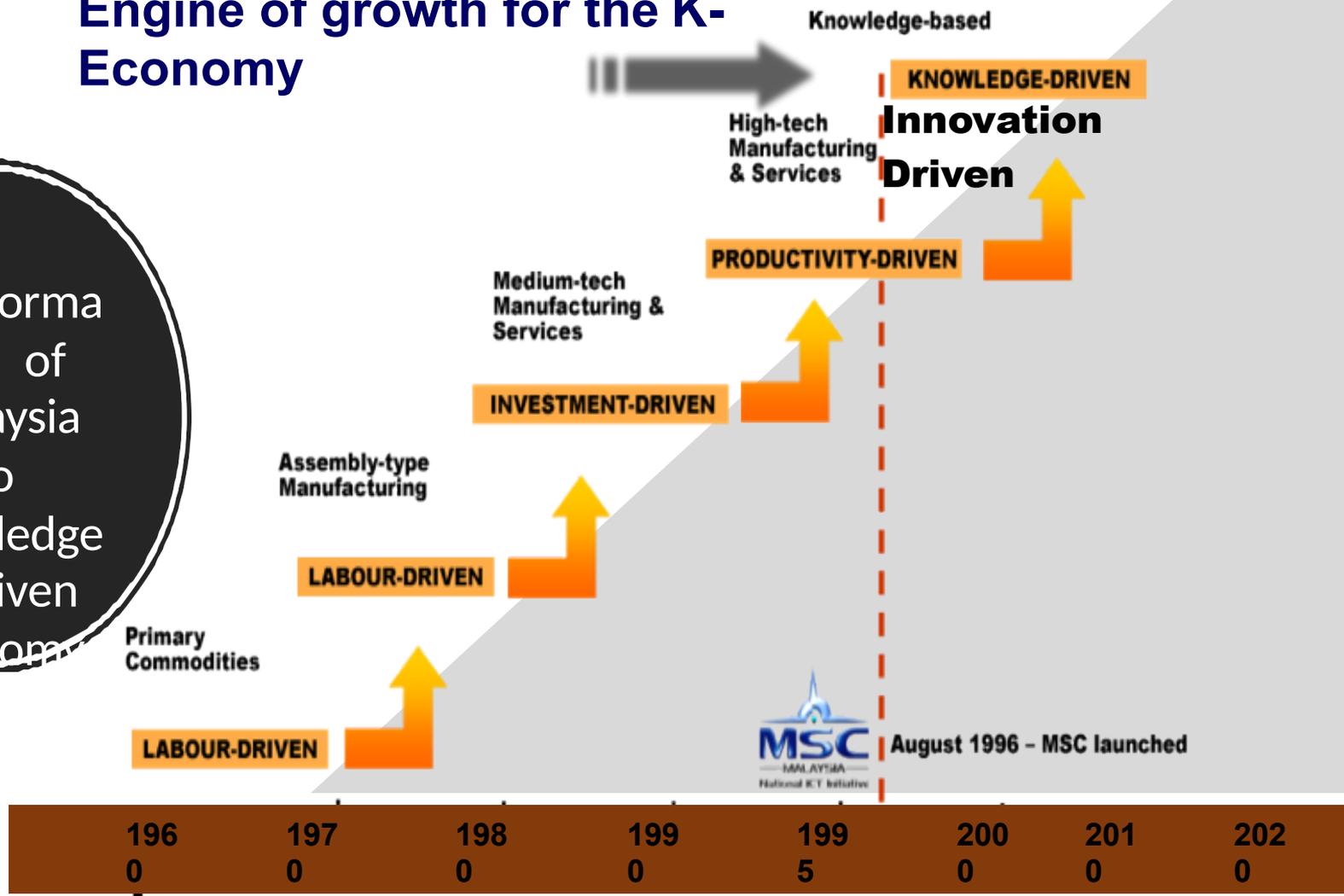
Our Vision

Establishing a solid partnership among Somalia's key stakeholders in the human capital development arena so they lay the foundation for an inclusive and sustainable HCDM.



Engine of growth for the K-Economy

Transformation of Malaysia to Knowledge-Driven Economy





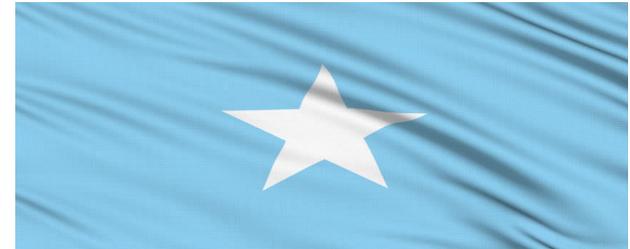
ECONOMIC PROFILE OF SOMALIA



Population 14.7 million (2018)
Youth 70%



GDP \$7.82 billion
GDP Growth: 2.3% (2017)
3.1% (2018)
Per capita €481 (2018)



SECTOR

GDP
CONTRIBUTION
(%)

2018

Agriculture

60.2

Industry

7.4

Services

32.5

- **Agriculture** the largest contributor to the Economy (**60.2%**)
- **Service** sector contributes **32.5%**
- **Industry** contribute **7.4%**

Economic Activities & Sectors in Somalia



- The collection of like economic activities make up the various economic sectors.
- A nation's leading economic sector can be used to identify that nation's "stage of development" or "production" when using an "evolutionary" style model.
- There are three main sectors:
 - **Primary** – Agriculture, Livestock, Fisheries, Forestry, Mining, Etc.
 - **Secondary** – Manufacturing, Processing of raw materials, Construction, Etc.
 - **Tertiary** – Services, Retail, Education, Health, Entertainment, Hospitality, Real Estate, Transportation, Financial Services, Waste Management, Etc.

Agriculture [Primary] Sector in Somalia

- Produces meat, milk, cereals, Etc.
- Turns natural resources into raw materials for use in secondary sector.
- **Challenges with Agriculture:**
 - Dry river – water shortage.
 - Drought – water shortage.
 - Overproduction & WFP timing.
 - Lack of legal protection & support.
 - Animal disease & export issues.
- Charcoal & deforestation.
- Soil nutrients & crop rotation.
- Fisheries Training & Equipment.
- Fisheries Markets.



Industry [Secondary] Sector in Somalia

- Manufacturing & Construction.
- Turns raw materials into finished products.
- Bottling [CocaCola, Tuna canning, Yogurt, Etc.]
- Profits remain in the country.
- Citizens get employment, Etc.

- **Challenges with Industry:**
 - Unfair competition – dumping.
 - Expensive energy.
 - Lack of local skilled labour.
 - Lack financing opportunities.
 - Lack of export markets.

- **To succeed in this sector:**
 - Produce high quality goods.
 - Adopt world class manufacturing & institute quality control.
 - Find new markets and export goods.



Services [Tertiary] Sector in Somalia

- Includes – Retail, banking, hospitality, health, education, transportation, Etc.
- Provides support services for the primary and secondary sectors.
- Grows the fastest.
- **Challenges with Services:**
 - Requires high level of skills.
 - Requires solid education and training.





Primary and Secondary Education Enrolment, Teachers and Schools



Puntland State 2016/7				Four Member States & Banadir 2016/7		
Enrol/Teachers	Male	Female	Total	Male	Female	Total
Enrolment(PS)	81,810	66,017	147,827	128937	104520	233457
Enrolment(SS)	14,004	7,984	21,988	48740	36842	85582
Totals	95,814	74,001	169,815	177,677	141,362	319,039
Teachers(PS)	3,566	601	4,167	5790	681	6473
Teachers(SS)	795	28	823	3245	115	3360
Total	4,361	629	4,990	9,035	796	9,833

Somalia				
Gender	Male	Female	Total	%
Enrol Primary	328,714	265,664	594,378	45%
Enrol Secondary	90,112	60,959	151,071	40%
Enrol total	418,826	326,623	745,449	44%
Teachers Prim	14,343	2,230	16,573	13%
Teachers Sec	6,085	455	6,540	7%
Teachers Total	20,428	2,685	23,113	12%
Schools	Primary/sec	2,436	638	26%

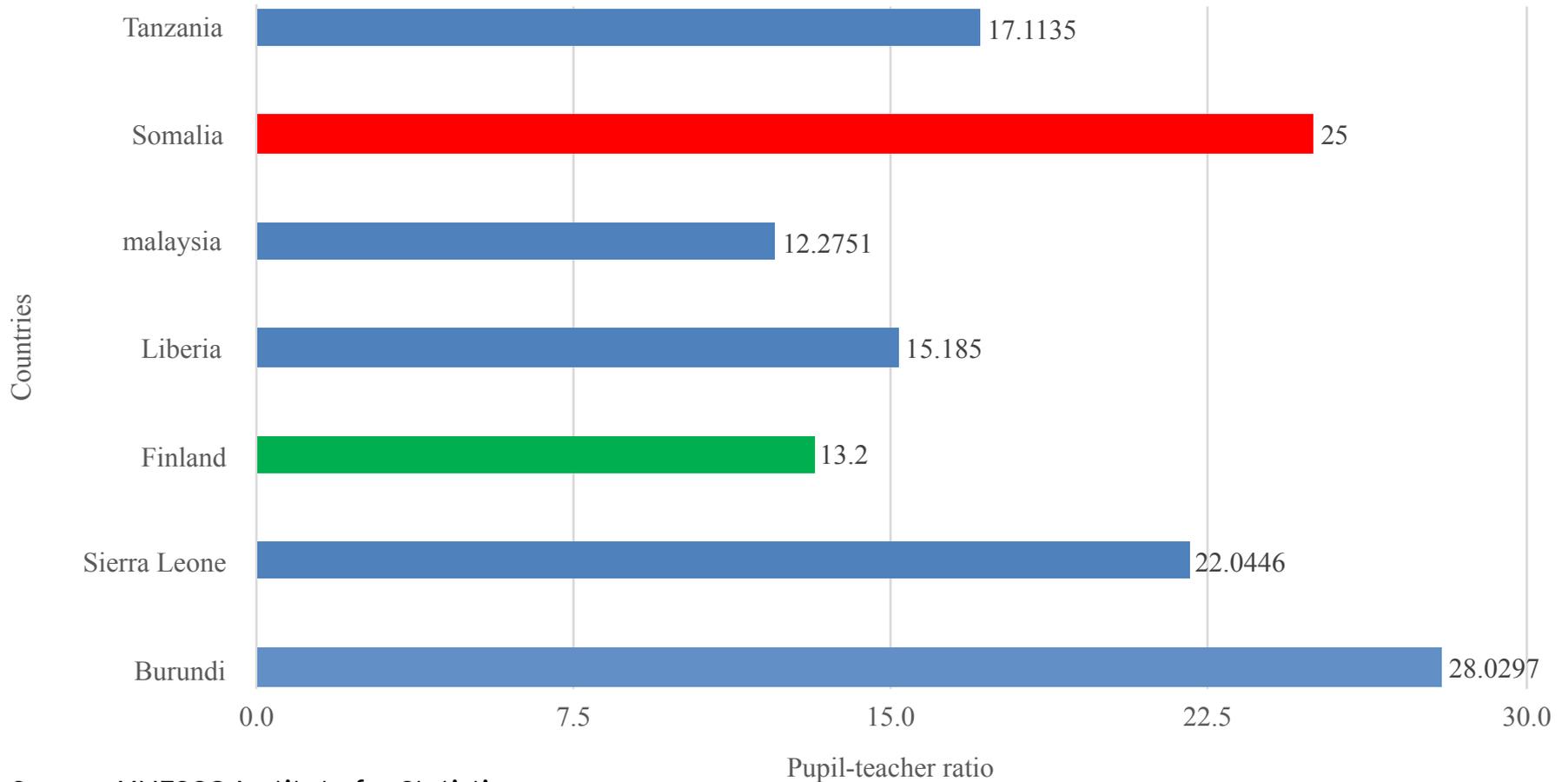
	Primary	Secondary
Puntland	653	96
Banadir and 4 states	848	428
Total	1501	524



Quality of Education



Pupil-teacher ratio in secondary education in selected countries



Source: UNESCO Institute for Statistics



Total number of Primary and Secondary out-of-School Children in Somalia



2016/17 School data with PESS 2014 Population Census

#	States	School age Population (6-18) Per State- From PESS	Children in School	% of Children in School	Out of school Children	% of Out of school Children
1	Puntland	590,271	169,815	29%	420,455.97	71%
2	Banadir	483,351	182,944	38%	300,407.49	62%
3	Jubbaland	398,529	45,891	12%	352,638.41	88%
4	South-west	691,721	37,766	5%	653,954.55	95%
5	Galmudug	271,918	20,416	8%	251,502.25	92%
6	Hirshabelle	303,656	32,022	11%	271,633.58	89%
7	Total	3,607,619	745,449	21%	2,862,169.55	79%

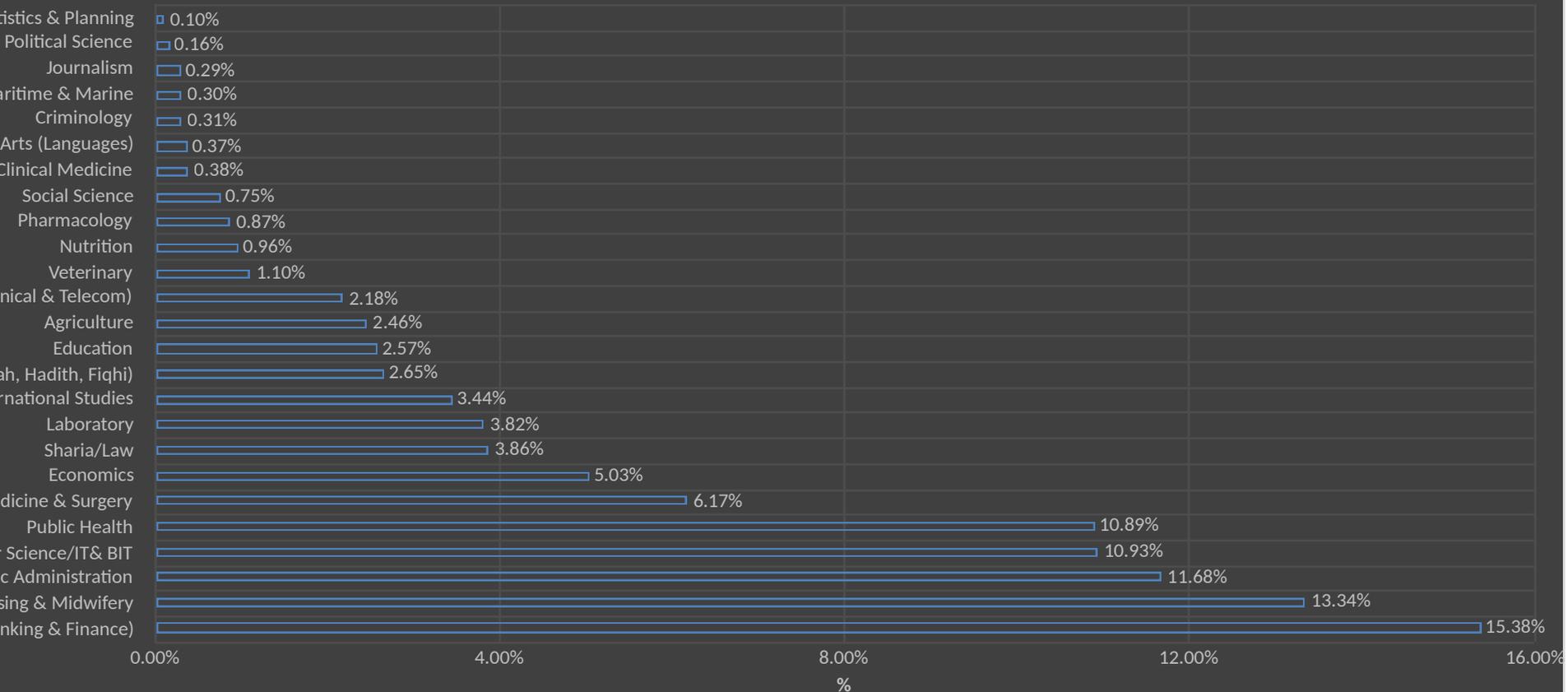
Sources: Ministry of education, culture and Higher Education data



Tertiary Education Statistics



Distribution of tertiary students by field of study in Somalia, 2017



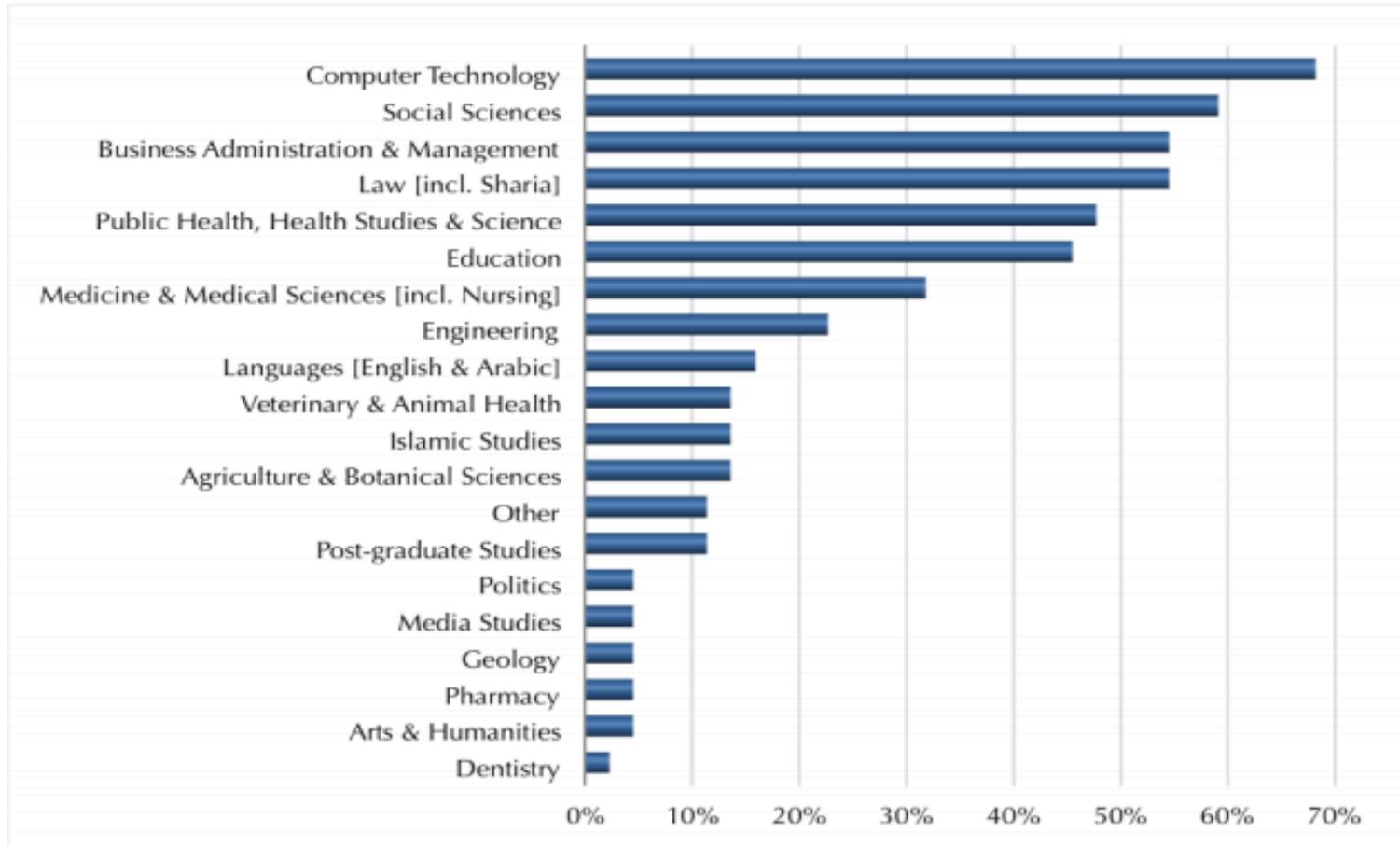
Sources: Somali Universities Graduates Survey, IFTIN Foundation



Tertiary Education Statistics



Graph 2: Faculty distribution across surveyed HEI



KEY Qualitative FINDINGS ON Human Capital Challenges

- Accreditation challenges
- **Poor quality education**
- Absence of a streamlined Language of instruction
- Limited efficient monitoring and evaluation programs of schools
- Ineffective regulatory policies
- Low paid and unqualified teachers/instructors
- Mostly privatized education
- Conflict a major challenge



- Accreditation challenges
- **Poor quality education**
- Absence of a streamlined Language of instruction
- Limited efficient monitoring and evaluation programmes of schools
- Ineffective regulatory policies
- Low paid and unqualified teachers/instructors
- Mostly privatised education
- Conflict a major challenge

“...waxbarashadiisa aan tayo laheyn qof kasta school ama jaamacad waxbaa la iska furanaa dowlad kontorooleyso xitta ma lahan dowladii ayada na waxbarasho bulshada ku nool dalkeeda in ayada ay ka war hayso..”
- Youth Group

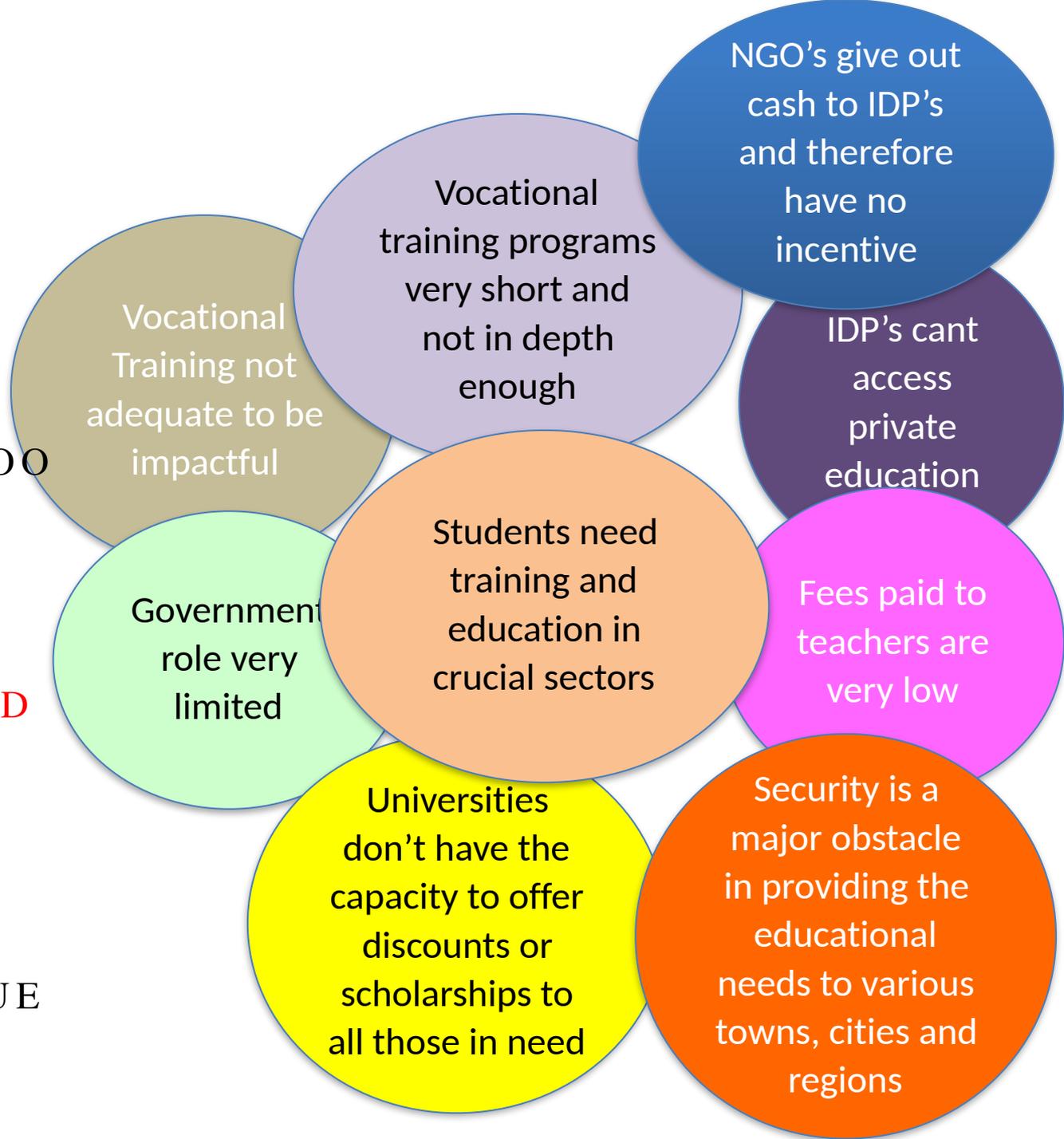
No policy or regulation to monitor quality control

Accreditation of degrees not credible

Poor Quality of education and lack of soft skills

Conflict a MAJOR CHALLENGE for skills development

- SECURITY A MAJOR CHALLENGE
- VOCATIONAL TRAINING NOT PRODUCTIVE- TOO SHORT
- **IMPORTANT SECTORS Often NOT PRIORITISED**
- TEACHER FEES TOO LOW
- ACCESSIBILITY CHALLENGES DUE TO LIMITED PUBLIC SCHOOL OPTIONS



- Schools don't tailor programs to market needs

- LIMITED affirmative policies THAT SEEK TO INTEGRATE OR ASSIST PEOPLE with disabilities

"... waxaa jirta arday Muqdisho imtaxaan ku galaysa ilaa 25 arday oo aragga la' waxaa lagu wareersanyahay oo wasaaradda waxbarashada ku wareersantahay qaabkii dadkaas imtaxaan kooda loo qaadi lahaa. Ma oral baa lagu qaadaa mase bareel waddadii loo qaadi lahaa ayaa lagu wareersanyahay.."- Youth Activist & Student

- Students not JOB ready after graduation

Accessibility challenges for people living outside urban centres

Accessibility challenges for those with disabilities

Accessibility challenges for people living outside urban centres

- LIMITED Affirmative POLICIES & SUPPORT FOR GIRLS SCHOOLS

- GIRLS FACE LONGTERM PLAN CHALLENGES POST

- GRADUATION CULTURAL BARRIERS

- EARLY MARRIAGE A BIG OBSTACLE

No long term education available for girls post basic education

Lack of financial support for all girls schools

Cultural Constraints on girls education and advancement still an obstacle

Girls forced to fund their own education therefore dropping out early

Girl Education lacking although parents now accepting of girl's education

Early Marriage a major obstacle for most girls

TVET

- **ABSENCE of A COHESIVE curriculum, certification and standards**
- LIMITED clarity of tvet strategic direction or policy
- Funding does not follow strategic priorities
- **Poor MINDSET, perception and recognition of tvet**
- Lacking in efficiency and quality
- Weak governance and lack of expertise in subject matter

“..waxbarashada gacmaha laga suubsado waxbo ma barto iyada hay’adaha imaada bulshada ay arkee waxey leedahay farsamo gacmeed maxaa uu baahantihiin in la idin baro dadkuna waxey iska dhahayaan harqaan tie and die waxaas ay mar walbo ay dalbadaan..” -Youth Group

“...alwaax iyo harqaan cilaan wax kale looma haayo meeshaan waxaa jiro dhaqankii hore oo lagu shqeysan karo aa jiro beeraha aa jirowax la cuni karo ay siyaan dadka uma baahano wax la cuno wax la cuno wey dhamaanayaan laakin dadka waxey uu baahanyihiin in wax la baro ...”
- Youth Group

- Proper work ethic not entrenched in society
- Skill prioritization limited
- Skills Mismatch

”...ninka ugu horeeya waxaa weeye 12:30 hadii Salaada la dukado is Gone waaba tagay meeqo Saac ? laba Saac waa Ninka ugu Soo horeeyo 12:30 waa tagay marka waa Qiyaasi kareysaa not only qofkii inuu Shaqadii baraneynin Xataa I don't know hadalka Ereyga ugu haboon lakiin Qofka in loo Shape gareeyo inuu Shaqeeyo loo carbiyo inuu Shaqeeyo ..”

-Employer

”...marka aad fiiriso Soomaaliyoo Dhan ay aad ugu Hooseeso Xagga Skills-ka oo Technical Skills la yiraahdo aad bey Soomaalidu is leeyahay In general ugu hoesesaa...”

- Labour Official

KEY INTERVENTIONS TO DRIVE SOMALIA'S DIGITAL ECONOMY



**Data
Economy**



Talent



Startups



DIGITAL IS SHAPING THE FUTURE OF WORK

65% of Children in Schools Today Will End Up Working in Completely New Job Types That Don't Yet Exist

Future of Jobs
Report,
World Economic
Forum 2016



Tele-Surgeon

Big Data Doctor

Robot Counselor

Drone Traffic Optimiser

Cryptocurrency Banker

Virtual Habitat Designer

AI/Machine Learning Researcher

Source:

Fast Company, futuristspeaker.com, careeraddict.com,
Microsoft Make What's Next Career Explorer Portal

FUTURE PROOFING OUR TALENT:

THREE CRITICAL SKILLS FOR THE FUTURE

**Demand
driven
Skills**

**Agriculture, Livestock and
Fisheries skills**

**Technical
Skills**

**Basic digital skills
Advance technical skills**

**Adaptability, interpersonal
communication, negotiation,
empathy, leadership**

**Social &
Emotional
Skills**

**Higher
Cognitive
Skills**

**Creativity, critical thinking,
decision making, complex information
processing**

INCLUSIVE AND SUSTAINABLE HC DEVELOPMENT FOR SOMALIA'S ECONOMY SECTORS



Building
our
Future
Talent
Pipeline



Nurturing
Industry-
ready
Tertiary
Talent



Upskilling
&
Reskilling
the
Existing
Workforce



إِنَّ اللَّهَ لَا يُغَيِّرُ مَا بِقَوْمٍ حَتَّىٰ يُغَيِّرُوا مَا بِأَنْفُسِهِمْ

"Indeed, Allah will not change the condition of a people until they change what is in themselves."

Quran 13:11



“If we fail to plan, we plan to fail”
Benjamin Franklin

***Thank You to all
who helped and
contributed. We are
grateful***

