



# UNITAR

## Iraq

# Fellowship Programme

*Entrepreneurship and Leadership Youth Training*

## About UNITAR

The United Nations Institute for Training and Research (UNITAR) is a principal training arm of the United Nations, working in every region of the world. The Institute empowers individuals, governments and organizations through knowledge and learning to effectively overcome contemporary global challenges.

The UNITAR Hiroshima Office is the only United Nations entity in this symbolic city. It has more than 13 years' experience in designing and conducting training for people from post-conflict countries, such as Afghanistan, South Sudan, and Iraq, and commands a unique understanding of the needs of such trainees as they work toward peace.

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### Training for the Future

The United Nations Institute for Training and Research (UNITAR) Hiroshima Office, with the support of the people of Japan, is launching the *UNITAR Iraq Fellowship Programme: Entrepreneurship and Leadership Youth Training* (the Programme). The Republic of Iraq has a substantial youth population, with 59% of the population under 24 years old. The emergence of a young population can have significant positive effects for Iraq; the youth population is currently underutilized as a result of lack of opportunities in youth employment – 59.3% of females and 30% of males are unemployed. By providing Iraqi youth with the skills and competencies in social entrepreneurship to be leaders in their communities, these youth can have an opportunity to participate and engage meaningfully in society, while stemming the high youth unemployment rate and providing a foundation to revive business, which will subsequently lead to stability, through local engagement.

Tailored to the current realities of Iraq, the Programme is a specialized capacity-building training programme providing Iraqi youth with the skills and competencies in social entrepreneurship to be leaders in their communities. The Programme will take a robust approach to supporting Iraq's sustainable recovery and growth by focusing on project and business development, implementation, and leadership skills.

The Programme will use UNITAR's unique blended learning methodology and includes two face-to-face workshops that are linked by ongoing project work, and asynchronous training modules on key topics such as entrepreneurship, leadership and business implementation. Each participant will undertake an Organizational Needs Assessment, and develop, throughout the Programme, a project proposal that addresses contemporary challenges and problems in Iraq. The proposal serves as an action plan for implementation upon completion of the Programme. This will lead to the strengthening of a skills base within Iraq, which can contribute to the stabilisation and eventual sustainable development of the region. A special emphasis is placed on methodology and skills development related to leadership and mentoring.



Trainees undertake group work during a Hiroshima Workshop

### Expert Support

In addition to UNITAR staff, there is a network of international Resource Persons who will continually engage with and support the participants through sharing of knowledge and experiences and by providing advice and feedback.

### Aim of the Programme

The Programme aims to equip participants with two sets of concrete skills:

- **Hard Skills** Project and business planning, need assessment, implementation, sales strategy, evaluation - needed for effective project and business development and implementation.
- **Soft Skills** Team work, communication, conflict identification and resolution, presentation, and leadership - needed for effective management of social businesses.

The Programme seeks to equip participants with these key skills that can transform ideas into action. The skills will help to widen the community of skilled social entrepreneurs in Iraq as they work to generate social good for the people of their country.

By the end of the Programme, participants should be able to:

- Outline what a social business is and why it is important we create them for today's Iraq;
- Discuss the processes behind designing a social business that can solve a self-identified social issue;
- Define key steps in developing a plan to make social businesses high performing;
- Discuss selection criteria and development plans for servant leaders of social businesses;
- Outline steps in setting a climate for social business success;
- Define their leadership legacy, outlining the positive impact they will have on Iraq.

### Social Business and Entrepreneurship

A social business is a successful start-up business that makes products and/or services to solve a social issue. The business is locally owned and operates to create jobs, where all profits are reinvested so that the business may scale to solve issues on a larger scale. Social businesses allow societies to function more efficiently through the addressing of social needs in a sustainable manner. While many potential social businesses identify valid issues that can make a positive impact on communities, a clear understanding of processes that lead to successful start-up businesses is lacking. The Programme aims to bridge this gap by providing participants with knowledge and skills to plan and implement successful social businesses.

### Tentative Timeline

Workshop I, to be held in Jordan in November 2016, will introduce the participants to the concept of social business and best practice for assessing indigenous needs. Workshop II, envisioned to be held in Hiroshima, Japan, in March 2017, will focus on the tools for effective communication and outline successful strategic business plans. Connecting these two workshops will be a range of asynchronous training modules on topics such as Project Planning, and the participants will undertake assignments and project work.



### Experienced Training for Iraq's Needs

In 2013, UNITAR and the Japanese International Cooperation Agency (JICA), in collaboration with the Ministry of Oil (MoO) in Iraq, delivered the *UNITAR-JICA Capacity Development Programme for Republic of Iraq Government Officials* in Hiroshima. Focusing on identified needs within the Ministry, the participants explored fundamentals of public-sector leadership, team development, project planning, effective change management, and post-war reconstruction. The Programme evaluation by participants was overwhelming positive, with all participants indicating that they gained skills fundamentally important to leadership in the public sector.



Atomic Bomb Dome

### Hiroshima, Japan

Workshop II of the Fellowship is held in Hiroshima. Hiroshima experienced the tragedy of the world's first atomic bombing. The city recovered in a short period of time; it has dedicated itself to promoting peace globally and has many experiences and lessons to share. Hiroshima is now called the "City of Peace." People who visit Hiroshima learn the reality of the tragic devastation and strengthen their belief toward the promotion of peace and abolition of nuclear weapons.