Youth In Technology For Community Development

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Youth Leadership Development Foundation

▸ **Vision:**
A Yemen in which skilled, well qualified and active young women and men play leadership roles in all domains of society enabling Yemenis to contribute to a better world.

▸ **Mission:**
To increase youth participation in social , political and economic aspects of society especially through education in vocational , communication, leadership and life skills in response to the needs of the community and the labor market locally , regionally and internationally.

YLDF Objectives:

1. Youth Skills improved in different fields, especially for women and underprivileged.
2. Ability of youth to take a leadership role improved, particularly women and underprivileged.
3. Access of youth, particularly young women and underprivileged to participation opportunities increased.
4. Information and data related to youth situation improved and accessible.
5. Networking of Yemeni youth locally , regionally and internationally activated.
6. Awareness by society and decision makers of the importance and situation of youth expanded, leading for better situation for youth.

YLDF Centers: Youth Economic Development Center (YEDC)

A Yemeni youth (female and male) which is economically secure and socially established and thus able to participate in all domains of economic life in which merit and attitude transcend social status and gender.

Each Yemeni household has at least one strong, self-determined girl or woman who owns an arsenal of knowledge, skills and values, and who is able to participate in all domains of the public sphere equally with males regardless of their social class or economic status.

Gender Concerns

1. lack of on-the-job training
2. lack of job placement associations
3. lack of suitable environment for women
4. low level of trust by employers' in women's ability to perform technical work
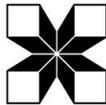5. lack of women role models in the IT market

Yemeni NGOs:

▸ **The delay of the adoption of ICT by NGOs could be due to the following reasons:**

1. NGOs don't realize the impact of **ICT** on their day to day work activities;
2. NGOs don't have the capacity to deal with new technology tools;
3. NGOs don't have the funding required to purchase tools from international vendors;
4. NGOs don't have sufficient trust in young Yemeni IT professionals to develop and implement the required tools for their operations.

Youth In Technology
for Community Development

In partnership between Youth Leadership Development Foundation & International Development Research Center

IDRC ✳ **CRDI**

International Development
Research Centre

Centre de recherches pour le
développement international

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Program Specific Objectives

▸ Enhance the linkages between ICT market needs and university curriculum

▸ Identify the factors and difficulties hindering the participation of females ICT graduate in the job market.

▸ Increase the marketability of Yemeni graduates (particularly females) in ICT

▸ Increase the adoption of ICT by local community organizations in Yemen

Gender

▸ ICT female employees were found to prefer isolated work environment in offices as they do not prefer to work in the field or in workshops (maintenance work or program equipments installation, etc. Such places are gender unfriendly (mixed environment). Female ICT employees prefer to work on ordinary office work that requires use of basic Microsoft skills or programming, due to the way women are treated in such a patriarchal community. Even in the college where co-education is offered, female students suffer of being marginalized and given less attention by lecturers and faculties.

Skill Gaps Analysis

▸ A skill gap is the gap between the needed skills and the existing capabilities of the workforce in an environment (labor market, an institutions, etc). The causes of skill gaps are varied and some of the main ones is the changing trends of in the world of work and the labor market such as globalization, commercialization, flexi-hour, outsourcing, power of revolutionary communication, etc. Such dynamic changes require multi-skilled people who could adapt and quickly learn and update themselves. In the coming section, we will provide a brief gap analysis for the ICT situation in Yemen based on the findings of this research.

Current situation

▸ Existing academic institutes provide graduates with broad and basic knowledge in ICT fields with little capacity to apply due to the small portion f practice provided in the curriculum

▸ Private institutes and few development projects (funded projects through some NGOs) provide a kind of remedial training programs (short and long ones) focusing on the practice side and granting certificates that are somewhat creditable. These training programs claim to be based on the needs of the local market.

Current situation

▸ Urban based NGOs, technical and vocational training institutes (governmental) and private institutes provide large number of courses on basic skill computer use (typing, Microsoft package, internet surfing, etc). These curses mainly target youth and women to get them acquainted with computer applications. These courses are free or partially free of charge where trainees pay symbolic fees. However, its accessibility is for urban residents.

Existing Gaps

▶ Overall, the main gap is the high rate of unemployment in the Yemeni labor market exacerbated by poor supply of ICT skilled people and weak demands for ICT specialists. This fact is the real challenge facing any investment efforts in ICT training and education. Below is a list of the main concluded from the research respondents:

Existing Gaps

▸ Shortage of availability of medium to highly skilled ICT personnel in the Yemeni market.

▸ Lack of focused ICT specializations in many ICT majors

▸ Old and un-updated courses in the academic sphere that grants a first degree qualifications is a common problem

▸ Weak capacity of fresh graduates to compete in a competitive market

▸ The need to unify and standardize the different certificates granted for different training programs provided by private institutes and NGOs

Bridging the Gaps

▸ What is needed to be provided in terms of extra training to bridge the skill gaps, most of the respondents a asserted on the necessity to combine ICT specialized skills that focus on real application and soft skills component that include management, leader ship skills, report writing, etc. Table 5 summarizes the core skill strongly recommend by the respondents divided into four main categories:

Bridging the Gaps

▸ ICT qualification or certificates in the ICT fields

▸ ICT basics

▸ Soft skills/Personal and self development skills

▸ Management skills