# **Goals and Achievements**

Harikar NGO in 2021, under the food security and livelihood sectors, targeted the most vulnerable individual and families, in which granted men and women access to vocational courses and trainings, such as sewing, electricity, mechanics, and agricultural ones. The mentioned trainings provided the necessary skills for the participants to fulfill their own daily living needs as well as to generate income to support their families. Some electricity trainers in Nineveh were professionally skillful and provided topics beyond their training curriculum such as solar energy.

The distribution of start-up kits and agricultural inputs, as well as ensuring the operation and availability of irrigation water, ensured that the beneficiaries have the ability to start their home-based and agricultural businesses as soon as possible.

One of the unintended outcomes was people using their newfound skills and the new resources they got from agriculture to help people with disabilities and elderly people for free to support the most vulnerable community members.

# **Challenges and lessons learned**

Some project design did not allow deviations in the types of courses provided to the community and was not entirely based on a market assessment. Therefore, Harikar was not able to provide trainings in other courses such as Mobile Maintenance, Carpentry, etc. which would have met other market needs. Engaging women in some interventions such as CfW activities proved to be difficult in some locations due to traditions and mobility restrictions experienced by women.

The identification of appropriate venues was time-consuming and the lack of state vocational training centers, state certificated trainers or recommended curriculum meant that trainers were hired based on public advertisements and interviewing process which also consumed time.

Harikar recommends that types of courses be based on a thorough Market Assessment considering the existing skills of communities and offering a vast set of course types with smaller participant numbers as well as, if feasible, a longer duration of trainings of 3 to 6 months is recommended, accompanied with practical on-job-training or apprenticeship opportunities as well as business and skills trainings such as accounting, communication, planning, computer skills, etc. to complement the newly acquired skills and support a longer-lasting impact for business opportunities.