Training For All

Building human capacity for the future generations in Syria
Training For All
Content

2  Overview
3  Health
6  Cultural Heritage
7  Agriculture and Livelihood
10 Energy
11 Infrastructure
13 Local Planning
14 Social Cohesion
15 Youth
16 NGOs
Training For All

The seven years of crisis in Syria have devastated the whole country, resulting in the loss of lives, massive displacement, and deterioration of living conditions. Human capital is also severely affected with increased casualties, injuries, disabilities, displacement and brain drain, which resulted in the serious decline of institutional capacities to deliver essential services to the affected communities in such areas as water, electricity, health and education. Furthermore, over a half of the working population is now unemployed, and training / learning opportunities have been extremely limited since the start of the crisis, creating a significant deficiency, and therefore pressing needs in skills development in various segments of the population.

While providing emergency humanitarian relief alone in the protracted crisis is not sustainable, more sustainable approaches are needed not only to improve the lives and livelihoods of the affected people but also to sustain human capacity and vital institutions in Syria.

Resilience building through empowering the crisis-affected population is proven to be effective in helping them withstand the negative shocks of the crisis. Capacity development – in its various forms and types - will equip affected people and institutions with adequate skills needed at the crisis and post crisis times.

In 2017, with the support of the Government of Japan, six United Nations agencies came together to respond to this situation. The “Training for ALL” projects, implemented by UNDP, UN Habitat, FAO, UNFPA, WHO and UNIDO, aim to maintain and improve Syrian human capital in various fields by providing multi-sectoral training opportunities to keep up and upgrade the skills and knowledge of Syrian women and men, enabling them to more effectively respond to the pressing needs of the affected population and to ensure preparedness for future recovery.

The projects fall under the overall framework of the UN Strategic Framework (2016-2018), signed by the Government of Syria and the UN agencies in Syria. In particular, it contributes to the Focus Area I of the Strategic Framework, “Capacity Development and Support for Institutions” as well as the other two Focus Areas. The projects are also within the framework of the Humanitarian Response Plan 2018.
UNFPA is implementing a project aiming at supporting nursing schools to adopt and update the national curriculum and start to prepare number of professional midwives and nurses with high quality skills for comprehensive Emergency Obstetric Care to fulfil the gaps and have an action for the future plan for early recovery.

The curricula will be disseminated to all academic health institutions and other parties related to midwifery schools in Syria.

This project will provide opportunities to develop the capacity of midwifery schools to prepare highly qualified midwives who are able to deliver comprehensive Emergency Obstetric Care services in the public and NGOs health facilities based on high standards.

In addition, UNFPA provided needed equipment and education models and materials to nursing and midwifery schools.

UNFPA also rehabilitated the auditorium of Al Zahrawi obstetrics and gynecology Hospital, which is the main obstetrics and gynecology hospital in Damascus, which is used to train midwives.

UNFPA provided training for midwives, gynecologists, nurses, physicians and non-physician clinicians working in the Ministry of Health, Ministry of Higher Education and NGOs health facilities supported by UNFPA on MISP, CMR, and post abortion care.

In addition, UNFPA organized a study tour to Iran in November 2017, whereby 16 technical persons learned from Iran’s best practices in reproductive health programme management including on midwifery role in emergencies, family planning and comprehensive reproductive health services in crisis.
Thousands of highly qualified and experienced biomedical engineers and medical technicians have left Syria since the crisis began in 2011. There are now very few people with the skills and know-how to install and maintain life-saving, state-of-the-art medical equipment in Syrian hospitals. Moreover, many of the country’s hospitals and primary health care centres have been badly damaged or destroyed. Civil engineers and architects are also needed to help rehabilitate the country’s shattered health care infrastructure.

Thanks to a generous contribution from the Government of Japan, WHO is rebuilding capacity through the “Training For All” projects.

In the first phase, WHO has organized a series of training courses on the installation and maintenance of complex medical equipment including CT scanners, MRI and hemodialysis machines, equipment for operating theatres and cardiac/intensive care units, ventilators, ECG devices, sterilizers and X-ray machines. Senior staff from the Ministries of Health and Higher Education attended eight “training of trainers” courses in Damascus. Thanks to this training, they are now able to train other health staff throughout the country. WHO has conducted another 17 workshops that brought together biomedical engineers and technicians from 11 of the country’s 14 governorates.

In March 2018, WHO launched phase II of the project which will continue till March 2019. WHO plans to train 160 mechanical, electrical and biomedical engineers on maintaining services and equipment in health care facilities. One course will focus on how to install and maintain the state-of-the-art CT scanners donated by the Government of Japan. Another four courses will focus on heart, lung and catheterization machines; laboratory equipment; endoscopy machines and ophthalmological equipment. WHO also plans to train civil engineers and architects on designing and rebuilding hospitals and health care facilities.

Fatima Al-Halaki, a medical engineer from the governorate of Dar’a, said she had benefited a lot from the training. “I have a very good understanding of the mechanics of the ultrasound equipment now, and I’ll be able to spot any defects.” Fatima particularly liked the way the course was organized. “The training was highly interactive. The discussions were lively and the question and answer sessions were really helpful”, she said.

Another participant, medical engineer Dareen Flehan from As-Sweida, said “I now have a very good understanding of the way this equipment works. In fact, if we have a chance to join more training workshops, we will be able to handle the maintenance ourselves instead of having to bring in experts from the MOH.”

Trainer Samer Samaan said “the participants have a strong background and they are keen to learn. Thanks to the training, they can spot any defects in the equipment. They now need practice to allow them to master maintenance procedures. We thank WHO and Japan for supporting this crucial training, which is so important for our health system.”
Humanitarian needs overview 2017 reported that the situation of war-born injuries and resulting impairment has become number one priority. Some 30,000 people suffer conflict-related trauma injuries every month, roughly 30 per cent of whom develop permanent disabilities, and 15 per cent suffer amputation.

While efforts have been made to conduct physical rehabilitation activities through supporting prosthetic workshops and providing wheelchair services, the major obstacle and gap that still remain are the weakened technical capacities of existing skilled professionals in Syria.

UNDP Syria’s disability programme strategy to support persons with disabilities (PWDs) focuses on enhancing the physical wellbeing of PWDs as an entry point to socioeconomic integration through developing the capacities of health workers in this field such as prosthetic technicians, physiotherapists and occupational therapists.

In 2018, UNDP Syria conducted two advanced training with the support of the Government of Japan on two technical topics as following:

• Training course for health workers on wheelchairs prescription and modification

35 Syrian physiotherapists received intensive training on proper wheelchair prescription adjustment and seating support systems.

• Training course on specialized prosthetic technology techniques for lower limb amputation.

Seven national technicians underwent advanced training for 60 days on prosthetic technology delivered by a senior international expert for below and above knee prosthetic fabrication techniques.

The training targeted technicians working at UNDP Syria-supported prosthetic centres in Damascus and Tartous as well as two technicians from Aleppo and Al-Hassakeh who are currently trained to prepare for establishing new centres in these locations where high numbers of injuries and lack any services are reported.

UNDP Syria pursues further endeavor in enhancing needed capacity in the area of disability, which includes training and capacity development of national professionals on occupational therapy, psychosocial support and Paralympics sports, in addition to institutional capacity development of national prosthetic training center.
Damage and destruction of archaeological sites as a result of the crisis have been devastating. Heritage sites such as Palmyra, Aleppo and Homs that have been the source of pride for Syrians, and part of their social and economic life, have been severely damaged.

The Directorate General of Antiquities and Museums (DGAM) of Syria has been working to protect the valuable Syrian cultural heritage despite all the challenges arising during the crisis.

In July 2017, the international conference, “Saving Syrian Cultural Heritage for the Next Generation – Palmyra”, was convened in Nara, Japan. At the closing of the conference, the Nara message was adopted, which affirmed commitment to support the Syrian people in the tasks of restoration and conservation of their heritage with training, tools and new technologies.

UNDP in partnership with the Kashihara Institute supports the capacity development of female and male Syrian experts in cultural heritage.

In addition to the provision of needed equipment for the DGAM, the capacity building programme covers documentation, conservation, search for archaeological features, analysis of materials and structural components of artifacts, and exhibition and storage of artifacts.

In March 2018, 50 staff of DGAM participated in the workshops. By Spring 2019, 50 cultural heritage experts will complete the training courses, in addition to 100 staff of the DGAM and community actors who will benefit from the various capacity development programmes.

In addition, UNDP in partnership with the DGAM will work to raise the awareness of the importance of cultural heritage at the community level.
Agriculture and Livelihood

UNDP Syria aims at strengthening capacity required for sustainable livelihoods and job creation in two ways:
introducing climate smart agricultural practices through capacity development of key actors, and capacity building related to livelihoods with a focus on vocational and skills training, ensuring bridging gaps between demand and supply.

The agricultural sector is one of the main pillars of the Syrian economy and represents one of the main sources of livelihoods, especially for people in rural areas.

However, this important sector was heavily affected by the current conflict which caused widespread damage to productive assets and infrastructure, leading to sharp reduction of agricultural production and depriving millions of people not only of their main livelihoods source, but also of their food security.

Furthermore, the agricultural sector is facing the effects of climatic changes and other environmental issues such as severe droughts, irregular rain patterns and water shortage, and many other challenges that require major shifts in production patterns and practices.

As part of the Training for All projects, UNDP designed a training programme in cooperation with the International Center for Agricultural Research in the Dry Areas (ICARDA), aiming at strengthening capacities to support the adoption of appropriate and sustainable approaches for enhancing agriculture-based livelihoods.

This will be achieved through understanding the key principles of sustainable and climate smart agriculture, community building, landscape management and sustainable management of natural resources. The training targets 20 people with technical expertise from eight governorates,
FAO reached an overall of 329 experts received trainings of different topics that will contribute to the capacity building needed for the development of the agriculture sector in Syria. The trainings aimed at enhancing the skills and knowledge of national experts in different sub-sectors, to mention poultry and livestock health, natural resources, value chain of key commodities and other.

Local Capacity Building Workshops will take place in eight governorates, involving local community and other stakeholders in the agriculture sector.

Furthermore, UNDP's vocational and skills training prepares the crisis-affected population for productive participation in the labour market by providing them with the knowledge and skills that are required for specific occupations. Through its experiences in the provision of vocational and skills training at the micro-level, UNDP recognizes the needs to strengthen the capacity of the national technical and vocational training system, in particular to prepare for the economic recovery of the country.

Therefore, UNDP in coordination with other agencies, supports active labour market through the capacity development of service providers of TVET/vocational and skills training and employment services, focusing on the needs of vulnerable groups such as women and PWDs.

Poultry production and diseases diagnoses (FAO)

FAO reached an overall of 329 experts received trainings of different topics that will contribute to the capacity building needed for the development of the agriculture sector in Syria. The trainings aimed at enhancing the skills and knowledge of national experts in different sub-sectors, to mention poultry and livestock health, natural resources, value chain of key commodities and other.

FAO trained 120 veterinarians on diagnosis of bacterial and viral diseases and prevention and control measures by focusing on diagnosis techniques of bacterial, viral and parasite diseases in the field and in the laboratories, in addition to bacterial sensitivity test and applied biosafety procedures.

The organization has conducted a two-week training course on Natural Resources Assessment for 15 experts from Ministry of Agriculture and Agrarian Reform (MAAR), Ministry of Water Resources (MoWR), Ministry of Local Administration and Environment (MOLAE), General Commission for Scientific Agricultural Research (GCSAR) and FAO team members in September 2018. The attendees received concentrated topics on water productivity, land, soil and water management, to apply the modernized techniques within the Syrian natural resources institutions, therefore, improve the water and soil situation for better and sustained food production in the country.
Dr. Ammar Al Abrash – A trainee who works in the livestock medicine department

"The training linked me with the world again, by receiving recent scientific information and practical techniques I desire to obtain for years.

We had limited access to the newest information and researches because of the crisis, and finding valuable trainings was challenging to us. Gladly, we are here to be trained on sufficient poultry and livestock matters.

I felt responsible when I was nominated to attend the “Poultry production and diseases diagnoses” training, poultry is a nutritious source of protein for people, and therefore, we will make sure that people will have safe food by applying the techniques we received from this training.

It was obvious that the topics were selected carefully, FAO and the Japanese government’s efforts were remarkable, and we appreciate their hard work to improve the national human capacities and skills."

FAO trained ten technical staff form GCSAR and General Organization for Seed Multiplication in ICARDA in Lebanon for the production of early seed generations of wheat. Moreover, 150 participants from the MAAR and MoWR were trained on the principles of integrated water resources management; importance of efficient irrigation methods; irrigation management; crop requirement; fertilization; water and soil relationship; drip irrigation and solar design.

Value chain trainings were conducted in eight Syrian Governorates, reaching 72 experts from several agricultural directorates. The trainees were introduced to a number of basic concepts in value chain in agriculture, marketing with relevance to value chain, value chain study outline, mathematical and statistical tools for value chain analysis in agriculture, and value chain analysis outcomes and the on-the-ground applications.

FAO is keen to support the agriculture sector in Syria by improving the national human capacities, through providing well-designed training programmes that cover the latest scientific information and practices in both livestock and crop production topics. By this, FAO contributes in strengthening the resilience of the agriculture sector by developing the institutional and individual abilities to produce quality food in Syria, the organization also re-connects the technicians in the field with the global knowledge to cope with the climate and other global challenges.
Energy

Capacity development in electricity sector (UNDP)

Sustaining electricity provision is a lifesaving act as it enables the continuous functioning of vital health and medical services, preservation of essential livelihoods and production activities, and reduction of protection risks.

Therefore, the capacity development in the electricity sector is urgent and critical.

Through the provision of professional training to enhance the technical and planning capacities at both local and national levels, UNDP works with the local partners to develop their capacity and empower them to play their roles as central actors in service provision and recovery.

UNDP, in close collaboration with national authorities, finalized a training programme for generation, transmission and distribution, based on needs and priorities of electricity sector.

Professional training courses will be provided for 188 engineers and technicians from generation, transmission and distribution institutions, of which 68 trainees will be trained overseas.

UNDP carries out the rehabilitation, partial expansion and re-equipment of the Jandar training center, combined with the provision of the Training of Trainers programme targeting 18 engineers and technicians on the operation and maintenance of power plants.

Moreover, UNDP will provide the technical and planning capacity development in the area of energy policy and implementation at both local and national levels.

Training programmes include the technical assessment of the actual situation of electricity networks all over Syria as a key step to establish an effective plan to reduce the current humongous losses in the generated electricity power; solar systems for lighting and water supply, and cost analysis to establish a unified tariff.

Special mentoring and career development support will be provided for female trainees.
In Syria, basic infrastructure for potable water and wastewater was severely affected in the past years, whereby many installation networks were out of service due to complete or partial damage, poor maintenance or high discharge in some areas that host increasing number of IDPs.

This was combined with the decline in the institutional, financial, physical and human capacities that hindered the relevant institutions to respond to the priority needs in the rehabilitation and maintenance of the water and wastewater networks, and treatment facilities.

Given the decrease of skilled manpower by over 50 % UNDP, through the Training for All projects, works closely with the Ministry of Water Resources and related institution to design a tailored training programme to rebuild and develop the human capacities, based on a detailed assessment of the institutional and individual needs.

Focusing on engineers and technician, UNDP will transfer the know-how and knowledge and share best practices and practical experiences in each specific programme, bringing in specialized national and international expertise.

As the outcome of the support, the targeted institutions and trainees are expected to enhance their capacities, practical knowledge and skills that enable them to better respond to the priority needs of the communities.

In addition, UNDP priorities the development of the capacity of local engineers and technical personnel to strengthen the cultural-heritage responsiveness of their rehabilitation work in Aleppo.

This will be achieved through providing training in damage assessment of historical buildings as well as technical and legal training in debris management in targeted areas.
Seven years of crisis have devastated the whole country resulting in the deterioration of basic living conditions. The industrial sector has been also affected by the loss in its infrastructure and human capital, which is severally undermining the sector’s potential to maintain sustaining livelihoods conditions and opportunities for large portion of the Syrian populations.

To support this sector with the basic engineering human capital required during this period of crisis, UNIDO will provide capacity development opportunities in the field of earth moving and heavy equipment maintenance and operations.

UNIDO intervention is designed at training technical experts and instructors from vocational schools across Syria on mobile hydraulic assembly and on functioning of hydraulic components deployed in this field of earth moving and heavy equipment operations.

For the execution of this project UNIDO will also be collaborate with industries in Japan.

The overall aim is to provide technical skills that can be applied in the country for the recovery and access to its basic and essential productive sectors services.
Local Planning

Municipal recovery planning and better urban damages assessments (UN-Habitat)

UN-Habitat supports 20 municipalities to improve their capacities to formulate evidence-based and participatory municipal recovery plans that prioritize recovery and returns interventions.

In June 2017, a capacity building workshop was conducted for the municipality of Zabadani to enable the municipality to produce area-based neighborhood action plans; identify a list of prioritized interventions.

Also, the premises of the Ministry of Local Administration and Environment has been provided with equipment and furniture.

UN-Habitat is now preparing procurement related steps to support the establishment of 20 Municipal Technical offices of Support (MTOS) and capacity development of the municipal staff.

In addition, UN-Habitat will also work with the Syndicate of Engineers to improve their capacity to conduct field structural damage assessments that rapidly identify housing construction needs in urban areas.

Building on the lessons learnt and experience of UN-HABITAT in the damage assessment in Aleppo and the assessments conducted by other organizations in other locations, UN-HABITAT is supporting the Syndicate of Engineers to develop a national comprehensive damage assessment guideline for infrastructure and houses.

This will contribute to standardizing the criteria and tools for the assess damaged buildings and facilities and identifying the needs of the housing and construction sector in urban communities at the national level.
The level of social cohesion in Syria is directly linked to the conflict in the country, that has undermined relations and trust between communities and express intolerant attitudes towards others. By addressing, in positive and inclusive ways, those issues which divided communities at the local level, Syrians can immediately improve resilience while maximizing the impact of more comprehensive social cohesion and communities’ resilience efforts in the future.

UNDP supports communities to identify possible interventions that may be implemented to address those factors and supports communal activities that bring members of the community together across social divisions.

UNDP also works to enhance the existing capacity of local communities to quickly identify threats to community resilience and social cohesion, develop appropriate responses and deploy effective pro-peace interventions at the local levels.

Through the T4A projects, UNDP supported the Syrian communities to enhance their capacity to identify and reduce the drivers of crises relating to inter/intra group relations at the local level. To this end, more than 18 community leaders received training on who to address structural barriers of social cohesion and how to strengthen the structural connectors between groups and communities.

UNDP supported more than 33 community-based initiatives in several governorates such as Hassakeh, Aleppo, Homs, Lattakia and Rural Damascus where more than 567 volunteers were trained on soft skills such as self-awareness and values, accepting the other, civic engagement and how to serve their societies through local initiatives to better address drivers of instability in the short term, while creating an enabling environment for more comprehensive efforts towards sustainable peace in the long term. More than 5,366 participants from different backgrounds joined these initiatives.
Youth are always at the center of UNDP activities on all fronts, especially those relevant to livelihoods and social cohesion, where youth are beneficiaries of job creation, vocational and life skills training, or main participants and volunteers in social cohesion activities.

As we look at youth as champions of positive change, UNDP launched the Young Entrepreneurs of Syria - YES programme in 2017 focusing on supporting youth innovation and entrepreneurship and providing Syrian youth with the support needed to put them back on the productive track and activate their role in responding to the impact of the crisis on their local societies.

In 2018, and with support from the T4A project, YES will target 25 youth from across Syria with dedicated entrepreneurship training focusing on software development and mobile apps innovation.

Delivery of the training will be through a 6 days intensive workshop after which all 25 participants will pitch their results and have the chance to meet and interact with potential supporters.

8 to 10 projects will be provided with 4 months incubation and seed funding to enable their startup and acceleration, thus creating sustainable job opportunities and income generating activities.
In Syria, and throughout the crisis, local NGOs, FBOs and CBOs showed a high sense of responsibility and immediate action in addressing and responding to the local emerged needs mainly in availing the basic commodities such as food and non-food items.

NGO sector in Syria before the crisis mainly focused on charity and philanthropic approaches. Many Syrian NGOs, particularly religious and traditional associations, focused on relief-type charity. This may include financial and in-kind support to poor families and individuals.

During the crisis, the NGO sector faced mounting challenges in fulfilling a more advanced role in resonance. Challenges include lack of specialized technical capacity, weak internal management and structures, limited capacity for executing large-scale projects, difficult legal environment, complex operational and security contexts.

UNDP Syria in 2017 and early 2018 and through the Japanese fund supported capacities of 223 staff members and volunteers from active national NGOs and FBOs from various Syrian cities (Hassakeh, Damascus, Tartous, Qunaitera, Raqqa, and Dier Ezzour).

15 interactive training workshops were conducted with a special focus on:

• Project Cycle Management.
• Participatory Planning Approaches.
• Youth & community Mobilization and Engagement.

An online platform developed with an easy and free access to training content as a self-learning tool to be exercised among the NGOs staff, especially the less privileged ones living in hard to reach areas.

Three e-learning modules were developed on:

• Project Cycle Management for NGOs,
• Monitoring and Evaluation,
• NGO’s warehouse management.

During 2018-2019, 100 national NGOs institutional capacities will be developed through specialized interactive training workshops targeting 650 staff members and volunteers on several thematic areas, four exchange visits / study tours targeting 40 NGOs staff members as intellectual and physical journey to create common understanding, relationships, commitments to new approaches and best practices, knowledge and experience sharing and foundation for future networking.
The Sustainable Development Goals (SDGs) are universal call to action to end poverty, protect the planet and ensure that all people enjoy peace and prosperity. These 17 Goals build on the successes of the Millennium Development Goals, while including new areas such as climate change, economic inequality, innovation, sustainable consumption, peace and justice, among other priorities. The goals are interconnected – often the key to success on one will involve tackling issues more commonly associated with another.

The “Training for ALL” projects contribute to the Goals 1, 2, 3, 4, 5, 7, 8, 9, 11, 15, 16, and 17 of the SDGs.
To address the decline of human and institutional capital as a result of the Syrian Crisis, the “Training for All” projects empowers the affected population and communities and build their resilience through capacity development programmes across different fields.