



INCLUSIVE JOBS IN ICT

Project Overview



Duration:
January 2023 -
December 2026



Geographical Focus:

- Moldova
- Ukraine
- Georgia
- Armenia

About the project:

Co-facilitated by Help—Hilfe zur Selbsthilfe, the project aims to empower women and the youth, including the most disadvantaged and excluded, to benefit from the economic opportunities by increasing their income and taking up decent and green jobs. The vision is twofold: to bolster their income avenues and steer them towards decent and green employment or entrepreneurship avenues. Structured around three pivotal dimensions -skills development and intermediation services, business service enhancement, and advocacy - the project aspires to equip young individuals, women, and the marginalized with indispensable ICT skills. Concurrently, the project is committed to identifying growth pathways for ICT enterprises, championing entrepreneurship, and amplifying the sector's resilience, resulting in the creation of inclusive job avenues.



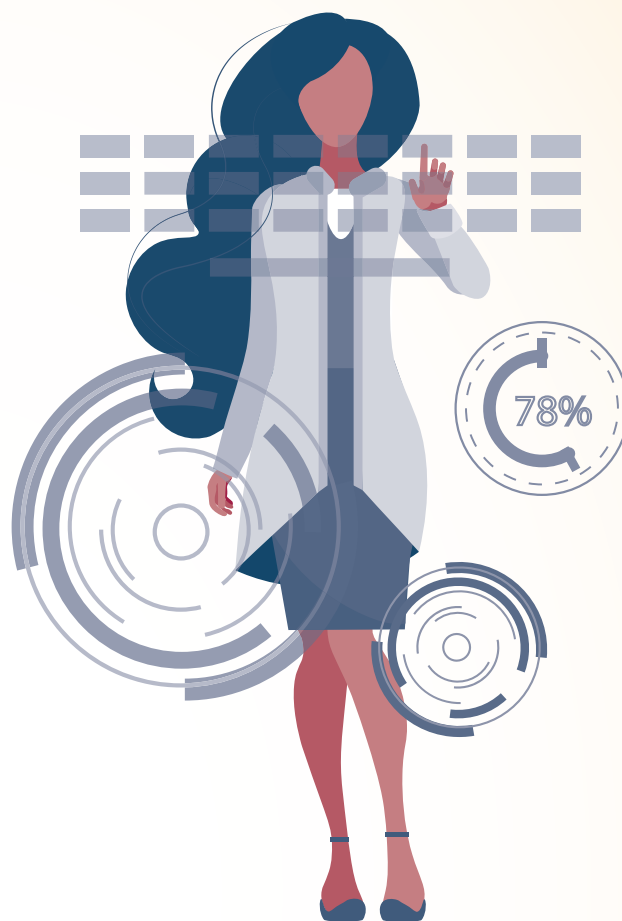
Target group

The project's target group includes youth under the age of 30, women, and marginalized individuals, such as those living in challenging geographical areas, belonging to specific ethnic backgrounds, or being refugees or internally displaced persons (IDPs). The rationale for this target group selection is driven by significant brain drain issue in EaP countries, wherein young people leave their countries for better economic prospects abroad, leading to a diminishing pool of qualified professionals for the growing IT industry in the countries. The gender imbalance in the ICT sector is evident from the fact that women and girls hold only a small percentage of jobs and digital professions (19%), with STEM study choices being notably low for women (4,6%), resulting in lower education levels and salaries within the ICT sector.

Business model

The Inclusive Jobs in ICT project operates with three distinct business models.

- The Skills Development business model involves collaborative efforts between training providers and IT companies to develop and deliver market-driven training programs. This includes soft skills training, post-training employment support, and customized corporate training programs. The use of new technologies is highlighted for increased service demand and export, with regular conferences and events fostering collaboration and knowledge exchange among companies.
- The Intermediation business model focuses on training providers acting as intermediaries, connecting youth and women with internship opportunities provided by private companies. Ongoing collaboration among stakeholders is crucial for the sustainability of internship programs, requiring funding for coordination efforts, capacity building, and marketing.
- The Advocacy business model revolves around a sustainable intervention, involving private sector ICT companies building connections with intermediation service providers, career centers, and start-up acceleration programs. This model emphasizes the importance of entrepreneurship, innovation, and financial assistance programs to ensure access to opportunities within the digital economy.



Expected impact

The project anticipates a transformative impact on the digital economy sector with four key expected results. Firstly, the project aims to increase the *active participation of women and youth, especially those facing disadvantages, in the ICT sector* by promoting the advantages of IT professions and providing relevant education. Secondly, it seeks to *empower women and youth economically*, breaking the cycle of poverty and contributing to the economic development of their countries through engagement in the IT sector, which will offer improved employability and increased income generation opportunities. Thirdly, the project envisions *enhanced inclusion and empowerment in the workforce*, achieved through targeted training and education initiatives that equip participants with in-demand IT skills, fostering a more inclusive work environment. Finally, the project aims to *expand the talent pool available to the digital economy sector by offering internship programs* that provide practical training, relevant skills development, networking opportunities, and ongoing feedback and support, thereby creating a dynamic and diverse workforce aligned with the evolving needs of the job market.

For more information about the project:
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