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NEA
Weekly e-SHOT

21st-25rd November 2022

Sensitization of Implementing Partners in Turkana on the role of National Employment Authority and Provision of Employment Services





National Employment Authority(NEA) participated in the training for implementing partners, which used a workshop and an action-learning methodology and was designed to start strategic discussions and actions toward collaborative implementation of employment services, active labor market programs, and partnerships development that will help NEA become familiar with the refugee context and implementing partners in order to identify how they can specifically partner with NEA to provide employment services to refugee and host populations.

The forum organized by ILO, UNHCR and NEA coming in as an overseer in employment services issues was held on **24th and 25th November 2022 in Turkana County** with an aim of:

*Upgrade Implementing partners knowledge and skills in Public Employment Services, implementation of Active Labour Market Programmes and partnerships development.
*Introducing and orienting participants in ILO and NEA tools and methodologies in PES
*Sensitize implementing partners on the mandate of NEA and NEA's role in employment services
*Offer a forum for sharing experiences from different refugee context on the subject of employment services
*Act as a scoping mission for NEA to interact with IPs on matters refugees and employment services provision
*Jointly explore areas of partnership between NEA and humanitarian agencies towards refugee inclusion and integration in PES

The timing of this discussion is ideal because Kenya is now undertaking Vision 2030, a long-term development strategy that aims to make the nation a middle-income, newly industrializing nation that offers a high standard of living to all of its residents. Kenya, being a country that hosts refugees, is also moving in the direction of a more equitable economic opportunity by implementing legal and policy frameworks that make it easier for refugees to participate in and gain from economic activity alongside their hosting communities. Besides the challenges in completely implementing such legal frameworks, the National Employment Authority, which is mandated for Kenya's Public Employment Services (PES), is in a prime position to be part of this discussion.
This initiative is backed up by A study conducted by the International Trade Centre and the Norwegian Refugee Council under the RESI (Refugee Employment and Skills Initiative) in Dadaab revealed that only 17,000 refugees out of 224,462 in the camp were economically active. This is the same for Kakuma refugee camp where among the working-age population, just 20 percent of refugees are employed.

Some of the good practices for facilitating the employment of refugees for employers, government officials, civil society actors, and refugees, as well as to make the most of refugees' skills for the benefit of all stakeholders were discussed during the forum that aim to inspire focused policy action and structural coordination include;

Matching for Internships

While guaranteeing legal compliance Program for connecting refugees with employers who have openings for employment. Refugees may be chosen based on prior work experience or training in the employer's industry, and placements that may eventually result in an employment offer may be kept. Depending on a person's status or benefits, the engagement of NEA on internship programs can help verify that the placement (and potential continuation of work) does not breach immigration or labor law.

Mapping of competences

In accordance with local labor market demands, the aim is also to identify relevant municipalities for hosting refugees. Interviews with individuals (and families) may be conducted as part of the mapping process, starting at refugee centers and a variety of other stakeholders having access to licensed immigration authorities, such as the Red Cross and several municipalities.

People may be able to use this technique to build an online overview of their academic and professional training. Through the use of a mobile app, electronic portfolios can be used to create a (preliminary) skills profile. To assist refugees in comparing their talents and qualifications to these vocations, a pilot project can be conducted offering multilingual, online guidance on various occupations.

Building practical IT skills

Training programs for practical job skills that may be included in class session, virtual on email platforms and more courses in information technology can be beneficial to refugees.

This was as a result of the National Employment Authority Integrated Management System (NEAIMS), which is available at www.neaims.go.ke and offers stakeholders the much-needed services in an efficient and effective manner. Registration of Job Seekers, Employers, and Private Employment Agencies , Emergency Distress Reporting for Migrant Workers, Linking Job Seekers and Employers, and Providing Information on Registered Private Recruitment Agencies are only a few of the services provided under NEAIMS.
The Authority's integration of NEAIMS with the Integrated Population Registration System (IPRS) and plans to undertake more system integration were also welcomed.

Online matching tools for job seekers and employers

A suggestion on NEA to help in initiating employers to post job openings, allowing refugee candidates to apply directly. Additionally, also offer support with creating CVs.

Connecting the matching process with opportunities

The government can assist firms in the hiring process and connect them to recent immigrants, including refugees, who hold a higher academic qualification, in order to upskill them. Candidates can take part in counseling and upskilling programs before being matched to a job position, which adds them to the recruitment database while promoting Equal opportunity in hiring, battling prejudices, and mentoring.

Creating one-stop-shops for integration services

Introduce Integration for Refugees to centralize services and improve cooperation among various service providers. By streamlining services and bringing together several players under one roof, including as public employment services, youth welfare offices, social welfare offices, local immigration authorities, and county services, these one-stop-shops aim to hasten labor market integration. Integration Points may also include specialized services for the recognition of foreign credentials and civil society efforts, depending on the local environment.

The workshop also included establishing fundamental principles and agreements to help and strengthen possibilities for refugees to integrate into the labor market. Getting all stakeholders on board through shared objectives.



OUR VISION

"Employment opportunities for all"

OUR MISSION

"To formulate and implement employment policies and programmes for creation of sustainable employment for all Kenyans"

TO REGISTER AS..

1. A job seeker/Intern
2. Private Recruitment Agency

OR

3. Employer

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