

ORGANIZATION PROFILE



EMPOWERED INDIVIDUALS ACCESSING
MEANINGFUL OPPORTUNITIES



HI THERE!

Shaqodoon is a national non-governmental organization (NGO) established in 2011 to provide innovative and sustainable solutions to the youth employment challenges in Somaliland & Somalia. The organization evolved from the EDC Somali livelihood project, funded by USAID, which aimed to improve access to work, training, and self-employment opportunities for youth in Somaliland, Somalia, Puntland and most recently Kenya.

Our organization has worked with a wide range for donors and international development organizations such as UNDP, UNHCR, World Vision, Adam Smith International, Somalia Stability Fund, WYG, Oxfam Novib, DRC, Spark, UNICEF, IOM, EU, SIDA, CARE and several others.

We have maintained strong relationships and connections with authorities and leading private companies in our areas of operation including all telecom companies, production companies, energy companies and the local banks in Somalia.

The organization is governed by a board of directors consisting of 5 members. The management team is headed by the Executive Director, who reports to the Board.

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ABOUT SHAQODOON

Shaqodoon designs, implements, and evaluates programs that address the pressing needs of the local community in vocational and technical skill development, entrepreneurship and ecosystem development, employability skills and market linkages, while addressing violence against women, gender-based violence and female genital mutilation through our centers. The organization also focuses on access to finance for youth entrepreneurship and works with local and international development partners to utilize technology for humanitarian and development programs.

Shaqodoon is committed to inclusivity, skill development, employment services, youth entrepreneurship, environmental protection, private sector business development, and technology for development.

Shaqodoon serves the people in our areas of operation, particularly the most vulnerable and impoverished among them. Our programs reach school dropouts, former combatants, drought affected youth, unemployed university graduates, aspiring entrepreneurs and early-stage start-ups, unprivileged and private enterprises, IDPs and Refugee Returnees. At Shaqodoon, we make use of participatory methods to ensure inclusive participation in delivering our services.

WELCOME MESSAGE



It is my utmost pleasure to extend a warm welcome to you.

Our company profile serves as a window into our dynamic organization, highlighting the exceptional work we undertake in empowering individuals and transforming communities.

At Shaqodoon, we are driven by a relentless commitment to creating sustainable change through innovative solutions and impactful programs. With a diverse team of dedicated professionals, we strive to address the complex challenges facing individuals seeking better opportunities.

Our comprehensive approach allows us to have a multifaceted impact on the lives of individuals we serve. By providing vocational and technical skill development, we equip individuals with the necessary tools to thrive in the job market and contribute meaningfully to their communities. Simultaneously, our focus on entrepreneurship and ecosystem development empowers aspiring entrepreneurs to realize their dreams and fosters an environment conducive to sustainable business growth.

We are steadfast in our commitment to addressing issues of gender inequality and violence against women. Through our youth centers, we provide a safe space and necessary support systems for those affected, working diligently to combat Gender-based violence and Female Genital Mutilation. By championing women's rights and promoting equality, we strive to create inclusive and empowering environments for all.

Recognizing the significance of a more eco-friendly and sustainable future, we encourage policy changes and regulations that support environmental protection and sustainable development. Collaborating closely with local and international development partners, we harness the transformative potential of technology to drive humanitarian and development programs, further amplifying our impact and reach.

As you explore our company profile, you will gain insights into our key initiatives, successful partnerships, and the transformative outcomes we have achieved. You will witness firsthand our unwavering dedication to driving positive change, empowering youth, and bridging the gap between job seekers and employers.

Join us on this journey as we continue to empower individuals, transform lives, and contribute to the sustainable development of our societies. Together, we can build a future where opportunities abound, and communities thrive.

Mustafa Othman
Executive Director.

MEET THE LEADERSHIP



Executive Director - Mustafa Othman

Promotes organizational mission and objectives, maintaining positive relationships with internal and external stakeholders, achieving organizational goals, and maintaining sound financial practices. Oversees the assets, optimizing financial operations, providing leadership to all staff, establishing business goals, ensuring tax compliance, advising the board of directors on organizational activities.

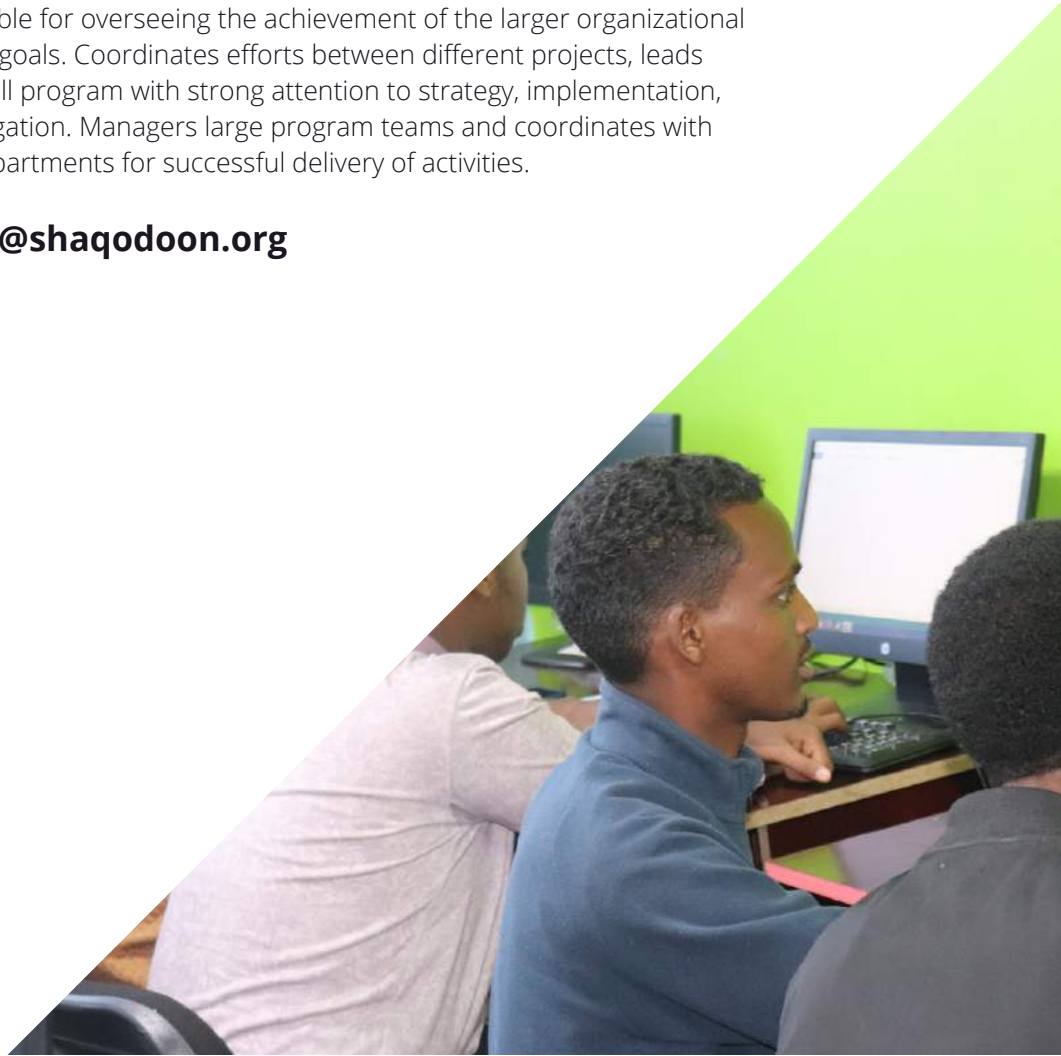
m.othman@shaqodoon.org



Programs Manager - Abdiqani Dirie

Responsible for overseeing the achievement of the larger organizational program goals. Coordinates efforts between different projects, leads the overall program with strong attention to strategy, implementation, and delegation. Manages large program teams and coordinates with other departments for successful delivery of activities.

a.dirie@shaqodoon.org



OUR MISSION

To empower and enable youth and women to generate positive, sustainable impact within their communities, by providing safe, inclusive, and innovative opportunities.

OUR VALUES

- **Integrity:** We strive to demonstrate sound moral, ethical principles always.
- **Transparency:** Always accountable to the communities we serve and transparent in our relations with the government and donors by being open and honest in our dealings.
- **Innovation:** We always seek innovative and creative ways to approach tasks and obstacles in the ecosystem we operate.
- **Embrace Challenges:** We improve our programs by challenging ourselves for better service delivery.
- **Technology-focused:** Technology brings mutual success and enables us to reach our goals.
- **Empowerment:** Empower youth and women to access meaningful opportunities





OUR VISION

A society where youth and women are at the forefront of fostering a safe and inclusive environment that enables them to attain self-reliance and drive sustainable progress.

GOALS

1. **Promote** youth and women's empowerment by offering comprehensive employment creation skills training programs that equip them with the necessary skills for sustainable employment.
2. **Foster** entrepreneurship skills among youth in urban areas, encouraging them to become entrepreneurial economists who drive innovation, job creation, and economic growth.
3. **Utilize** technology to develop innovative and flexible investment mechanisms that facilitate local and regional collaboration, enabling early-stage entrepreneurs to secure funding for startup or expansion.
4. **Strengthen** organizational relations and enhance resource mobilization efforts to secure sufficient funds for maintaining support programs and services.
5. **Support** the Harhub model for innovation, leveraging existing incubators, accelerators, and structured co-working spaces to foster entrepreneurship and support innovative startups.
6. **Prioritize** the development of skills, capabilities, and resources to ensure equal opportunities and fair treatment for everyone in the community.
7. **Raise awareness** about environmental preservation and encourage individuals to take tangible steps to reduce their carbon footprint, conserve natural resources, and adopt sustainable practices.



OUR PILLARS

Click on the pillar titles to learn more about how we implement our programs

SKILLS AND JOB CREATION

Through skills training programs, we aim to provide the necessary knowledge and skills for women & youth to secure decent employment, improve their livelihoods, and increase their employability. Additionally, we support the development of their soft skills to enhance their chances of success in the job market. We also provide linkages to potential employers, helping to bridge the gap between the education and job market sectors. It is our goal to help vulnerable women and youth secure their place in the job market and become more independent

ENTREPRENEURSHIP DEVELOPMENT & ACCESS TO FINANCE

We facilitate access to finance, from both traditional and crowd-funded sources, while providing training and guidance in the development of business plans and strategies. We also provide a network of mentors and advisors who can help entrepreneurs succeed in their endeavors and guide them through the process of setting up and running a business. In addition, we are committed to creating and expanding enterprises in both urban and rural areas to promote innovation and economic growth. It is our goal to provide equitable access to economic opportunities and promote sustainable development across the Horn.



MSME **DEVELOPMENT**

A comprehensive initiative to support the growth of Micro, Small and Medium Enterprises (MSMEs). We create job opportunities for women and youth by providing MSMEs with access to resources, support, and financing. We also aim to connect them to experienced business coaches, markets, incubators and accelerators. By creating an ecosystem that supports MSMEs, we can provide them with the necessary resources, training, and support they need to thrive and create jobs. We believe that by creating these opportunities and resources, we can create a more vibrant, equitable, and sustainable economy. Our commitment to entrepreneurship and innovation is the foundation of our organization and the cornerstone of our mission.

GENDER & SOCIAL INCLUSION

Dedicated to creating an environment in which women, youth and returnees are respected, protected, and supported. We are committed to ending Gender-Based violence, Female genital mutilation and providing awareness and psychosocial counseling programs on substance abuse and Sexual Health Reproduction. We also prioritize the settlement and reintegration of returnees into their communities and foster collaboration with stakeholders to ensure long-term sustainability. Our programs prioritize the development of skills, capabilities and resources to ensure that everyone in the community has access to equal opportunities and treatment.

ENVIRONMENT & CLIMATE PROTECTION

A movement dedicated to raising awareness about environmental issues, advocating for climate change, environmental protection, green technology and investment. We strive to educate people about the importance of preserving our environment and inspire them to take actionable steps to reduce their carbon footprint, conserve natural resources and adopt sustainable practices. We are passionate about encouraging policy changes and regulations that support environmental protection and sustainable development. Through our organization, we strive to create a more eco-friendly and sustainable future.

TECHNOLOGY & INNOVATION

Work to develop custom-built web and mobile technologies to support humanitarian, development and aid agencies. We are dedicated to helping these organizations become more efficient and effective in their operations by creating digital solutions that foster collaboration between aid workers and their beneficiaries. Our solutions are designed to increase transparency, accountability, and inclusion in the decision-making process. We strive to ensure that the needs and perspectives of beneficiaries are considered in program delivery so that the best outcomes can be achieved.

SHAQODOON THROUGH THE ERA OF DISRUPTION



2019 - 2020

Launched Covid-19 Pandemic Response Lines in Hargeisa and Garowe, accessed by over 2 million citizens.

Co-launched Xogsiye Business Information Line (BIL) with the Somaliland Ministry of Commerce and Tourism, enabling more efficient and reliable information regarding business registration and other key information.

Trained 300 youth from Banadir, Southwest, and Jubaland regions with technical skills, creating more than 50 jobs.

Launched GaroBits Digital Design Academy in Garowe.



2021 - 2022

HargaBits Digital Design Academy is registered with Somaliland's Ministry of Education as a certified diploma provider

Growth of partnerships, including with local banks and INGOs to ensure local entrepreneurs can continue growing and innovating

HargaBits Masterclass benefited Somaliland Presidential Palace staff trained on media and communications

Awarded Certificate from Somaliland Ministry of Trade, Industries, and Tourism - In recognition and appreciation of Shaqodoon's hard work and diligence in supporting the Ministry in establishing the Business Information Line (Xogsiye).



2022 -

Introduction of two new pillars to our organizational strategy :

1. Gender and Social Inclusion
2. Environmental and Climate Action

Expansion of Business Information Line (BIL) Xogsiye in Somaliland to Puntland - Xogbixiye

Established a new chapter - Shaqodoon Kenya to bring our service to at-risk youth and women in the Northeastern Regions of the country

Rehabilitated and operationalized an old youth center in Gabiley, into an innovative space where youth and women can visit, learn, access opportunities, and receive counsel on various issues..

OUR PROGRAMS



7,711

Interns Placed



3,651

SME's Trained



17,093

Trained Youth



3

Youth Centers



5.3 Million

*reached through
community
feedback & info
systems*



552

Startups Invested



3

*Crowdfunding
Platforms*



1

*Dedicated
Innovation Hub*



4

*Digital Design
Schools*

Fadxi

"The knowledge and skills I gained from the Bits School has also allowed for me to become valued as an asset at the company I work for, much different from my factory days. So much so that I have already received a raise twice from the company, I have much more freedom than before and I can finally give a good portion of my salary to my family and still have more to save."



Hamda

"I believe the program offered by Shaqodoon and The Next Economy was very beneficial to my business, I gained valuable knowledge that transformed the way I viewed my business approach."



Aisha

"I was in a computer course with no prior knowledge, so I was able to learn from the beginning just like everyone else. After the first class, I took it upon myself to do additional research and learning. The instructors at MogaBits were incredibly helpful and patient; they were a major factor in my progress."



BENEFICIARY FEEDBACK

[Read More](#)

OUR DONORS & PARTNERS



World Vision

IOM UN MIGRATION

Food and Agriculture Organization of the United Nations

THE NEXT ECONOMY

ADRA

SomReP SOMALIA RESILIENCE PROGRAM

spark

SOS CHILDREN'S VILLAGES

Oxfam

DANISH REFUGEE COUNCIL

CROSSWISE WORKS

Government of the Netherlands

European Union

UNFPA

Somaliland Ministry of Youth and Sports (MOYS)

german cooperation AMENARBEIT

UNICEF

Sida

GIZ Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH

CONCERN worldwide

BBC

Norad

RTI INTERNATIONAL

JAPANGO V THE GOVERNMENT OF JAPAN

Adam Smith International

Federal Ministry for Economic Cooperation and Development

NRC NORWEGIAN REFUGEE COUNCIL

actionaid

USAID FROM THE AMERICAN PEOPLE

DT Global

EDC Education Development Center

DAI Shaping a more livable world.

THE WORLD BANK

IPE AFRICA Expanding Horizons. Enriching Lives.

Peacebuilding United Nations Peacebuilding Fund

BBC MEDIA ACTION TRANSFORMING LIVES THROUGH MEDIA AROUND THE WORLD



VISIT OUR RESOURCES PAGE TO GAIN ACCESS TO:

- 1. MARKET ASSESSMENTS**
- 2. RELEVANT ARTICLES**
- 3. HANDBOOKS**
- 4. FORMS**
- 5. SHAQODOON'S ANNUAL REPORTS**

[LEARN MORE](#)

GET IN TOUCH

For twelve years, Shaqodoon Organization has worked to make sure that Somali youth and vulnerable populations have access to meaningful work and opportunities.

Email us for partnership information or if you have any questions.

PARTNERSHIPS@SHAQODOON.ORG

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