

CTG's goal is to provide local employment opportunities for Somali women and achieve gender equality

FemaleFirst, launched in 2017, encourages our recruiters, in-country teams and clients to rebalance the gender scales by creating job opportunities for women in fragile and conflict-affected countries

Our goal: 30% of all project-related roles will be represented by women by 2030

FEMALEFIRST CAREER DEVELOPMENT WORKSHOPS

To strengthen and allow for more inclusive workplaces, CTG recognises the need to do more to upskill and empower female graduates. Our FemaleFirst Career Development Workshop aims to provide young women with the skills and tools needed to secure a career in the aid and development sector.

Using the Committed to Good Curricula, the “How to Maximise Your Job Application” training partners with local universities and institutions in CTG’s operational zones to provide training, raise awareness, and increase budgets to allow for gender sensitive working environments in all of our locations.

Graduates are then offered an internship with either CTG or one of our aid and development partners which provides hands-on mentorship, real-life experience, and a foundational gateway into the sector.



The first Career Development Workshops took place in Gaza in 2018, training 100 female graduates over a month.

WORKSHOP AIMS



Strengthen our FemaleFirst goal



Increase the number of women in the CTG database



Increase the number of female applicants who are shortlisted to a minimum of 2 in 5 by 2030

WORKSHOP OUTCOMES



Each participant went home with an improved CV and cover letter which they can use for future job applications.



CTG sponsored a 3-month English proficiency course at City University in Mogadishu for all 9 workshop attendees.



The candidates were offered an opportunity to apply for 2 positions under CTG’s Women In Aid: Internship and Mentorship Programme in the Somalia office.

Partnering with a local university to provide three-month English language diploma scholarships, the programme welcomed recent female graduates to further develop vital professional skills such as CV-building, opportunity searching, and interview skills.

FemaleFirst: Career Development Workshops aim to not only provide young women with the skills and tools needed to secure a career in humanitarian aid and development, but a platform to raise awareness that more needs to be done to achieve gender equality and allow for safe and empowering work environments.



WOMEN IN AID: INTERNSHIP & MENTORSHIP PROGRAMME

Women not only remain underrepresented in leadership roles, but they are disadvantaged in the path to attaining them; as women’s careers progress, their representation declines, along with their opportunities in the sector. This programme works with women of diverse cultural and ethnic backgrounds to provide tangible experience and mentorship opportunities to enable them to develop a successful career in the aid and development sectors.

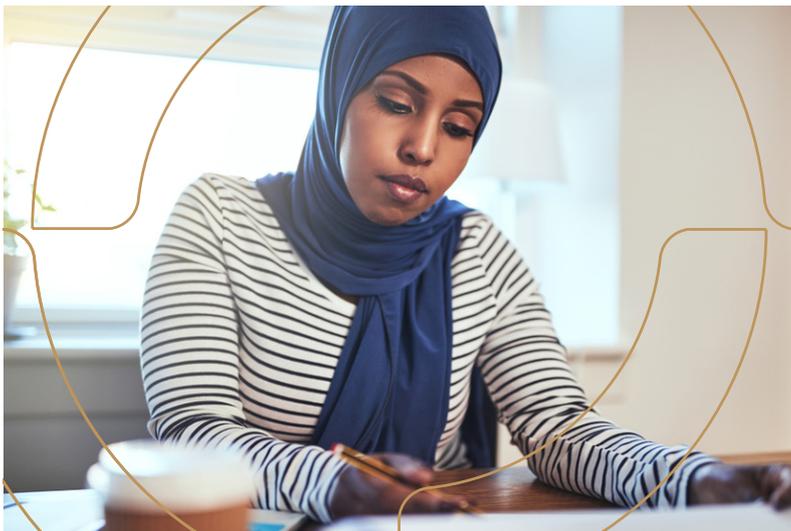
The Internship Programme: Provides real-life field and HQ experience for young women interested in the aid and humanitarian sector. The programme ranges from one to three months.

The Mentorship Programme: Provides emerging female aid workers with the opportunity to receive guidance and acquire management skills through the help of their CTG mentors.



COLLABORATING ON WOMEN’S EMPOWERMENT

Calling on partners to sponsor future english language proficiency courses and internship roles in Somalia



Training women through our Committed to Good Curricula at local women’s associations or groups based in host countries assists us in our goal to create more opportunities for Somali women that they would not otherwise have access to in the aid and development sector.

Career Development Workshops and future programmes will aim to include our partners as the future beneficiaries, ensuring the wider humanitarian community is able to benefit from the skills and knowledge gained from these young women.

CTG continues to expand on our training and curricula. This is only the first step in our sustainability journey. As we continue to grow, our learners become mentors for future women in aid, creating a ripple effect for our FemaleFirst programme.

JOIN US IN UPSKILLING WOMEN IN SOMALIA

We are looking for future partners for sponsorship of the English proficiency courses and partners to host future graduates of this programme as interns. Please email ImanS@ctg.org for more information.

WITH YOUR HELP

With the support of partners, our goal is to provide in a year:

- 10** career development workshops
- 100** women with job application training
- 20** internship positions