



GIZ

FINAL TECHNICAL

REPORT

25-03-2026



TRANSLATION AND DISSEMINATION OF PUNTLAND INTERNSHIP POLICY

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EXECUTIVE SUMMARY

Talobeeg Consulting Services (TCS) successfully implemented the consultancy assignment for the Translation and Dissemination of the Puntland Internship Policy, under the GIZ SEIPP Project in close collaboration with the Ministry of Labour and Social Affairs (MoLSA). The assignment was designed to support the operationalization of the policy by ensuring that it is technically sound, widely understood, and ready for implementation across Puntland.

The consultancy focused on producing a high-quality English translation of the policy, validating it through a structured multi-stakeholder consultation process, and promoting its adoption through targeted dissemination. This approach ensured that the policy is not only linguistically accurate but also contextually relevant, practically applicable, and supported by key stakeholders responsible for its implementation.

The assignment delivered several key achievements. A technically accurate and fully validated English version of the Internship Policy was successfully developed, supported by rigorous quality assurance processes. A Stakeholder Validation Workshop held on 10 February 2026 in Garowe brought together diverse actors to review and endorse the translated policy, resulting in consensus on its accuracy and usability with minor refinements. This was followed by a Dissemination Workshop on 22 March 2026, which facilitated broad awareness, clarified stakeholder roles and responsibilities, and promoted readiness for implementation.

In addition, the assignment contributed to strengthening institutional ownership and stakeholder alignment, particularly by reinforcing the coordinating role of MoLSA and fostering collaboration between government institutions, private sector actors, educational institutions, and development partners. The participatory nature of the process enhanced stakeholder commitment and ensured that the policy reflects both institutional priorities and labour market realities.

All deliverables were completed in accordance with the contractual scope, approved Inception Report, and GIZ quality standards, ensuring a high level of professionalism, accountability, and technical integrity throughout the assignment.

Overall, the consultancy has laid a strong foundation for the effective rollout and implementation of the Puntland Internship Policy. By improving clarity, strengthening stakeholder ownership, and promoting coordinated action, the assignment contributes to enhancing youth employability, strengthening labour market systems, and advancing inclusive economic development in Puntland.

1. INTRODUCTION

1.1 BACKGROUND

This assignment was implemented under the GIZ Social and Economic Inclusion of Extreme Poor Internally Displaced Persons and Residents of Host Communities in Puntland (SEIPP) Project, in close collaboration with the Ministry of Labour and Social Affairs (MOLSA). The consultancy focused on supporting the operationalization of the Puntland Internship Policy, a strategic policy instrument aimed at addressing critical labour market challenges in Puntland, particularly those affecting youth, women, and vulnerable populations.

Puntland, like many regions in Somalia, faces persistent challenges related to high youth unemployment, limited access to structured work-based learning opportunities, and weak linkages between education systems and labour market demands. While educational institutions, including universities and Technical and Vocational Education and Training (TVET) centers, continue to produce graduates, many young people struggle to transition into employment due to a lack of practical experience, limited exposure to workplace environments, and insufficient coordination between employers and training providers.

The Puntland Internship Policy was developed as a response to these structural gaps, providing a formal framework to:

- Standardize internship practices across public and private institutions.
- Enhance employability of young graduates and students.
- Strengthen collaboration between government, private sector, and education institutions.
- Promote inclusive access to opportunities, particularly for women, internally displaced persons (IDPs), and marginalized groups.

Within this broader policy context, the SEIPP Project, funded by the German Federal Ministry for Economic Cooperation and Development (BMZ), aims to improve the social and economic inclusion of vulnerable populations by strengthening systems that facilitate access to employment and livelihoods. The translation and dissemination of the Internship Policy represent a key contribution to this objective, ensuring that the policy is not only formally adopted but also accessible, understood, and implementable by a wide range of stakeholders.

The consultancy assignment, as outlined in the Inception Report, was designed to bridge the gap between policy development and policy implementation. While the original policy was developed in Somali, there was a critical need for a high-quality English version to:

- Enable engagement with development partners and international stakeholders.
- Ensure consistency in interpretation across institutions.
- Support technical alignment with international labour and employment frameworks.

Beyond translation, the assignment recognized that policy effectiveness depends on stakeholder ownership and clarity of implementation mechanisms. As such, the consultancy adopted a comprehensive approach that combined technical translation with structured stakeholder validation and dissemination processes, ensuring that the policy is both technically sound and practically applicable.

Specifically, the consultancy focused on ensuring that the Internship Policy is:

- Accessible to both national and international stakeholders, through clear and professionally translated language that reflects the original intent while remaining understandable to diverse audiences.
- Technically accurate and consistent, with harmonized terminology and alignment with labour market concepts, institutional roles, and existing policy frameworks.
- Widely understood and supported by key actors, including government institutions, private sector employers, education providers, and development partners, through participatory consultation processes.
- Ready for implementation, with clarified roles, responsibilities, and coordination mechanisms that enable immediate uptake and operationalization.

Through this approach, the assignment contributed not only to improving the quality of the policy document itself but also to strengthening the institutional ecosystem required for its successful implementation, thereby supporting Puntland's broader development agenda of inclusive economic growth and youth employment.

1.2 OBJECTIVES OF THE ASSIGNMENT

The overall objective of the consultancy was to support the effective operationalization of the Puntland Internship Policy by ensuring that it is accurately translated, technically validated, widely disseminated, and institutionally owned by key stakeholders.

To achieve this overarching goal, the assignment pursued the following specific objectives:

1. Translation of the Policy into a Clear and Accurate English Version

The first objective was to produce a high-quality English translation of the Puntland Internship Policy that faithfully reflects the meaning, intent, and structure of the original Somali version. This involved not only linguistic translation but also careful consideration of:

- Policy terminology and definitions.
- Institutional roles and responsibilities.
- Alignment with internationally recognized labour and employment concepts.

The translation process aimed to ensure that the policy is clear, consistent, and usable for both national stakeholders and international partners.

2. Validation of the Translation through Multi-Stakeholder Consultation

Recognizing that translation accuracy must be complemented by contextual relevance and practical applicability, the assignment placed strong emphasis on validating the translated policy through a multi-stakeholder consultation process. This process ensured that the English version of the Puntland Internship Policy is not only technically accurate but also aligned with the realities of Puntland's labour market and institutional environment.

The validation workshop brought together key stakeholders, including government institutions, private sector representatives, universities and TVET institutions, labour unions, civil society organizations, and development partners. Through structured discussions and technical review sessions, participants critically examined the translated document, focusing on terminology, clarity, consistency, and implementation feasibility.

Stakeholders provided valuable inputs to improve the usability of the policy, including suggestions to simplify certain technical language, harmonize terminology across sections, and clarify key concepts related to internships, employment orientation, and training. These contributions ensured that the policy is clear, consistent, and easily understood by a wide range of users, including practitioners at both central and local levels.

Beyond technical validation, the process played a key role in strengthening institutional ownership and alignment. By actively involving stakeholders in reviewing and refining the policy, the consultation fostered a shared understanding of its objectives and increased commitment to its implementation. Overall, the validation process ensured that the translated policy is accurate, relevant, and ready for finalization, while also building the consensus necessary for its effective rollout.



Figure 1: Participants at the Validation Meeting held Dreampoint Hotel, Garowe

3. Dissemination of the Finalized Policy to Key Stakeholders

The third objective of the assignment focused on ensuring that the finalized Puntland Internship Policy is effectively communicated and widely understood by all relevant stakeholders, thereby enabling its practical implementation. This phase was designed to move beyond validation and ensure that the policy is positioned as an operational tool for improving youth employment outcomes.

To achieve this, a dissemination workshop was organized, bringing together stakeholders from government, private sector, educational institutions, civil society, and development partners. The workshop served as a platform to present the final approved version of the policy, highlight key provisions, and communicate the roles and responsibilities of different actors involved in implementation.

Particular emphasis was placed on clarifying how the policy will function in practice, including coordination mechanisms, stakeholder responsibilities, and expected outcomes. This helped ensure that participants not only understood the policy but were also able to relate it to their respective institutional roles.

The dissemination process also facilitated dialogue and engagement, allowing stakeholders to reflect on implementation challenges and opportunities. This contributed to strengthening collaboration between key actors, particularly between government, private sector, and education providers.



Figure 2: Participants at the Dissemination Workshop held Dreampoint Hotel, Garowe

Overall, the dissemination phase ensured that the policy is not merely a finalized document, but a shared and actionable framework, with stakeholders better informed, aligned, and prepared to support its implementation across Puntland.

4. Strengthening Coordination and Understanding for Implementation

The fourth objective focused on strengthening institutional coordination and shared understanding among stakeholders to support effective implementation of the policy.

This involved:

- Clarifying roles and responsibilities across institutions.
- Promoting collaboration between government, private sector, and education providers;
- Encouraging stakeholder commitment to supporting internship opportunities and systems.

Fostering alignment and coordination, the assignment aimed to ensure that the policy is not only adopted but also effectively translated into practice, contributing to improved employment outcomes for young people in Puntland.

2. METHODOLOGY AND APPROACH

The assignment was implemented using a structured seven-phase methodology, as outlined in the approved Inception Report. This methodology was designed to ensure a systematic, transparent, and quality-assured process for translating, validating, and disseminating the Puntland Internship Policy, while also strengthening stakeholder ownership and readiness for implementation.

The approach combined four interrelated components: technical translation, rigorous quality assurance, participatory stakeholder engagement, and structured dissemination and documentation. These components were applied in a phased and sequential manner to ensure that each stage of the assignment built upon the previous one, ultimately delivering a policy that is accurate, coherent, and operationally relevant.

At its core, the methodology recognized that policy translation is not merely a linguistic exercise, but a technical and institutional process that requires careful interpretation of concepts, alignment with existing frameworks, and validation by stakeholders who will be responsible for implementation. As such, the methodology integrated both technical rigor and participatory processes to ensure that the final output meets the highest standards of quality and usability.

2.1 STRUCTURED PHASED APPROACH

The assignment was organized into seven clearly defined phases, each with specific objectives, activities, and deliverables. This phased approach ensured effective coordination between Talobeeg Consulting Services (TCS), the Ministry of Labour and Social Affairs (MOLSA), and the GIZ SEIPP Project, while allowing for iterative review and improvement of outputs.

The initial phases focused on document review and preparation, where the original Somali-language policy was analyzed in detail to understand its structure, terminology, and institutional context. This was followed by the translation phase, which involved converting the policy into English while preserving its intent, meaning, and technical accuracy.

Subsequently, a multi-layered quality assurance process was applied to ensure that the translated document meets professional, technical, and contractual standards. This was complemented by a stakeholder validation phase, where the translation was reviewed by key actors to ensure clarity, relevance, and applicability.

The later phases focused on dissemination, printing, and reporting, ensuring that the finalized policy is not only approved but also effectively communicated, widely distributed, and properly documented.

2.2 TECHNICAL TRANSLATION APPROACH

The translation of the Puntland Internship Policy was carried out using a professional and context-sensitive approach, ensuring that the English version accurately reflects the original Somali text while remaining clear and accessible to a broader audience.

This process involved the engagement of a qualified bilingual translator, supported by a technical expert with experience in labour market and policy frameworks. The translation prioritized:

- Preservation of the original policy intent and meaning.

- Consistency in terminology across sections.
- Alignment with internationally recognized labour and employment concepts.
- Clarity and readability for both technical and non-technical audiences.

A progressive translation approach was adopted, whereby sections of the policy were translated, reviewed, and refined iteratively. This allowed for early identification and resolution of ambiguities, reducing the risk of inconsistencies in the final document.

2.3 QUALITY ASSURANCE MECHANISMS

To ensure the highest level of quality, the translated policy underwent a three-layer quality assurance (QA) process, which formed a critical component of the methodology.

The QA process included:

- Editorial Review, focusing on grammar, clarity, formatting, and overall readability.
- Technical Consistency Check, ensuring that policy concepts, institutional roles, and terminology are accurately and consistently reflected throughout the document.
- Management and Compliance Review, verifying alignment with GIZ standards, contractual requirements, and principles of inclusive and gender-sensitive language.

A structured QA checklist was applied to document compliance and ensure that all aspects of the translation met the required standards before proceeding to stakeholder validation. This rigorous process ensured that the policy is not only linguistically correct but also technically sound and professionally presented.

2.4 STAKEHOLDER ENGAGEMENT AND VALIDATION

A central pillar of the methodology was the integration of participatory stakeholder engagement, recognizing that policy effectiveness depends on acceptance and ownership by key actors.

The stakeholder validation process provided an opportunity for representatives from government, private sector, academia, civil society, and development partners to review the translated policy and provide feedback. This process ensured that:

- Terminology is appropriate and widely understood.
- Policy provisions are practical and implementable.
- Institutional roles and responsibilities are clearly defined.

The participatory nature of this phase enhanced the credibility of the policy and ensured that it reflects the realities of Puntland's labour market environment. It also strengthened stakeholder alignment and commitment, which are essential for successful implementation.

2.5 DISSEMINATION AND COMMUNICATION APPROACH

Following validation, the methodology emphasized structured dissemination to ensure that the finalized policy is effectively communicated to all relevant stakeholders.

The dissemination phase involved organizing a workshop to present the final policy, highlight key provisions, and clarify implementation mechanisms. This process was designed to move beyond awareness and promote active engagement and readiness for implementation.

The dissemination approach focused on:

- Enhancing stakeholders' understanding of the policy.
- Promoting collaboration among institutions.
- Reinforcing MOLSA's leadership role in coordination and oversight.

This ensured that the policy is not only accessible but also practically usable and supported by stakeholders.

2.6 DOCUMENTATION AND REPORTING

The final component of the methodology focused on systematic documentation and reporting, ensuring accountability and transparency throughout the assignment.

All activities, including translation, validation, and dissemination, were documented in detail. This included:

- Workshop proceedings and participant feedback.
- Records of revisions and improvements made to the policy.
- Evidence of stakeholder engagement and participation.

The documentation process ensures that the assignment outputs are traceable, verifiable, and aligned with GIZ reporting requirements, while also providing a knowledge base for future policy implementation and scaling.

2.7 OVERALL METHODOLOGICAL STRENGTH

The strength of this methodology lies in its integrated and iterative nature, combining technical rigor with stakeholder participation. By linking translation, validation, and dissemination in a coherent process, the approach ensured that the final policy is:

- Accurate and technically robust.
- Clear and accessible to users.
- Aligned with institutional realities.
- Supported and owned by stakeholders.

- Ready for implementation.

Overall, the methodology provided a solid framework for delivering high-quality outputs while contributing to the broader objective of strengthening labour market systems and improving youth employment pathways in Puntland.

3. IMPLEMENTATION OF ACTIVITIES

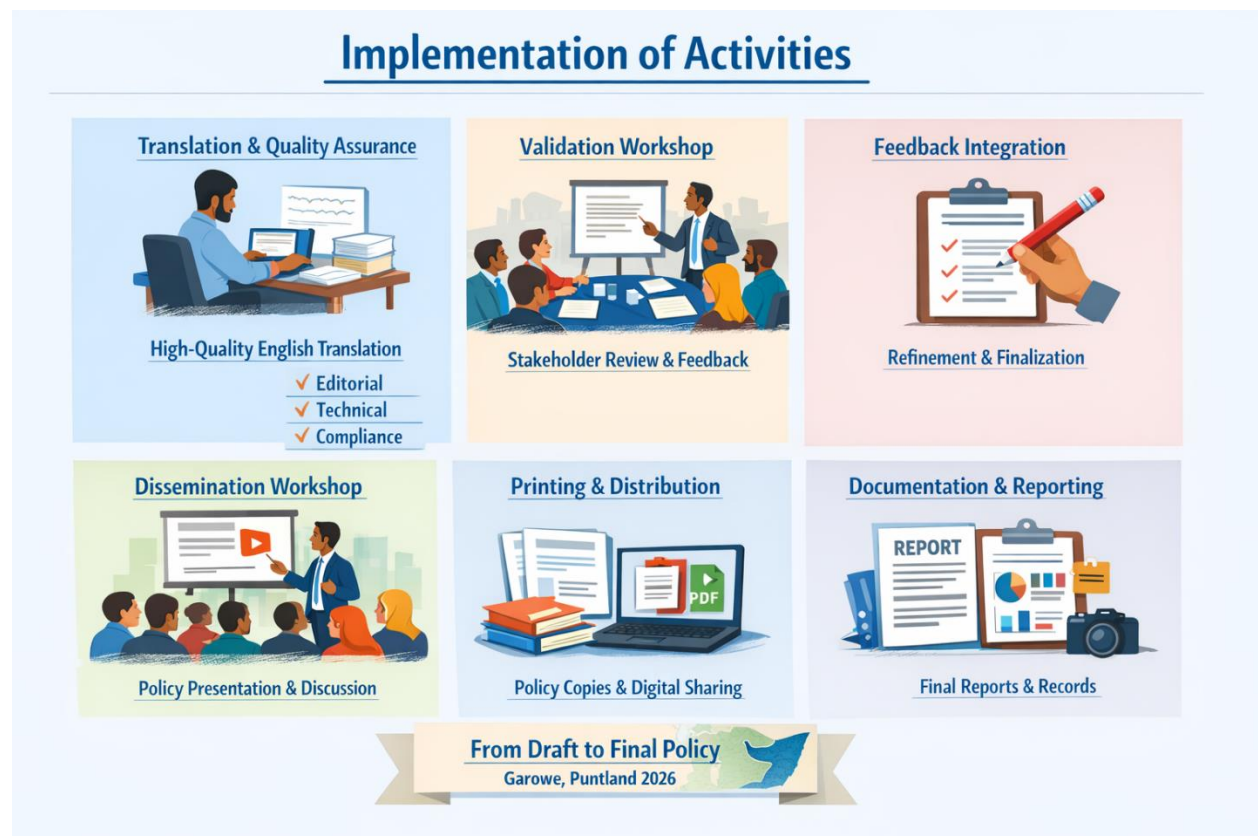


Figure 3: Chronology of Activities in the Review and Translation Process

3.1 PHASE 1: TRANSLATION AND QUALITY ASSURANCE

The initial phases of the assignment focused on the technical translation and quality assurance of the Puntland Internship Policy, forming the foundation for all subsequent activities. Talobeeg Consulting Services (TCS) began with a comprehensive review of the official Somali-language version of the policy, carefully analyzing its structure, terminology, and institutional framework. This step was critical to ensure a thorough understanding of the policy's intent, key provisions, and operational context prior to translation.

Building on this review, the policy was translated into English using a professional and context-sensitive approach, ensuring that the original meaning and policy intent were preserved while enhancing clarity and readability for a wider audience. Particular attention was given to maintaining consistency in terminology,

aligning concepts with internationally recognized labour and employment frameworks, and ensuring that the translated document would be accessible to both technical and non-technical stakeholders.

To guarantee the quality and integrity of the translation, TCS applied a three-layer quality assurance process. This included editorial reviews to refine language and readability, technical verification to ensure consistency and accuracy of policy concepts, and compliance review to align the document with GIZ standards and contractual requirements. This rigorous process resulted in a high-quality Draft 2 translation, which was internally validated and deemed ready for external stakeholder review.

3.2 PHASE 2: STAKEHOLDER VALIDATION WORKSHOP

Following internal validation, TCS organized and facilitated a Stakeholder Consultation and Validation Workshop on 10 February 2026 in Garowe, bringing together 50 participants representing government institutions, private sector actors, educational institutions, civil society, and development partners .

The workshop provided a structured platform for stakeholders to review the translated policy in detail and assess its technical accuracy, clarity, and relevance. Through presentations, plenary discussions, and group work sessions, participants examined key sections of the policy, focusing on terminology, institutional roles, and implementation feasibility.

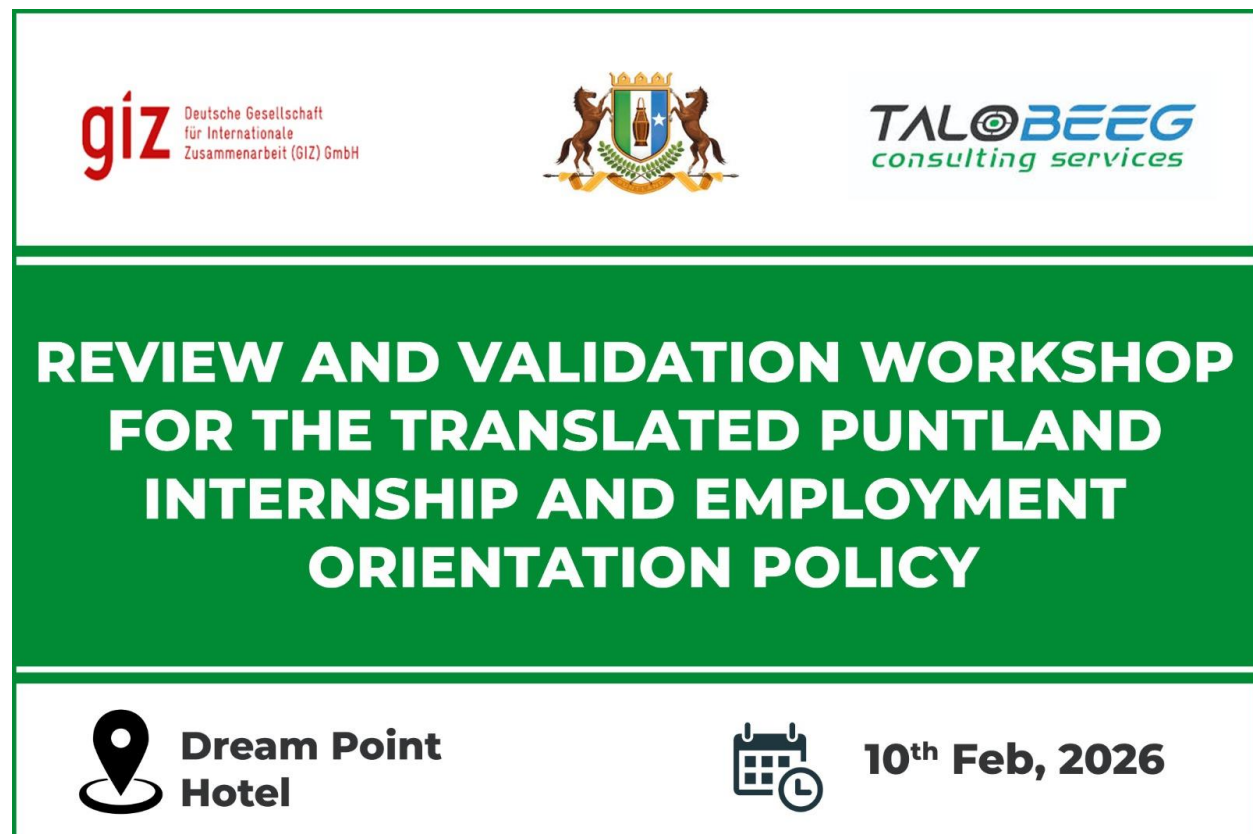


Figure 4: Review and Validation Event Banner

The validation process confirmed that the translation is accurate and aligned with the intent of the original Somali policy, while also identifying a number of minor but important refinements. These included the need to harmonize terminology across sections, simplify certain technical expressions for broader accessibility, and clarify distinctions between closely related concepts such as internship, employment orientation, and training.

Overall, stakeholders expressed strong confidence in the quality of the translated policy and formally endorsed it with minor revisions, confirming its readiness for finalization and subsequent dissemination.

3.3 PHASE 3: INTEGRATION OF FEEDBACK

Following the validation workshop, TCS undertook a systematic process to integrate stakeholder feedback into the translated policy. All comments and recommendations were carefully reviewed, categorized, and assessed to ensure that only relevant and validated inputs were incorporated, while preserving the original policy intent.

The revision process focused on improving the overall clarity, consistency, and usability of the document. This included harmonizing terminology across different sections to avoid ambiguity, refining language in areas identified as overly technical, and strengthening the clarity of key concepts and definitions. Particular attention was given to ensuring a clear distinction between operational terms such as internship, employment orientation, and training, which are critical for correct interpretation and implementation of the policy.

The revised document was subsequently reviewed to ensure that all adjustments were coherent and aligned with both the original Somali version and stakeholder expectations. This process resulted in a final validated version of the policy, which was approved for dissemination and wider stakeholder engagement.

3.4 PHASE 4: DISSEMINATION WORKSHOP

The dissemination phase of the assignment was marked by the organization of a Dissemination Workshop held on 22 March 2026 in Garowe, which served as a platform to officially present the finalized policy and promote its adoption among stakeholders .

During the workshop, the final version of the Puntland Internship Policy was presented in detail, highlighting its objectives, key provisions, and implementation mechanisms. Special emphasis was placed on clarifying the roles and responsibilities of different stakeholders, including government institutions, private sector employers, and educational institutions, to ensure a shared understanding of how the policy will be operationalized.

The discussions during the workshop reflected a strong commitment from stakeholders to support the implementation of the policy. Participants emphasized the importance of active private sector engagement, noting that employers play a central role in providing internship opportunities. In addition, stakeholders highlighted the need for developing operational guidelines and coordination mechanisms to support effective implementation.



Figure 5: Dissemination Workshop Banner

The issue of inclusivity was also strongly emphasized, with participants calling for targeted efforts to ensure that women, marginalized groups, and youth from all regions have equitable access to internship opportunities. Overall, the dissemination workshop successfully transitioned the policy from a validated document to an operational framework ready for implementation.

3.5 PHASE 5: PRINTING AND DISTRIBUTION

Following the successful dissemination of the policy, TCS proceeded with the finalization, printing, and distribution of the document. The policy was professionally formatted and designed to ensure clarity, readability, and user-friendliness.

Printed copies of the policy were produced in accordance with the contractual requirements and distributed to key stakeholders, including government institutions, educational organizations, private sector representatives, and development partners. This was done through handing over the printed books to the Director General of the Ministry of Labour and Social Affairs of Puntland Mr. Jama Hassan Abdille. This ensured that relevant actors have direct access to the policy and can reference it in their operations.



Figure 6: Copies of Printed Books at the TCS Office, Garowe

In addition to printed copies, the policy was also shared in digital formats, including pdf and editable versions, to facilitate wider accessibility and ease of dissemination. This dual approach ensured that the policy is both physically available and digitally accessible, supporting broader outreach and utilization.

3.6 PHASE 6: DOCUMENTATION AND REPORTING

The final phase of the assignment focused on comprehensive documentation and reporting of all activities undertaken. TCS ensured that each stage of the process was systematically recorded, providing a clear and transparent account of the work completed.

This included detailed documentation of the validation and dissemination workshops, including participant lists, proceedings, and key discussions, as well as summaries of stakeholder feedback and the revisions made to the policy. All outputs were compiled and organized in accordance with GIZ reporting requirements.

The documentation process not only supports accountability and verification but also provides a valuable knowledge base for future reference, particularly for the implementation and scaling of the Internship Policy. The completion of this phase marks the successful conclusion of the consultancy assignment, with all deliverables submitted in line with contractual expectations.

4. CONCLUSION

4.1. KEY RESULTS AND ACHIEVEMENTS

The assignment delivered a combination of technical outputs, institutional strengthening, and enhanced stakeholder engagement, contributing to the operational readiness of the Puntland Internship Policy.

Table 1: Presentation of Key Results

NO	Result Area	Descriptive Discussion
4.1	Technical Outputs	The consultancy produced a high-quality English translation of the Puntland Internship Policy, ensuring accuracy, clarity, and alignment with the original Somali version. A glossary of key terms was developed to support consistency and ease of use across stakeholders. The policy was subsequently validated and endorsed, confirming its technical soundness and readiness for dissemination and implementation.
4.2	Institutional Outcomes	The assignment strengthened the leadership role of MOLSA as the central coordinating body, while improving alignment and collaboration among stakeholders, including government institutions, education providers, and the private sector. Notably, the process enhanced private sector engagement, with increased willingness from employers to support internship opportunities.
4.3	Stakeholder Outcomes	The participatory approach fostered a strong sense of ownership and commitment among stakeholders. Participants gained improved understanding of their roles, responsibilities, and implementation processes, positioning them to effectively contribute to the rollout of the policy.

Overall, the assignment successfully delivered a validated, accessible, and actionable policy framework, supported by key stakeholders and ready for implementation to improve youth employability and labour market outcomes in Puntland.

4.2 LESSONS LEARNED

The implementation of this assignment generated several important lessons that are relevant for future policy development, translation, and dissemination processes. A key insight was the critical importance of early and inclusive stakeholder engagement. Involving stakeholders from the outset not only improves the quality and relevance of outputs but also fosters a strong sense of ownership and commitment, which is essential for successful implementation.

The process also highlighted that clarity and consistency of terminology are fundamental to policy usability. Even when a policy is technically sound, unclear or inconsistent terms can lead to misinterpretation and hinder effective application. The development and use of a standardized glossary proved essential in ensuring that key concepts are clearly understood across different stakeholders.

Another important lesson is the need to prioritize private sector engagement early in the process. As primary providers of internship opportunities, private sector actors play a central role in translating policy into practice. Their early involvement helps ensure that the policy is realistic, relevant, and aligned with labour market needs.

Finally, the assignment underscored that policy translation is not merely a linguistic exercise, but a broader contextual and institutional process. Effective translation requires a deep understanding of policy intent, local realities, and institutional frameworks to ensure that the final document is both accurate and practically applicable.

4.3 CHALLENGES AND MITIGATION

During the implementation of the assignment, a number of operational and technical challenges were encountered. These were effectively addressed through adaptive strategies, ensuring that the quality and timelines of deliverables were maintained.

Table 2: Presentation of Challenges Experienced During the Process

Challenge	Mitigation Approach
Terminology complexity	Addressed through development of a standardized glossary and validation with stakeholders to ensure clarity and consistency.
Stakeholder coordination	Managed through well-structured validation and dissemination workshops that brought key actors together and aligned expectations.
Time constraints	Mitigated by applying a phased and structured implementation approach, allowing for efficient sequencing of activities.

Overall, these mitigation measures ensured that challenges were minimized and did not affect the successful completion of the assignment.

4.4 RECOMMENDATIONS

Building on the outcomes of the assignment, the following recommendations are proposed to support the effective implementation and sustainability of the Puntland Internship Policy.

1. FOR THE MINISTRY OF LABOUR AND SOCIAL AFFAIRS (MOLSA)

MOLSA should take a leading role in operationalizing the policy by developing clear implementation guidelines and tools to guide institutions at both central and local levels. Establishing a central coordination and tracking system will be critical to monitor internship placements, track progress, and ensure accountability. In addition, MOLSA should continue to lead regular stakeholder engagement and coordination, maintaining momentum and alignment among all actors involved.

2. FOR THE PRIVATE SECTOR

The private sector should play an active role in translating the policy into practice by providing internship opportunities and engaging in structured placement programs. Employers are encouraged to strengthen collaboration with MOLSA and educational institutions to ensure that internship opportunities are relevant, practical, and aligned with labour market needs.

3. FOR DEVELOPMENT PARTNERS

Development partners are encouraged to support the implementation of the policy through capacity building, technical assistance, and system strengthening initiatives. There is also a need for sustained investment in scaling internship programs and supporting institutional mechanisms, particularly those that enhance inclusivity and access for vulnerable groups.

4.5 SUMMARY OF THE REPORT

The consultancy assignment for the Translation and Dissemination of the Puntland Internship Policy has been successfully completed, with all planned activities and deliverables implemented in full accordance with the signed contract and the approved Inception Report. The assignment followed a structured and phased approach, ensuring that each stage—from translation and quality assurance to validation, dissemination, and documentation—was carried out to a high professional standard and in alignment with GIZ requirements.

As a result of this process, the Puntland Internship Policy is now fully translated into English, technically validated by key stakeholders, widely disseminated, and positioned for implementation. The inclusive and participatory approach adopted throughout the assignment played a critical role in achieving these outcomes. By engaging a broad range of stakeholders—including government institutions, private sector actors, educational institutions, civil society organizations, and development partners—the process ensured that the policy is not only technically sound but also contextually relevant, clearly understood, and widely supported.

A key achievement of the assignment is the strengthened institutional ownership and alignment among stakeholders. The Ministry of Labour and Social Affairs (MoLSA) has reaffirmed its leadership role in coordinating the policy's implementation, while other actors have gained a clearer understanding of their respective roles and responsibilities. The active engagement of the private sector, in particular, signals a positive shift toward practical implementation, as employers are essential partners in providing internship opportunities and supporting workforce development.

The successful validation and dissemination of the policy mark a critical transition from policy development to operational readiness. Stakeholders are now better equipped to apply the policy within their respective mandates, supported by a shared understanding of its objectives, provisions, and implementation mechanisms. This creates a strong foundation for coordinated action and sustained collaboration across sectors.

Importantly, this assignment represents a significant step toward addressing some of the key challenges facing Puntland's labour market. By providing a structured framework for internships and employment orientation, the policy contributes to improving youth employability, enabling young people to gain practical experience, develop relevant skills, and transition more effectively into the workforce. At the same time, it supports the development of more responsive and coordinated labour market systems, strengthening the linkages between education, training, and employment.

Furthermore, the policy promotes inclusive economic development by emphasizing equitable access to opportunities, particularly for women, youth, and marginalized groups. Its implementation has the potential to expand access to work-based learning, reduce barriers to entry into the labour market, and contribute to broader socio-economic development outcomes in Puntland.

In conclusion, the assignment has not only delivered its intended outputs but has also contributed to building the institutional and stakeholder foundations necessary for the successful implementation of the Puntland Internship Policy. With the policy now ready for rollout, continued commitment, coordination, and

investment from all stakeholders will be essential to translate this progress into tangible and sustainable impact.

ANNEXES

Annex 1: Inception Report

Separately attached.

Annex 2: Validation Workshop Minutes

Separately attached

Annex 3: Dissemination Workshop Minutes

Separately attached

Annex 4: Final Internship Policy (English)

Separately attached

Annex 5: Glossary of Terms

Separately attached

Annex 6: Photos and Attendance Lists









DISSEMINATION WORKSHOP ON THE TRANSLATED PUNTLAND INTERNSHIP AND EMPLOYMENT ORIENTATION POLICY


**Dream Point
Hotel**

22nd March, 2026





REVIEW AND VALIDATION WORKSHOP FOR THE TRANSLATED PUNTLAND INTERNSHIP AND EMPLOYMENT ORIENTATION POLICY


**Dream Point
Hotel**

10th Feb, 2026