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# ENTREPRENEURSHIP PLUS

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Report

# **Entrepreneurship Plus**

## **Training in Bahir-Dar**

**Date : 11- 15 March 2019**

**Program:**

**Day one:**

- Getting know each other
- Awareness creation about Irregular migration
- Identifying the Opportunities and Challenges exist in Hawassa
- Team building

**Day Two:**

- Basic Concepts of Entrepreneurship
- Characteristics of Entrepreneurship
- Competencies of Entrepreneurship
- Business Model Canvas
- Field Research (Trainees sent to the market to gather more info about the business they intend to launch)
- The Participants manage to craft a business idea on the same day with the help and coach of the team

**Day Three:**

- How to develop a good Business Plan (Real world scenario)
- They developed their business canvas based on the research result
- They practical thought how to prepare Marmalade, Wild Honey and KOLO and dry fruit
- Branding, packaging and labeling

**Day Four:**

- The participants trained on how to set up formal Businesses and how to finance them
- International financial opportunities and exporting
- The Afternoon session was allocated for presentation of business ideas and taking comment
- The trainees presented their business ideas and models in front of the jury.

**Day Five:**

- The final day
- 9 Business ideas were pitched (the Business Ideas are summarized in the database)
- Two excellent business ideas were selected, and they won a prize of 1000 (1<sup>st</sup> Rank) and 500 (2<sup>nd</sup> Rank) euro.

- Finally, Certification signed by xhub and Migrafrica.

### **Venue:**

The training was conducted in Abay Minch Logue (in Bahir Dar), which is located a few kilometers away from the cities where the participants enjoyed the natural surroundings as well as the good hospitality.

### **Team:**

The team included Mr. Abraham Nida (Migrafrica), Mr. Amanuel Amare (Migrafrica), Mr. Elias Gizachew (X-Hub), Anteneh Kifle (Association Of Ethiopian Microfinance Institutions (AEMFI)) and Ms. Ramona Capaldo (Migrafrica). The Trainers team was composed of different disciplines and experiences. Abraham and Amanuel provided information on issues of irregular migrants in Europe from the perspective of Diaspora young people living in Europe. From their perspective they have informed the young people about the situation of young refugees as they embark on a journey to Europe. They have also informed the young people on the situation of African young migrants in Sudan, Sahara, Libya, as they cross the Mediterranean sea, reach Italy and other EU countries. Elias from the perspective of X-Hub provided training on entrepreneurs mind-set as well as how to convert local resources into saleable products that can produce incomes. This practical exercise is supported by Amanuel and Abraham, they have trained the young people on how to produce Marmalade using local fruits, how to package and brand local honey and other products. Anteneh from AEMFI delivered information on how to raise funds for their projects, how to access the government and non-government microcredit programs, how to formally register businesses as well as the different tax incentives, formalities and responsibilities that they need to be cautious of. Ms. Ramona Capaldo was responsible for organizational and logistical matters. She also provided energizing exercises in between the sessions to facilitate the learning outcomes.

### **Peace and Security:**

Even though, march 2019 was unstable period in Ethiopia the team and participants arrived safe and concluded the training safely. We have taken extra precautions such as avoiding demonstrations and large gatherings of people. One other precaution we took was to inform the participants that our training is political, ethnical/race, religious and other sensitive issues neutral. We have also informed the local police of our activities and made sure all the emergency telephone numbers are noted and are ready in case of emergency. The first AID materials were prepared and we have identified the nearest hospitals and clinics and how to get there quickly.

### **Training Material:**

The team was well organized and equipped with all the necessary training materials. The training materials included slide presentations, equipment needed for different games within the training, the moderation box, flip chart papers, post-it notes, markers and other materials needed for training.

## Health Conditions:

Nobody has faced a serious health issue from the trainers' side and only one trainee was suffering from a headache in the last day of the training and the team provided her with a medicine and has been following up her till the final day and found her recovered.



Trainees doing group exercises

## Outcomes of the Project

### BahirDar

#	Participants Name	Sex	Email 7000 8000+	Tel. no.	Education
1	Ziyin Muluken	F		+251918377XXX	
2	Ehitnesh Aweke	F		+25191594XXXX	
3	Mastewal Fantahun	F		+251953219XXX	
4	Amare Tilaye	M	dearmama2151@gmail.com	+251918215XXX	
5	Haymanot Sigatie	F	haymisigatie@gmail.com	+251918070XXX	
6	Yalemzena Tessema	F		+251974510XXX	
7	Sisay Mulat	M		+251946454XXX	
8	Abebaw Desalegn	M		+251918027XXX	Accountant
9	Seblewengel Dereje	F		+251947507XXX	Auto Eng.
10	Yenework Dereje	F	yeneworkdereje@gmail.com	+251984619XXX	Management
11	Degu Telayneh	M	Telaynehdeg21@gmail.com	+251901469XXX	Mechanical Eng.
12	Darengot Mengistu	F	Mdarengot2@gmail.com	+251921223XXX	Electrical Eng.
13	Adbaru Tadesse	M	Adbarutadesse12@gmail.com	+251924849XXX	Electrical & com Engr.
14	Andualem Yaregal	M		+251918394XXX	Management
15	Margarit Aweke	F		+251913448XXX	Child Dev't
16	Bethelhem Tadesse	F		+251918489XXX	Nursing
17	Meskerem Melkamu	F		+251945454XXX	Finishing Construction
18	Hiwot Hagos	F		+251928454XXX	Surveying
19	Abtsega Dessie	M	Abtsegadessie36@gmail.com	+251977796XXX	Agri Engr.
20	Robel Tsige	M	robeltsigie@gmail.com	+251918772XXX	Marketing Mgt.
21	Haimanot Tesfa	F		+251935853XXX	Construction
22	Yirgalem Ferede	M		+251940826XXX	Grade 12
23	Habtemariam Sisay	M		+2519043421XX	Textile
24	Lemlem Tesfamichael	F		+2519180191XX	Coop act.
25	Tsion Minale	F		+2519186569XX	HO
26	Kalkidan Worku	F		+2519180851XX	Cotem
27	Habtamu Hiruy	M	habtamuhiruy@gmail.com	+251918351XXX	Management
28	Meseret Demsei	F		+251918585XXX	Accounting

29	Getenesh Sitotaw	F		+251986374XXX	Natural Resource Mgt.
30	Tsegaye Maru	M	Tsegayemaru58@gmail.com	+25191828XXX	Social Work
31	Mekdes Fantahun	F		+25191845XXX	Info science
32	Samuel Taye	M		+251988015XXX	Agricultural Eng
33	Fantau Hiwot Endris	F	Hiwotendris1535@gmail.com	+251913712XXX	Mechanical Eng
34	Birhanu Amogne	M		+251918267XXX	Animal Producti

\* 1<sup>st</sup> ranked winners won 1000 euro

\*\* 2<sup>nd</sup> Ranked winners won 500 euro

\*\*\* 3<sup>rd</sup> Ranked Winner

**Note:** The prize is aimed to be given for the support of the establishment of the business. If the business failed to be established due to any reasons with in the given time Period (3 month after the accomplishment of the training), The prize will be transferred hierarchically to 2<sup>nd</sup> the 3<sup>rd</sup> winners.



Today 12.03.2019

1. Energizer (5)
2. Critical Thinking (10)
3. Characteristics of an Entrepreneur

**Coffee Break (11<sup>00</sup>-11<sup>10</sup>)**

4. Ten Competencies of an Entrepreneur
5. Risk taking game

**LUNCH / Lunch**

- 6 Energizer (5)

- 7 Business plan (50)

**Coffee Break (15<sup>00</sup>-15<sup>15</sup>)**

8. Field Research

# **Entrepreneurship Plus**

## **Training in Harar**

**Date: 18 - 22 March 2019**

**Program:**

**Day one:**

- Getting know each other
- Awareness creation about Irregular migration
- Identifying the Opportunities and Challenges exist in Hawassa
- Team building

**Day Two:**

- Basic Concepts of Entrepreneurship
- Characteristics of Entrepreneurship
- Competencies of Entrepreneurship
- Business Model Canvas
- Field Research (Trainees sent to the market to gather more info about the business they intend to launch)
- The Participants manage to craft a business idea on the same day with the help and coach of the team

**Day Three:**

- How to develop a good Business Plan (Real world scenario)
- They developed their business canvas based on the research result
- They practical thought how to prepare Marmalade, Wild Honey and KOLO
- Branding, packaging and labeling

**Day Four:**

- The participants trained on how to set up formal Businesses and how to finance them
- International financial opportunities and exporting
- The Afternoon session was allocated for presentation of business ideas and taking comment
- The trainees presented their business ideas and models in front of the jury.

**Day Five:**



- The final day
- 8 Business ideas were pitched (the Business Ideas are summarized in the database)
- Two excellent business ideas were selected, and they won a prize of 1000 (1<sup>st</sup> Rank) and 500 (2<sup>nd</sup> Rank) euro.
- Finally, Certification signed by xhub and Migrafrica.

### **Venue:**

The training was conducted in Sumeya Hotel which is located at the center of Harar city where the participants enjoyed the setup and good hospitality. The hotel provided security and guarantee that we will be safe during the training period. It also provided the needed logistical and practical support so that the training can be concluded successfully.

### **Team:**

The team included Mr. Abraham Nida (Migrafrica), Mr. Amanuel Amare (Migrafrica), Mr. Elias Gizachew (X-Hub), Anteneh Kifle (Association Of Ethiopian Microfinance Institutions (AEMFI)) and Ms. Ramona Capaldo (Migrafrica). The Trainers team was composed of different disciplines and experiences. Abraham and Amanuel provided information on issues of irregular migrants in Europe from the perspective of Diaspora young people living in Europe. From their perspective they have informed the young people about the situation of young refugees as they embark on a journey to Europe. They have also informed the young people on the situation of African young migrants in Sudan, Sahara, Libya, as they cross the Mediterranean sea, reach Italy and other EU countries. Elias from the perspective of X-Hub provided training on entrepreneurs mind-set as well as how to convert local resources into saleable products that can produce incomes. This practical exercise is supported by Amanuel and Abraham, they have trained the young people on how to produce Marmalade using local fruits, how to package and brand local honey and other products. Anteneh from AEMFI delivered information on how to raise funds for their projects, how to access the government and non-government microcredit programs, how to formally register businesses as well as the different tax incentives, formalities and responsibilities that they need to be cautious of. Ms. Ramona Capaldo was responsible for organizational and logistical matters. She also provided energizing exercises in between the sessions to facilitate the learning outcomes.

### **Peace and Security:**

Harar during the training week was under federal state of emergency. The local police was replaced by the federal police and the national military. Undertaking such trainings in such kind of atmosphere was of course challenging. However, we have undertaken the needed measures before the training week as well as during to make the surroundings as safe as possible for the team and the participants. One such measure was informing the local security apparatus that we are gathering young people and providing training for a week on entrepreneurship. We have also informed the local authorities that the gathering does not have any political intentions. We have informed the authorities that we will make sure that the young people who are participating will be safe and we will take responsibility for that.

### **Training Material:**

The team was well organized and equipped with all the necessary training materials. The training materials included slide presentations, equipment needed for different games within the training, the moderation box, flip chart papers, post-it notes, markers and other materials needed for training.

### **Health Conditions:**

Nobody has faced a health issue from both the trainers' side and trainee's.



## Outcomes of the project

### Harar

#	Full Name	Tel.	Email	Remark
1	Munib Nasir Kedir	0921170XXX	nasirmunib@gmail.com	Confirmed
2	Estifanos Teka	0966822XXX		<b>Harar Paper Recycling</b>
3	Eyasu Fantahune Hailu	0922382XXX	feyasu@yahoo.com	
4	Nuredin Beker	0949813XXX	nuredinbeker@gmail.com	
5	Tariku Geleta Bekele	0901367XXX		
6	Debisa Begna Temesgen	0925847XXX	debibegna98@gmail.com	<b>Ethio warka</b> Planta distribution
7	Abdusalam Zekariya	0915746XXX		<b>BluePia Design**</b> Producing hand held bags with used jeans
8	Gizman Ahmed Sabit	0924024XXX	gizmanlahmed@gmail.com	
9	Arafat Abadir Abraham	0924217XXX		
10	Ziyad Abdulahi Mohammed	0915040XXX		<b>Septic system</b> Improve city sewerage system and produce water and fertilizer
11	Fethi abdulhafiz	0929250XXX		
12	Ahmed Abdusamed Ahmed	0915099XXX	ahmedabdusamedahmed@gmail.com	
13	Mahlet Wondmu Weldesemayat	0946930XXX		<b>HA Leather***</b> Processing
14	Mahlet Dawit Getachew	0913592XXX	mahdaget@gmail.com	
15	Binyam Shebabaw Desta	0913411XXX	binyyam@gmail.com	
16	Lidya Mesfin Demissie	0911744XXX		<b>ALMond/Lause B.***</b> Produce Almond cream
17	Muluken Teshome Asefa	0915433XXX		
18	Abdenur Beshir Abdeikadr	0953487XXX	Abdenur5689@gmail.com	
19	Amir Abubeker Abdosh	0913387XXX	amirabdosh88@gmail.com	<b>Harar Honey</b> Honey production
20	Kedir Abdurhaman	0912981XXX	kadirabdurhaman4@gmail.com	

21	Sherif Mohammed Yousuf	0966120XXX	zeynulabeden@gmail.com	<b>V. Farming*</b> Vertical Farming
22	Abdurezak ahmed	0910500XXX	<a href="mailto:abdurezakeeah@gmail.com">abdurezakeeah@gmail.com</a>	
23	Kalamin Tsegaye	0915707XXX0994931XXX		
24	Mekfira Ahmed	0943004360		Confirmed
25	Abdulkadir Getachew	0935634XXX		
26	Biftu Juhar	09460400XX		Confirmed
27	Elias Abdul Hamid	09293974XX		Confirmed
28	Sisay Birhanu	09133036XX		Confirmed
29	Ajebo Abdella	0929251XXX		Confirmed
30	Ramadan Mohammed Omar	0921843XXX	ramadhanh@gmail.com	Confirmed
31	Aburezak Mohemmed Beyan	0933772XXX		Confirmed
32	Zinet Muhidin Shifa	09405602XX		Confirmed
33	Abubeker Jemal Abubeker	09151343XX	abubakerfeki23@gmail.com	Confirmed
34	Yasin Abdi Adem	0932407XXX	yasincaku@gmail.com	Confirmed
35	Haymanot Aman	0923331XXX		Confirmed
36	Mohamed Hashim	0935524XXX		Confirmed

\* 1<sup>st</sup> ranked winners won 1000 euro

\*\* 2<sup>nd</sup> Ranked winners won 500 euro

\*\*\* 3<sup>rd</sup> Ranked Winner

**Note:** The prize is aimed to be given for the support of the establishment of the business. If the business failed to be established due to any reasons within the given time Period (3 month after the accomplishment of the training), The prize will be transferred hierarchically to 2<sup>nd</sup> the 3<sup>rd</sup> winners.

# **Entrepreneurship Plus**

## **Training in Awassa**

**Date: 25 - 29 March 2019**

**Program:**

**Day one:**

- Getting know each other
- Awareness creation about Irregular migration
- Identifying the Opportunities and Challenges exist in Hawassa
- Team building

**Day Two:**

- Basic Concepts of Entrepreneurship
- Characteristics of Entrepreneurship
- Competencies of Entrepreneurship
- Business Model Canvas
- Field Research (Trainees sent to the market to gather more info about the business they intend to launch)
- The Participants manage to craft a business idea on the same day with the help and coach of the team

**Day Three:**

- How to develop a good Business Plan (Real world scenario)
- They developed their business canvas based on the research result
- They practical thought how to prepare Marmalade, Wild Honey and KOLO
- Branding, packaging and labeling

**Day Four:**

- The participants trained on how to set up formal Businesses and how to finance them
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- The Afternoon session was allocated for presentation of business ideas and taking comment
- The trainees presented their business ideas and models in front of the jury.

**Day Five:**

- The final day
- 8 Business ideas were pitched (the Business Ideas are summarized in the database)
- Two excellent business ideas were selected, and they won a prize of 1000 (1<sup>st</sup> Rank) and 500 (2<sup>nd</sup> Rank) euro.
- Finally, Certification signed by xhub and Migrafrica.

**Venue:**

The training was conducted in Haile Resort which is located a few kilometers away from the city. The location provided a natural and comfortable atmosphere for learning, concentration and creativity. The participants enjoyed the lake and the setup as well as the good hospitality.

**Team:**

The team included Mr. Abraham Nida (Migrafrica), Mr. Amanuel Amare (Migrafrica), Mr. Elias Gizachew (X-Hub), Anteneh Kifle (Association Of Ethiopian Microfinance Institutions (AEMFI)) and Ms. Ramona Capaldo (Migrafrica). The Trainers team was composed of different disciplines and experiences. Abraham and Amanuel provided information on issues of irregular migrants in Europe from the perspective of Diaspora young people living in Europe. From their perspective they have informed the young people about the situation of young refugees as they embark on a journey to Europe. They have also informed the young people on the situation of African young migrants in Sudan, Sahara, Libya, as they cross the Mediterranean sea, reach Italy and other EU countries. Elias from the perspective of X-Hub provided training on entrepreneurs mind-set as well as how to convert local resources into saleable products that can produce incomes. This practical exercise is supported by Amanuel and Abraham, they have trained the young people on how to produce Marmalade using local fruits, how to package and brand local honey and other products. Anteneh from AEMFI delivered information on how to raise funds for their projects, how to access the government and non-government microcredit programs, how to formally register businesses as well as the different tax incentives, formalities and responsibilities that they need to be cautious of. Ms. Ramona Capaldo was responsible for organizational and logistical matters. She also provided energizing exercises in between the sessions to facilitate the learning outcomes.

**Peace and Security:**

The security situation in Awassa was relatively better. But during the training week, the city was under strike due to the Sidama people's national question of becoming a federal region and administration on its own. The strike did not affect us that much since the transport and the hotel were fully functional. The Airport was also open and fully functional.

Just the same as we did in the other training we have informed the participants and the local administration that our event does not have political and other hidden agendas. We were only there to talk about how to create own business and find a way out of long-term unemployment.

We have made all the precautions to for any cases of emergency and prepared all the firstAID tools and medicines to provide relief in case of sudden pains.



### **Training Material:**

The team was well organized and equipped with all the necessary training materials. The training materials included slide presentations, equipment needed for different games within the training, the moderation box, flip chart papers, post-it notes, markers and other materials needed for training.

### **Health Conditions:**

Nobody has faced a serious health issue from the trainers' side and trainee's.



# Outputs of the project

## Hawassa

#	Full Name	Tel.	Email	Remark
1	Mathews Makebo Fonikamo	091378XXX	mmakebo@yahoo.com	<b><u>MAT Vegetable</u></b> Production and distribution of vegetable
2	Tigst Gulma Tale	0916050XX X		
3	Abraham Bonde Bonja	0916779XX X	abrahambonde10@gmail.com	
4	Aklilu Harka	0934814XX X		<b><u>Andinet Wood and steel work</u></b>
5	Mesfin Hanaga Hamaro	0904425XX		
6	Melkamu Dessalegn	0916134XX X		
7	Tesfahun Mekonen Gebra	0933099XX		<b><u>CP Charcoal</u></b> production of charcoal from wastes
8	Marshet Alemu Sote	0953752XX		
9	Hailemikael Ademe Belete	0939706X		
10	Feleke Abebe Adiso	0919761XX	abebefelege@yahoo.com	<b><u>AEF PLC</u></b> Honey Production
11	Abezash Godana Gosoma	09164525XX		
12	Erdachew Erasa Gatesa	09169746XX		
13	Miheret Matiwos Heramo	09252867XX		<b><u>MS<sup>2</sup> Plc</u></b> Milk and Milk products
14	Sitota Bancha Jersa	0934738XX	sitotabancha@09gmail.com	
15	Sosina Waritu	0916618XX		
16	Mihiret Tesfaye Gelasew	09287991XX		<b><u>BMM Design</u></b> Production and Distribution of Hand-Held Bags
17	Betelihem Samuel Bolka	0916316XX		
18	Medihanit Badego Badacha	0961400XX		
19	Melese Tadele Weldemariyam	09263894XX		<b><u>MDS</u></b> Liquid Soap Production and Distribution
20	Sisay Getachew	0931378XX		
21	Dawit Kedir Mamo	0916152XX	dawitkedir63@gmail.com	
22	Melaku Maru Beyene	0916919XX		<b><u>MFK</u></b> Production and distribution of Blocks
23	Kifile Mulegeta Worana	0916527XX		

24	Firew Tamene Otiso	0937328XX		
25	Bereket Welda Wako	0988103XX		
26	Tegest Fiseha	09164509XX		
27	Emanuel Alemu Tera	0926449XX	amuye0@gmail.com	
28	Gete Adela			
29	Senayt Welde Senbet	09230835XX		
30	Niguse Solomon	09913983XX		

\* 1<sup>st</sup> ranked winners won 1000 euro

\*\* 2<sup>nd</sup> Ranked winners won 500 euro

\*\*\* 3<sup>rd</sup> Ranked Winner

**Note:** The prize is aimed to be given for the support of the establishment of the business. If the business failed to be established due to any reasons with in the given time Period (3 month after the accomplishment of the training), The prize will be transferred hierarchically to 2<sup>nd</sup> the 3<sup>rd</sup> winners.



## **Major Feedbacks**

- Majority of the participants liked the methodology. Especially the fact that the training was practice oriented. They also mentioned that the interactive and non-formal nature of the training has helped them in the learning process.
- They admired the content since it has a logical flow and it provided information in creating own business.
- The participants also appreciated the time management of the team.
- Majority of the participants mentioned that the training has given them enough motivation and inspiration to start their own business.
- Some appreciated the creative nature of the trainings and it helped them to think outside of the box. It also helped them see the long-term vision.

## **Here are some of the main challenges as mentioned by the participants:**

- The security situation in some of the cities where the training took place makes some participants anease: It was also a risk factor and we had to redirect some resources to mitigate this risk.
- In some circumstances the business ideas that were presented by the participants were not as innovative. Taking into consideration the limited availability of time for the training and the compactness of the training program the participants were not able to come up with innovative business ideas. There is a need for a long-term business incubation period that we need to think about in the future.
- There was less visibility of the project. In the next training we have to develop a better media and dissemination strategy to reach a wide range of spectators over a wider geographical area.
- The other challenge was dropping out of some of the participants along the training period. Since the project was a local training, this is expected. However, since we have recruited more young people than planned in the project, we were able to conclude the training with more than 30 young people in each of the planned cities.

## Major Learnings

- There is high demand for entrepreneurship training in cities Bahir-Dar, Harar and Awassa.
- Youth unemployment is a pressing issue in Ethiopia, especially graduate unemployment is at critical level. Young people who are at the universities lack the prospect of having a decent job when they graduate.
- On the other hand, we have identified that there is a pool of untapped entrepreneurial potential in all the cities that we provided training. Young people are excited about the opportunities and they are constantly looking for training opportunities to develop their skills and competencies.

## Way Forward

- xHub Addis is following up and providing the necessary support to the trainees and report to the Migrafrica team on the further incubation of business ideas developed as a result of the project.
- AEMFI is supporting the participants in finding financing alternatives and supporting the participants in applying for financial support.
- The winners of the business competition will get the support for their business registration and receive the prize money within three months' time;
- Migrafrica and the local partners will look for ways to establish entrepreneurship center in major cities of the country;