AMAHORO COALITION
Partnerships in Practice

Partnerships in Practice: A biweekly lens into private sector partnerships delivering a measurable difference.

HOWS OMALIAI SC REATING JOBS FORF ORCIBLYD ISPLACED PEOPLE THROUGH PRIVATE-SECTOR PARTNERSHIPS

In t his edition of P artnership i n Practice, w e spotlight BECO and the Banadir Technical Institute (BTI), long-term partners of A mahoro C oalition, a longside the inspiring work o f Sadiq Sheikh, w ho collaborates with t hem t o create opportunities for forcibly d isplaced people in Somalia. A former d isplaced person himself, Sadiq returned home determined to rebuild not only his own life, but also the future of his community. Through his work with BECO and BTI, he is helping remove barriers to employment and unlock m arket-based opportunities that enable young people to r egain dignity, p urpose, and s elf-belief through skills training and meaningful work.

The BTI story begins with a classic business challenge. BECO, Mogadishu's primary electricity company, faced a critical shortage of skilled technicians, a gap that forced it to look outside Somalia's borders for talent. Sadiq Sheikh, one of the founders, explains:

ÒWe were driven by as imple truth:j obs without skills are unsustainable. Despite buildinga majore lectricity company,w el ackedt rained solar and electricalt echnicians and reliedo nc ostlyf oreign engineersw hile young peopler emained unemployed and localf actories stood idle.T echnical skills were undervalued and vulnerable groups,e specially displaced youth and women, were left behind.

So we chose to act by training them. Today, many of our workers come from internally displaced (IDP) communities, familiesa re supported, and industriesa re hiring localt alent.W hat began as a necessity is now building hope, dignity, and opportunity."



The goal wasc lear and strategic: to build ad irect pipeline of skilled, job-ready talent. This is the core of BTI's demand-driven model:t heyt rain fore xisting, guaranteed jobs. The resultsh ave been eye-opening.

> Every BTI graduate in the electrical and solar energy program is guaranteed a position with BECO, earning a starting salary of $200–$350 a month, which is significantly higher comparedt ot he monthlya verage incomei n Somalia.

This is not just training; it's a direct and sustainable pathway to employment and a powerful example of a public-private partnership that deliverst angible business and social returns. The success of the BTI-BECO partnership

507 Trainees placed in jobs, has created a ripple effect.

Recognizing thep ower of this model,t he BenadirW ater Association, ac oalitiono f5 6w ater companies,h as approached BTI to solve its own critical shortage of skilled plumbers. The institutei sn ow expanding itsc urriculum to include waterp lumbings ervices, once again ensuringt hat itst rainingp rogramsa re directly aligned with theu rgent needs of thep rivate sector.

KEY LESSONS

01 Training works best when it is demand-driven and tied to real jobs

02 Private-sector leadership can unlock both business performance and social impact

03 Scalable partnerships create system-level change



To learnm ore about this partnership,w atch this video with Sadiq Sheikh, who reflects on how his work with BTI and BECO is shaping the future of work in Somalia.

← Click to watch

If you are a forward-looking business interested in partnering with Amahoro Coalition to create jobs and economic opportunities for displaced people and host communities across Africa,w ei nvitey ou to connect with us.
Reach out at **info@thecoalitionafrica.com** or visit **https://amahorocoalition.com/** to start the conversation.

To stay informed and learnf romw hat works, youc an also subscribe to upcoming editions of Partnerships in Practice, where we share real-world examples, insights, and lessons from private-sector engagement across the continent.