

# EDUBA CENTER FOR HUMAN AND ORGANIZATIONAL DEVELOPMENT



## Committed to Your Future

**Eduba is a Sumerian word for "scribal school." The literal meaning of "Eduba" is the ancient academy of Sumer for the young, gifted, talented, smart, and noble children and men of all ages. Eduba were institutions that trained and educated young scribes in ancient Mesopotamia during the late third or early second millennium BCE. We named our training center Eduba because we are proud of our Mesopotamian heritage in education and we want to continue and advance it.**

## Introduction

In Iraq the lack of high-quality education and employment opportunities for the youth, compounded by insecurity, poverty and Covid-19 are halting the country's new generations and professionals to fully reach their potential and expand their capabilities, creating a negative and cyclical impasse that affects the overall communities and country's development.

Years of conflict and lack of investments in education have contributed to progressively dismantle what used to be the best education system in the region, curtailing the opportunity of children, youth and young professionals to access to quality learning and training opportunities for fully realizing their potential.

Recent data indicates that 3.2 million school-aged Iraqi children are out of school and the situation is especially concerning in conflict affected governorates and 50% of displaced children are out of school (approximately 355,000 children). In governorates such as Salah al-Din and Diyala more than 90% of school-age children are out of the education system,

and in general the situation is worse for girls, who are under-represented in both primary and secondary schools.

According to recent data poverty rates in Iraq hover at around 30 per cent and are significantly higher in rural areas, Iraq has one of the lowest employment-to-total population ratios in the region, even among men, of an estimated working age population of 20 million in Iraq, at least 2.5 million are unemployed. Almost a quarter of the working-age population is underutilized – either unemployed or underemployed. Iraqi women who do participate in the labour market are also more likely to be unemployed, under-employed or employed in part-time jobs.

Therefore, the provision of high quality and tailored training services based on the needs of local communities and requirements of the local labour market, plays a crucial role in ensuring that the youth and professionals have the necessary expertise, skills and knowledge to become part of Iraq's workforce, developing their own pathways and livelihoods while also positively impacting their communities and organizations, fostering a broader generational development in the country.



### What is Eduba Center?

Eduba Center for Human and Organizational development is a specialized training center located in Baghdad and licensed by Ministry of Labour and Social Affairs (MOLSA). It is a subsidiary of Mercy Hands, the biggest humanitarian national NGO of Iraq, founded in 2004. Eduba Center's vision is to deliver high quality training services that allow trainees of all ages and genders to fully realize their potential gaining new skills and expertise, grooming a new generation of youth, women and professionals that will positively impact their communities, regardless of their personal characteristics and background.

Eduba Center operates through a nationwide network of qualified trainers, delivering tailored and learner-centered training services that will be accredited by MOLSA, in both in-person and on-online modality, focusing on educational and vocational trainings for the youth, business trainings, capacity building for individuals, organizations and institutions, psychological support and life skills, regularly updating and expanding our range of services for meeting beneficiaries' needs.

### **The center's administrative staff**

Eduba Center is proud of its diverse and highly skilled staff and its core values consisting in mutual trust, honesty, innovation, creativity, sound innovation and constant improvement.

Through our Baghdad-based team we combine the expertise of our Executive Director of Mercy hands, Eduba center director, Programs Developer Manager, IT Manager and Communications Manager, MEAL officer for supporting the trainings' development and implementation, coordinating with our nation-wide network of trainers, as well as Donors and partners. Eduba offers a wide range of training services for youth beneficiaries, as well as for humanitarian and development projects and Donors.

The center has a wide network of qualified trainers and consultants holding professional diplomas, master's and doctorate degrees. Our work and key in delivering effective trainings is our high efficiency, expertise and updated training of trainers, combined with our trainers' extensive experience.

### **Our Trainings and Services**

- Life Skills
- Vocational Training
- Internships and Apprenticeships
- Organizational Development

### **Organizational Capacity Assessment (OCA)**

Eduba Center team is happy to endorse the Organizational Capacity Index (OCI) tool as an appropriate indicator for tracking organizational capacity development.

The Organizational Capacity Assessment (OCA) tool is designed to measure the overall capacity of an organization. It assesses capability in Seven key areas:

1. Policy Setting.
2. Fund Raising.
3. Strategic Direction Setting.
4. Executive Director Performance Management.
5. Fiscal Responsibility.
6. External Relationship Building.

### **Programs, course and training workshop hold by the Eduba Center**

1. On 16 April Eduba Center has conducted a training workshop to raise awareness on the impact of drugs for adolescents, in cooperation with Al-Hadaf Secondary School for Boys in Baghdad. Within the strategy for the development of a healthy

society for young people, which aims to build a process of developing and awareness of young people, the workshop aimed to raise the awareness of adolescents and young people about the dangers of drugs and their effects on mental and mental health.



2. On 06 April Eduba Center, in cooperation with Imam al-Azam University College, has celebrated the International Day of Sports for Development and Peace. The event was a great success and was held in the hall of Sheikh Muhammad bin Hassan Al Shaibani, with also the presence of the Ministry of Youth and Sports and Imam al-Azam University. The celebration was a great chance to discuss how sport can empower youth and help advance peacebuilding in Iraq



3. Dr. Aseel Al Musawi Oral Medicine Specialist and Lecturer at Al Mustafa University, held and breast cancer awareness session for all MH female staff in Baghdad. All participants had the opportunity to know more about breast cancer prevention but also share their concerns and doubts, increasing their knowledge, making the event a success!



4. The award winner trainer Duaa Falah, successfully conducted a Peaceful Co-existence training for Mercy Hands for Humanitarian Aid staff of the “Enhance the sustainable livelihood for vulnerable returnees and agriculture lands rehabilitation” project in Salah al-Din. Participants learned how to improve personal relationships, build trust and overcome differences, creating a workplace made of harmony and respect through both theoretical explanations and group activities.



5. Eduba Center conducted a Gender Based Violence training for Mercy Hands for Humanitarian Aid staff in Salah al-Din, focusing on women’s rights and the effects of GBV on women, but also on the communities and organizations in which they live and work in. The trainer focused on the existing remedies to tackle this issue, and allowed the participants to expand their knowledge and sensitivity on this issue.



6. Eduba Center Online Capacity Building Trainings for Mercy Hands' Staff. The trainings held by experienced and senior MH staff members and allow all MH staff to increase their knowledge, work skills and find solutions to common work challenges and issues, in the following areas: Email Writing, Report Writing, Procurement, Finance and Liquidation.



7. What is breast cancer, how common is it, and how to prevent it?  
Our mother organization, the Humanitarian Hands of Mercy Association and UNICEF Iraq - unicef Iraq works on building the capabilities of the police, the formations of the Iraqi Ministry of Interior.  
Our center brings together all the experiences of the association in the field of training and development of institutions and individuals, and our staff is able to design customized training curricula in various fields.



8. Eduba Center is implementing a breast cancer awareness session online for the teachers and girls of IT and Coding Classes project for schools in the Shatt All-Arab district in Basra. The session presented by Dr.Sarah Aamer.



9. How to write an effective proposal, taking into account a complex context, multifaceted needs and creating SMART objectives?  
 Eduba Center organized in Baghdad a Proposal Writing Workshop for all the national and expat staff of Mercy Hands for Humanitarian Aid.  
 The workshop was based on a learner-centered approach, and allowed participants to expand their theoretical knowledge of proposal writing, while also practicing their analytical and writing skills, thanks to an interactive session of SWAT analysis.  
 Moreover, participants interacted during all the activities and sessions, with insights and questions, and they also successfully drafted a Logical Framework, one of the most important “pillars” of projects.



10. How would you achieve peace in the world? Eduba Center' s first ever International Relations Workshop in Baghdad.

During the Workshop the participants learned about and discussed the main theories and concepts of International Relations, through interactive and learner-centred activities. The participants learned about the main IR theories that explain the dynamics of war, peace, diplomacy and cooperation between states and other actors.



9- A capacity building training on “Youth Development and Career Readiness “ in “Mariam” IDP camp in Baghdad. The goal of the training was to increase the youth skills, knowledge and motivation for becoming an active community member. The training also provided new practical tools for writing CVs and encouraged the youth to increase their experience by volunteering in different fields through the NYVP platform.





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