THE KUWAITI JPO PROGRAMME

11TH MEETING OF NATIONAL RECRUITMENT SERVICES AND UN ORGANIZATIONS ON THE JPO PROGRAMMES
BONN, GERMANY, 26 APRIL 2016
THE KUWAITI JPO PROGRAMME - SUPPORTING UN DEVELOPMENT OPERATIONS ABROAD AND ENHANCING NATIONAL CAPACITY

DR. KHALED MAHDI,
SECRETARY - GENERAL
SUPREME COUNCIL FOR PLANNING AND DEVELOPMENT

11th MEETING OF NATIONAL RECRUITMENT SERVICES AND UN ORGANIZATIONS ON THE JPO PROGRAMMES
Bonn, Germany, 26 April 2016
THE MOTIVATION

WHAT THE GOVERNMENT WANTS TO ACHIEVE FROM THE PROGRAMME
"[To] transform Kuwait into a financial and trade center, attractive to investors, where the private sector leads the economy, creating competition and promoting production efficiency, under the umbrella of enabling government institutions, which accentuates values, safeguards social identify, and achieve human resource development as well as balanced development, providing adequate infrastructure, advanced legislation and inspiring business environment."
ALIGNMENT OF JPO PROGRAMME WITH KUWAIT NATIONAL DEVELOPMENT PLAN & SDGS

• The programme aims to
  • Achieve the aspirations of KNDP with focus on the 2 most pertinent, **Human Capital Development & Global Positioning**
  • Contribute towards implementation of the 2030 Sustainable Development Goals (SDGs)

- **KNDP 6: Creative Human Capital**
  - Reform the education system to better prepare youth to become competitive and productive members of the workforce.

- **KNDP 7: Exceptional Global Positioning**
  - Enhance Kuwait’s regional and global presence in spheres such as diplomacy, trade, culture and philanthropy.
THE STORY

HOW THE PROGRAMME HAS EVOLVED
<table>
<thead>
<tr>
<th>Year</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012</td>
<td>GSSCPD signed MOA with UNDP JPOSC to administer the JPOs</td>
</tr>
<tr>
<td>2013</td>
<td>Starting JPO 1 with 10 JPOs out of 486 applicants</td>
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<tr>
<td></td>
<td>9 UNDP and 1 UNIDO</td>
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<tr>
<td>2015</td>
<td>JPO II with 10 JPOs out of 348 applicants</td>
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<tr>
<td></td>
<td>6 UNDP, 1 UNV, 2 UNCDF, 1 UNIDO</td>
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<tr>
<td></td>
<td>Continuation with UNDP</td>
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<tr>
<td>2017</td>
<td>GSSCPD signed MOA with UN DESA</td>
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<td></td>
<td>JPO III with 10 to be selected out of 2000 applicants</td>
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<tr>
<td></td>
<td>4 DESA, 2 UNDP, 1 UN Women, 2 UNFPA, 1 UNCDF</td>
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<tr>
<td>2019</td>
<td>Hosting the 12th JPO meeting ?</td>
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<tr>
<td>Name</td>
<td>Duty Station</td>
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<tr>
<td>Abdullah AlKulaib</td>
<td>New York</td>
</tr>
<tr>
<td>Ayesha Al-Khaldi</td>
<td>New York</td>
</tr>
<tr>
<td>Dalal Alabdulrazzak</td>
<td>New York</td>
</tr>
<tr>
<td>Eiman Al-Asad</td>
<td>Copenhagen</td>
</tr>
<tr>
<td>Jawaher Ali Reda</td>
<td>New York</td>
</tr>
<tr>
<td>Khaled AlKhashram</td>
<td>New York</td>
</tr>
<tr>
<td>Musaad Al Saleh</td>
<td>Bridgetown</td>
</tr>
<tr>
<td>Musab AlOmar</td>
<td>Vienna (UNIDO)</td>
</tr>
<tr>
<td>Suliman AlAtiqi</td>
<td>Istanbul</td>
</tr>
<tr>
<td>Yumn Almufarrej</td>
<td>New York</td>
</tr>
<tr>
<td>Name</td>
<td>Duty Station</td>
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<tr>
<td>Anwar Jawhar</td>
<td>New York</td>
</tr>
<tr>
<td>Dalal Abdul-Razzaq</td>
<td>Copenhagen</td>
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<tr>
<td>Dalal Alhashash</td>
<td>Brussels</td>
</tr>
<tr>
<td>Darah Al Joudar</td>
<td>New York (UNCDF)</td>
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<tr>
<td>Ghalia Faraj</td>
<td>Vienna (UNIDO)</td>
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<td>Hanan Zubaid</td>
<td>New York</td>
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<tr>
<td>Mishal Abdullah</td>
<td>Bangkok</td>
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<tr>
<td>Nasser Al Qatami</td>
<td>Bangkok (UNCDF)</td>
</tr>
<tr>
<td>Nouf Al Ammari</td>
<td>Singapore</td>
</tr>
<tr>
<td>Sarah Al-Abdullah</td>
<td>Bonn (UN Volunteers)</td>
</tr>
</tbody>
</table>
CURRENT STATUS AND FUTURE ASPIRATIONS

A total of 20 JPOs have been deployed so far*

30 JPOs are planned to be deployed until 2018

*: As of April 2017
Of the first batch of ten Kuwaiti JPOs, 33% were retained:

- 3 JPOs were subsequently recruited to posts fully-funded by UNDP.
- One was recruited to the OPEC Fund for International Development (OFID)
- Kuwait became the only country in the Middle East region actively supporting the UNDP JPO Programme.
THE PERCEPTION

HOW THE JPOS PERCEIVE THE PROGRAMME
PROS AND CONS – A KUWAITI JPO FROM JPO I

Pros
- JPO Programme has developed my personal and technical capacity in the development field.
- Because my JPO position is aligned with Kuwait Mid ranged agenda, it gave a great opportunity to excel in my career profession.
- JPO Programme reaffirmed my interest to be public and international civil servant.
- JPO programme gave opportunities to perform meaningful tasks and meeting and interacting with people all around the world.

Cons
- JPOSC does not do any career development after exiting from the JPO Programme.
- JPOSC does not provide much support during and after the JPO Programme.
  - In fact they ignore feedback of JPOs and listen to the supervisors.
  - They stand along with supervisor and they ignore their clientele.
- Difficulties in spending Duty Training and Travel.
PROS AND CONS – KUWAITI JPO FROM JPO II

**Pros**
- International experience
- Learning to work with diverse teams of extremely smart and hard working individuals
- Learning from and accepting different cultures
- Being exposed to a high standard of working environment and adapting to it
- Being exposed to an international network

**Cons**
- Lack of being absorbed into the UN system
- Being seen as a ‘bank account’ coming from an oil-rich country, some Organizations want to seek out ways of getting funding from the country – but what does Kuwait get in return for its JPOs who have been working hard for 2+ years?
- Being seen as ‘free labor’
  - in some cases very little or administrative work is given
- Not knowing what our future is in the Organization
So to better understand it, would be nice if we received brief training or development in RBM and M&E. Also, RBM and M&E do not only apply to project development but other areas as well. This training should come with support such as time.

Properly support JPOs with spouses and children. Information should be available to facilitate living in the city of deployment, and to be informed that the health coverage is not full coverage before hand. It is only 80%.

When you have duty station with multiple UN organization and multiple JPOs even if they are not all working for the same organization there should be time allocated so that they could be introduced to each other and network.

As the Donor, you receive feedback from us through the JPOSC. It would be great to know if you as the Donor have anything to say about our feedback. If there is any.
BEST PRACTICES

HOW TO RUN A SUCCESSFUL JPO PROGRAMME
The State of Kuwait

PROJECT DOCUMENT

- First JPO Symposium
  - Held in February 2016
  - Listening to JPOs inputs
  - Leading to a PD to initiate JPO III

- Involvement of the Public sector, Private sector, Civil society, Academia and UN Agencies to strengthen the Kuwait JPO programme
THE PROJECT MANAGEMENT OUTCOMES

- This Outcome will be achieved through the following specific Outputs:

**Output 1:**
Third and subsequent batch(s) of Kuwaiti JPOs effectively recruited, with necessary institutional arrangements in place;

**Output 2:**
Effective communications and advocacy strategy drafted and implemented;

**Output 3:**
Comprehensive reinsertion strategy prepared

- Optimise the impact of the UNDP Kuwait JPO programme on the achievement of national policy goals, including the priority aims of the national development agenda
- Ensure that recruitment of the third and subsequent batch(s)
- Institutional arrangements established including a mentoring network, career tracking database and comprehensive appraisal system
- The recruitment process enhanced
- Sustainability and national ownership of the programme enhanced
TIMELINE

Kuwait Recruitment Planning - Timeline
Kuwait Recruitment 2016/2017

**01 May 2017:** Long listing and shortlisting completed by UNDP Kuwait, and CVs/P11s and list of candidates shared with JPOSC and DESA

**10 May 2017:** Agencies and Hiring Units have confirmed candidates to be interviewed

**22 May 2017:** Week of interviews initiated in Kuwait

**02 June 2017:** Reference checks completed

**23 June 2017:** Preliminary acceptance from candidates obtained

**05 July 2017:** Start of Hire process

**14 April 2017:** Vacancies closed

**16 June 2017:** Positions endorsed by CRB and UN Agencies. Donor advised on selection results

**26 May 2017:** Interviews completed

**23 June 2017:** Preliminary acceptance from candidates obtained

**22 May 2017:** Week of interviews initiated in Kuwait

**20 May 2017:** Agencies and Hiring Units have confirmed candidates to be interviewed

**02 June 2017:** Reference checks completed

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RAISING AWARENESS ABOUT THE JPO III

- Reached **150,000** individuals on social media
- **11,000** website views
- More than **20** media outlets leveraged for the announcement
- **6** TV and Radio Interviews
- **10** Movie Theaters promo runs prior to all movies
MEDIA CAMPAIGN

Kuwait JPO Video
THE SUPPORT

WHAT THE GOVERNMENT DID
JPOS ARE NOT LEFT BEHIND

- Orientation for the selected applicants
- Ensuring the reception of the new JPO
- Social Media groups with all JPOs that includes government leadership
- Field visits to New York headquarters
- Forming a recruitment support committee in collaboration with Ministry of Foreign Affairs and Ministry of Youth Affairs.
- JPO symposium
- Participation in making this presentation 😊
SUPPORTING OUR JPOS
The State of Kuwait

Thank you for your Attention