

## Road Map for Building the Capacity of the Ministry of Energy and Mineral Resources

Pillar 1: Policy and Regulatory Framework Development	Pillar 2: Organisational and Human Resources Development	Pillar 3: Domestic and External Resources Mobilisation	Pillar 4: Information Management and Monitoring
1) Developing the Electrical Energy Act	1) Fine-tuning functions of Directorates and sections	1) Identifying potential external support for electricity and RE	1) Strengthening utilisation of and support to ICT
2) Establishing the Energy Regulatory Commission	2) Restructuring of (parts of) MoEM to match the work with resources	2) Aligning DP support for electricity and RE	2) Establishing digital archive and sharing
3) Developing the Regulatory Framework for the Electricity Sector	3) Strengthening management, planning and accountability	3) Mobilising DP support for electricity and RE	3) Establishing data bases on electricity and RE sectors
4) Developing the Regulatory Framework for Safety, Health and Technical Quality	4) Establishing new positions and equipping appointees	4) Strengthening Inter-ministerial Coordination	4) Establishing resource centre(s) <b>Including training programmes</b>
5) Updating the Energy Policy for electricity including Renewable Energy	5) Activating & strengthening regional level	5) Strengthening cooperation with Local Government	
6) Developing the policy and strategy for supporting RE	6) Strengthening Human Resources Management systems and procedures	6) Reviving Public Private Dialogue	
7) Developing Medium Term strategy and NDP	7) Introducing Human Resources Development and arrange for training	7) <b>Strengthening Public Relations and transparency</b>	
<b>8) Developing, monitoring and analysing the electricity and RE Sectors</b>	8) Improving and tightening internal procedures		
	9) Strengthening Technical and Vocational Training		

## Initial Division of Labour: Pillar 1. Policy and Regulatory Framework

Pillar 1: Policy and Regulatory Framework Development	What ESRES is doing	Critical Gap	What possible support can you contribute to – to address the critical gap	Required timeline for support
1) Developing the Electrical Energy Act	<p>The Bill has been updated and discussed with the ESPs.</p> <p>The Solicitor General has been consulted.</p> <p>The Bill is now ready to be submitted to the Council of Ministers.</p> <p>MoEM team are working together with the ESRES Fund Adviser to develop a strategy to raise awareness of the Act.</p>	<p>Cabinet to endorse with Presidential presence</p> <p>Legislation to go through Parliament</p>	<p>IFC planned: PPD, peer learning, private-private</p> <p>GEEL: Assess and assist in the implementation of the Act</p> <p>GEEL Interim arrangements until Act</p>	<p>ESRES role for the Act finished in April 2016.</p> <p>ESRES is providing short term TA to set up a coordination forum.</p> <p>Support for PPDs starting August 2016</p>
2) Establishing the Energy Regulatory Commission	<p>Short-term regulatory specialist to establish the framework and planning capacity needs of the ERC.</p> <p>This will be done when the Act is passed</p>	<p>Build up the Energy Trust Fund</p> <p>Identification of board and staff</p> <p>Identification of resources for technical skills for auditing</p>	<p>Concepts being explored.</p> <p>IFC to support through PPDs?</p>	<p>Jun 2016 – Feb 2018</p>
3) Developing the Regulatory Framework for the Electricity Sector	<p>ESRES will provide specialist TA with short term inputs.</p> <ul style="list-style-type: none"> <li>• Long-term licensing</li> <li>• Tariff structure</li> </ul> <p>This is subject to the passing of the Act. Preliminary documentation ongoing</p>	<p>Long term embedded technical specialist to build capacity of MoEM and ERC.</p> <p>The need for developing the technical regulations.</p> <p>Raising the awareness of the energy sector</p>	<p>IFC ?: Exposure visits to private sector</p>	



Pillar 1: Policy and Regulatory Framework Development	What ESRES is doing	Critical Gap	What possible support can you contribute to – to address the critical gap	Required timeline for support
4) Developing the Regulatory Framework for Safety, Health and Technical Quality	ESRES will provide short-term expert with the assistance of a local consultant. This is subject to Ministry support.	The need for developing the technical regulations. Raising the awareness of the energy sector	GEEL: Advising on secondary legislation and can assist with development if needed IFC to support through PPDs?	
5) Updating the Energy Policy for electricity including Renewable Energy	Short-term Senior Expert to review the current policy based on the updated Energy Sector Strategy	Additional funding needed to provide longer-term inputs from the Short-term Senior Expert.	World Bank? Is ADRA doing this?	June 2016 – Dec 2016
6) Developing the policy and strategy for supporting RE				
7) Developing Medium Term strategy and NDP	Short-term Senior Expert to facilitate the new Energy Sector Strategy	Additional funding needed to provide longer-term inputs from the Short-term Senior Technical and others Experts.	World Bank? IFC? AfDB	June, 2016 – Dec, 2016
8) Developing, monitoring and analysing the electricity and RE Sectors	ESRES design a platform and a plan for licensing process, and the establishment of an Inspectorate.	Need for additional TA support		Aug 2016 – Mar 2018

## Initial Division of Labour: Pillar 2 Organisational and Human Resources Development

Pillar 2: Organisational and Human Resources Development	What ESRES is doing	Critical Gap	What possible support can you contribute to – to address the critical gap	Required timeline for support
1) Fine-tuning functions of Directorates and sections	Functional review done and refined. Accepted by the Ministry.	<ul style="list-style-type: none"> <li>• Define the resources for fulfilling the functions at the Energy Directorate.</li> <li>• Functions for other departments have also been defined and need to be resourced.                             <ul style="list-style-type: none"> <li>a. Minerals</li> <li>b. Petroleum</li> <li>c. Administration and Finance</li> <li>d. Human Resources</li> <li>e. Director General</li> <li>f. Planning</li> </ul> </li> </ul> <p>Needs to be coordinated with Public Sector Reform Efforts – Civil Service Commission</p>	<p>Currently only short-term allocations.</p> <p>Require longer term support with a mix of national and international.</p> <p>World Bank to provide some support to MoEM.</p> <p>GEEL will be providing capacity building support to the Electricity Department.</p>	<p>Aug 2016 – June 2017</p>
2) Restructuring of (parts of) MoEM to match the work with resources	In-progress. Local consultants appointed.			
3) Strengthening management, planning and accountability	Specialist technical specialists – short term			
4) Establishing new positions and equipping appointees	ESRES has identified new positions.			
5) Activating & strengthening regional level coordinators	Specialist technical specialists – short term			
6) Strengthening Human Resources Management systems and procedures	Ongoing			
7) Introducing Human Resources Development and arrange for training	Started			
8) Improving and tightening internal procedures	Specialist technical specialists – short term			

Pillar 2: Organisational and Human Resources Development	What ESRES is doing	Critical Gap	What possible support can you contribute to – to address the critical gap	Required timeline for support
9) Strengthening Technical and Vocational Training		<ul style="list-style-type: none"> <li>Technical training with universities and TVET centres – SLD and Regional.</li> </ul>	<p>Early days.</p> <p>Exploratory Committee of the SRETTI.</p> <p>GEEL: Explore and transform the airport windfarm site into a national training venue. Possibly a PPP arrangement?</p> <p>AfDB?</p>	

### Initial Division of Labour: Pillar 3 Domestic and External Resources Mobilisation

Pillar 3: Domestic and External Resources Mobilisation	What ESRES is doing	Critical Gap	What possible support can you contribute to – to address the critical gap	Required timeline for support
1) Identifying potential external support for electricity and RE	<p>Donor mapping and partnership strategy.</p> <p>Establishing coordination framework</p>	Need technical specialist to inform technical inputs.	Started, but needs ongoing support	March 2016 to Feb 2018
2) Aligning DP support for electricity and RE	<p>RE Fund Adviser: In coordination with DFID as lead donor in Energy in Somaliland.</p> <p>Identifying critical gaps and a strategic division of labour.</p>	Needs support for a sustained Energy Coordination Secretariat.		
3) Mobilising DP support for electricity and RE	RE Fund Adviser	Also need to leverage international private sector investors		

Pillar 3: Domestic and External Resources Mobilisation	What ESRES is doing	Critical Gap	What possible support can you contribute to – to address the critical gap	Required timeline for support
4) Strengthening Inter-ministerial Coordination	RE Fund Adviser: To set up framework with Minister		Started, but needs ongoing support	
5) Strengthening cooperation with Local Government	With support of the Local Consultant		Needs to start	
6) Reviving Public Private Dialogue	Set up a platform to coordinate with IFC, GEEL and others to plan priority topics and scheduling	Three Sector Working Groups under the Energy Sub-Sector have been established which provide a framework for demand driven PPDs.  Potential interested parties in supporting PPDs include: IFC, GEEL and SRE Contact Group.	GEEL: SWG TVET AfDB? IFC?	
7) Strengthening Public Relations and transparency	Advise on public communication for Electricity Awareness	Need for TA support  Technical and legal /dispute resolution to support public awareness and transparency	IFC?	ASAP

## Initial Division of Labour: Pillar 4 Information Management and Monitoring

Pillar 4: Information Management and Monitoring	What ESRES is doing	Critical Gap	What possible support can you contribute to – to address the critical gap	Required timeline for support
1) Strengthening utilisation of and support to ICT	<p><b>USD 50,000</b></p> <p>Assessment of total ministerial needs (ICT). Recommendations given.</p> <p>ESRES submitted bid documents for cost Phase I of infrastructure requirements which will be supporting the Energy Department only.</p>	<p>However, need for additional server support for Petroleum, Minerals, Administration and Finance and Human Resources.</p>	<p>Started, but needs additional support with limited support from ESRES.</p> <p>AfDB?</p>	
<p>2) Establishing digital archive and sharing</p> <p>3) Establishing data bases on electricity and RE sectors</p>	<p>ESRES will be developing a platform and plan for the implementation of data collection.</p> <p>This will include Pillar 1 and Pillar 4.</p>	<p><b>Needs finance, and TA</b></p> <p>Data management</p> <p>Potential databases include:</p> <ul style="list-style-type: none"> <li>• GIS</li> <li>• Customer data collection</li> <li>• Projects data base</li> <li>• Energy stored and consumed</li> <li>• Licensing</li> </ul>		<p>Aug 2016 – Mar 2018</p>
4) Establishing resource centre(s) and training programmes		<p>Needs finance, and TA towards identified resources for TVET and encourage stakeholders in developing skills.</p> <p>(i.e. regulating electricians who need to be licensed)</p>	<p>USAID/ Geel exploring. See above.</p> <p>SRETTI – exploratory committee</p> <p>AfDB?</p>	



## Support for the Private Sector

Wider Sector Needs	What ESRES is doing	Critical Gap	What possible support can you contribute to – to address the critical gap	Required timeline for support
Building technical planning, delivery and maintenance skills in the private sector	Limited through advisory role to the MoEM	Needs coordinated, and long-term consolidation of technical support across all areas.	SRETTI – exploratory committee  GEEL: Technical capacity building of SEA.  GEEL: 3 year strategic plan SEA aligned with the National Development Plan, and 5 learning activities	ASAP
Building management skills, e.g. Contractual agreements	Only at Ministry level		Learning by doing at through ESRES pilots.  IFC?	
Developing awareness raising – consumer relations	Limited advisory role to the Ministry		IFC?	
Procurement of infrastructure and import of quality goods	See Pillar 1.4: ESRES will provide short-term expert with the assistance of a local consultant. Advisory role on how it should be done. For e.g. through ESRES supported pilot projects.		Started through the pilot projects (ESRES).  Needs assistance.	Jan 2016 – Mar 2018
Establishing HybMg	Phase 1: ESRES will be project managing 6 pilot projects funded by ESRES 2016 – 2018.  Phase 2: Subject to the design of the Challenge Fund.		Pilot HybMg– early stages AfDB?	Jan 2016 – Mar 2018
Developing pricing models	ESRES is supporting regulatory reform to develop tariff structures.		Early concepts being discussed. IFC to support?	Jan 2016 – Mar 2018
Understanding and adhering to standards	See Pillar 1.4: ESRES will provide short-term expert with the assistance of a local consultant. Advisory role on how it should be		Early concepts being discussed. IFC to support?	Apr 2016 – Mar 2018

	done. For e.g. through ESRES supported pilot projects.		GEEL: provide assistance through SEA	
Types of financing	ESRES is limited to the design of the Challenge Fund in Phase 2.		IFC? World Bank?	Phase 2 ESRES: late 2017. Final design Mar 2018.